THE LICENSED TRADE CHARITY

England & Wales · Charity number 230011

Details

Other names	LICENSED TRADE CHARITY, THE SOCIETY OF LICENSED VICTUALLERS
Status	Registered
Legal form	Other
Registered	1964-02-26
Register	View on the Charity Commission register

Contact

Address	Heatherley London Road Ascot Berks SL5 8DR
Phone	01344884440
Email	Chris.Welham@ltcharity.org.uk
Website	www.licensedtradecharity.org.uk

Activities

Objects: 5. THE PROPERTY OF THE CHARITY SHALL BE APPLIED FOR: 5.1 THE PUBLIC BENEFIT, THE RELIEF OF POVERTY TO THE FOLLOWING CLASSES OF BENEFICIARIES IN DESCENDING ORDER OF PRIORITY:(A) LICENSED VICTUALLERS;(B) THE FAMILIES OF LICENSED VICTUALLERS;(C) THE FAMILIES OF DECEASED LICENSED VICTUALLERS;(D) THOSE WORKING IN THE LICENSED DRINKS INDUSTRY;(E) THE FAMILIES OF THOSE WORKING IN THE LICENSED DRINKS INDUSTRY;(F) THE FAMILIES OF DECEASED PERSONS PREVIOUSLY WORKING IN THE LICENSED DRINKS INDUSTRY.5.2 THE PUBLIC BENEFIT, THE RELIEF OF SICKNESS AND THE RELIEF OF ELDERLY PEOPLE IN NEED INCLUDING BY THE PROVISION OF SHELTERED HOUSING FACILITIES, CONVALESCENT TREATMENT RETIREMENT HOMES, NURSING HOMES AND HEALTH CARE BUT WITH A RIGHT FOR THE CHARITY TO GIVE PREFERENCE TO THE FOLLOWING CLASSES OF BENEFICIARIES IN DESCENDING ORDER OF PRIORITY:(A) LICENSED VICTUALLERS(B) THE FAMILIES OF LICENSED VICTUALLERS(C) THE FAMILIES OF DECEASED LICENSED VICTUALLERS(D) THOSE WORKING IN THE LICENSED DRINKS INDUSTRY(E) THE FAMILIES OF THOSE WORKING IN THE LICENSED DRINKS INDUSTRY(F) THE FAMILIES OF DECEASED PERSONS PREVIOUSLY WORKING IN THE LICENSED DRINKS INDUSTRY.5.3 FOR THE PUBLIC BENEFIT, TO PROMOTE THE EDUCATION OF PEOPLE IN SUCH WAYS AS THE CHARITY TRUSTEES THINK FIT, INCLUDING BY THE PROVISIONS OF SCHOOLS AND TRAINING COURSES, BUT WITH THE RIGHT FOR THE CHARITY TO GIVE PREFERENCE TO THE FOLLOWING CLASSES OF BENEFICIARIES IN DESCENDING ORDER OF PRIORITY:(A) THE OFFSPRING OF DISTRESSED OR IMPOVERISHED LICENSED VICTUALLERS(B) DISTRESSED OR IMPOVERISHED LICENSED VICTUALLERS(C) THE OFFSPRING OF DISTRESSED OR IMPOVERISHED FAMILIES OF DECEASED LICENSED VICTUALLERS(D) THE OFFSPRING OF DISTRESSED OR IMPOVERISHED PERSONS WORKING OR PREVIOUSLY WORKING IN THE LICENSED DRINKS INDUSTRY(E) DISTRESSED OR IMPOVERISHED PERSONS WORKING OR PREVIOUSLY WORKING IN THE LICENSED DRINKS INDUSTRY (F) THE OFFSPRING OF DISTRESSED OR IMPOVERISHED FAMILIES OF DECEASED PERSONS PREVIOUSLY WORKING IN THE LICENSED DRINKS INDUSTRY.6. THE CHARITY SHALL HAVE FULL POWER TO PROVIDE FINANCIAL ASSISTANCE FOR FEES AND OTHER PAYMENTS ONLY TO THOSE FALLING WITHIN THE CLASSES OF BENEFICIARIES REFERRED TO IN CLAUSES 3 (2) (A) TO (F) ABOVE AND 3(3) (A) TO (F) ABOVE.

Activities: The Charity assists those working in:those who have worked in or have retired from the licensed drinks trade in the following areas:(a)those who are sick ,infirm or distressed; (b) in the case of financial hardship and (c) the relief of ills consequent of old ageThe Charity through its schools educates the children from the general public but with preference to those working in the trade.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£29,765,209	£27,714,791	£73,699,122	325
2023-12-31	£27,992,115	£25,753,086	£68,133,348	329
2022-12-31	£25,076,953	£23,640,345	£65,787,630	327
2021-12-31	£23,371,834	£22,515,176	£69,286,630	306
2020-12-31	£21,543,129	£23,177,014	£62,760,614	321

Trustees

Name	Role	Appointed
Ludovick Halik	Chair	2019-04-04
George Wishart		2021-10-07
Hamish Stoddart		2025-10-15
JEREMY PHILLIPS		2015-04-09
MRS A KING		2014-10-15
Michael Clist		2020-10-08
Neil Morgan		2025-04-24
PATRICK DUDDY		2013-04-11
PAUL WIGHAM		2015-04-09
PETER RAYNSFORD		2014-04-10
Paul Kevin Hegarty		2023-04-20
Pavlos Pavli		2026-04-29
Shirley Couchman		2025-04-24
TOBY BRETT		2015-04-09
Tanya Wicks		2025-10-15
Tracy Bird		2016-04-07
Trevor Charles Heyburn		2023-04-20
Trevor Sparks		2019-04-04

THE LICENSED TRADE CHARITY

England & Wales - Charity number 230011

Accounts

LICENSED TRADE CHARITY

Trustees' Report

and Financial Statements for the year ended 31 December 2024

Transforming Lives Unleashing Potential

LICENSED TRADE CHARITY

PATRON HM THE KING

LVS Ascot

PATRON HM THE KING

LVS Hassocks

PATRON HM THE KING

LVS Oxford

Reference and administrative details of the Charity, its Trustees and advisors for the year ended 31 December 2024

Trustees

- Ludovick Halik (Chair and Vice Chair of Oxford Governing Body)
- Anita Adams - Resigned October 2024
- Tracy Bird (Charity Services & Vice Chair - Membership)
- Roy Boulter (Charity Services)
- Toby Brett (Chair - Membership and Chair of Ascot Governing Body)
- Gerry Cleary (Charity Services)
- Mike Clist (Charity Services, Chair of Hassocks Governing Body)
- Pat Duddy (Vice Chair – Charity Services)
- Paul Hegarty (Oxford Governing Body)
- Trevor Heyburn (Hassocks Governing Body)
- Mike Hill (Immediate Past Chairman, Elvian Ltd, Ascot Governing Body)
- Annette King (Chair – Charity Services)
- Jeremy Phillips KC
- Peter Raynsford (Charity Services, Chair – Pension Committee)
- Pauline Ross (Chair – Oxford Governing Body and Vice Chair – Ascot Governing Body)
- Trevor Sparks (Ascot Governing Body, Pensions, Investments)
- Paul Wigham (Chair – Investment Committee)
- George Wishart (Charity Services)

Chief Executive Officer 2024

Chris Welham

Charity Registered Number

230011

Registered Office

Heatherley, London Road, Ascot, Berkshire SL5 8DR

Auditors

James Cowper Kreston Audit, Reading Bridge House, George Street, Reading, Berkshire RG1 8LS

Bankers

Lloyds Bank Plc, 10 High Street, Bracknell, RG12 1BT

Solicitors

Hunters, 9 New Square, Lincolns Inn, London WC2A 3QN

Contents

Message from the Chairman

Ludovick Halik
Chairman of Trustees

It is a privilege to present the Chairman's Statement for the Licensed Trade Charity's 2024 Annual Report, reflecting on a year of delivery, evolution, and cautious optimism for the future.

Throughout 2024, the Charity has continued to fulfil its purpose of supporting licensed trade people through times of hardship. Against a backdrop of economic pressures and rising demand, our services have remained a vital lifeline to many. I am immensely proud of how our Trustees, colleagues, volunteers, and partners have responded with compassion, professionalism, and resilience to help transform lives and empower our community to thrive. Their work ensured that thousands of individuals across the sector received practical, emotional, and financial support when it was most needed.

A major milestone during the year was the approval by the Board of Trustees of a new five-year strategic plan. Developed by our new CEO, Chris Welham, and his team, this plan provides a clear, ambitious roadmap for the Charity's next chapter. It builds upon our strong foundations, setting out a vision to deepen our impact, broaden our reach, and ensure we remain agile and resilient in an ever-changing environment. The strategic plan is a testament to the fresh energy and leadership Chris has brought to the organisation, coupled with the collective insights and experience of our executive team and Trustees.

Financially, the Charity has again delivered a strong and stable outcome for the year. Careful stewardship of our assets, investments, and commercial activity has allowed us to continue growing the net asset value of the Charity, delivering core services and helping to fund important new initiatives. This stability gives us the confidence to be bold in our future ambitions.

Our special education needs provision continues to thrive, with sustained growth in pupil numbers at both LVS Hassocks and LVS Oxford. Both schools continue to deliver remarkable outcomes for students with an autism diagnosis. LVS Ascot has enjoyed a year of strong academic performance and excellent pastoral care. This is despite facing challenges relating to external pressures, notably the strain on parental disposable income and the anticipated imposition of VAT on school fees from January 2025, which began to affect enrolments during 2024. As a result, pupil numbers at LVS Ascot have declined by around 10% compared to 18 months prior. Despite these challenges, our firm financial foundation and strong reputation across both the independent school sector and SEN settings present significant opportunities for expansion. Encouragingly, we have been approached by a number of schools whose ethos and culture align closely with our own, exploring the possibility of us acquiring them. Our strategy is to grow our educational footprint in a carefully calibrated and sustainable way, and we look forward to seeing the potential of acquiring additional schools come to fruition.

Looking forward, we are taking proactive steps to evolve the Charity's impact. Our engagement with the licensed trade industry has deepened further over the year, with new partnerships and targeted campaigns extending our reach and raising awareness of the support available. As always, we remain committed to being there for licensed trade people at every stage of their working lives, and also once they have left the sector.

In closing, I offer my sincere thanks to my fellow Trustees, our executive team, colleagues, supporters, volunteers, and partners for their continued commitment and hard work in delivering our mission. The Charity is in a strong position as we look ahead to 2025 and beyond, with the ambition, values, leadership, and strategy in place to make an even greater difference to people's lives.

Chief Executive's Report

Chris Welham
Chief Executive

A Year of Purpose, Progress and Possibility

As I reflect on last year, having joined the Charity on the 1st March 2024, I'm filled with pride, gratitude, and a growing sense of possibility. Last year was not just about navigating the ever-evolving challenges facing our sector, but about stepping forward with purpose and building a stronger, more responsive organisation for the future.

From the outset, my ambition was clear: to elevate our impact amongst more people, and ensure that everything we do is grounded in compassion, empowerment and transformation. I believe we've made huge strides on all fronts whilst remaining true to our original charitable objects.

We supported over 40,000 people in 2024, each one with their own story, their own struggle, and their own potential. Whether through emergency grants, mental health and personal wellbeing support, education opportunities, or simply a voice at the end of the phone, our help made a difference when it mattered most.

Financially, we recorded a net surplus of £5.57 million, driven by strong investment returns and sound cost management across our operations. Our performance wasn't just about delivering the numbers, it reflected resilience and calibrated progress. This surplus means more lives transformed, more futures brightened, and more strength to face whatever lies ahead as we further plan for the future.

Our schools thrived in their own unique ways. LVS Ascot delivered strong academic results and continues to push boundaries through curriculum innovation, all despite the pressures of external policy changes including the Government's imposition of VAT on school fees. LVS Hassocks and LVS Oxford, meanwhile, continue to go from strength to strength as beacons of inclusive, specialist education. I'm especially proud of the glowing inspection feedback, rising student numbers, and exceptional personal growth we see in our learners every day.

This year also saw us develop and launch a bold five-year strategic plan with the blessing of our Trustee Board. Our plan includes a vision to double the impact of our charitable services having also increased awareness across the licensed hospitality sector to 50% by 2028. We've already made a promising start, with new digital platforms, modernised services, and more proactive outreach that ensures help gets to those who need support earlier and faster.

We've also taken meaningful steps on sustainability, cutting our carbon footprint and investing in green technology, from the further installation of solar panels at LVS Ascot to insulation upgrades across all three sites. Our environmental journey is part of our wider mission to care for people, the communities we live within and the planet.

And let's not forget the power of our people. Volunteers, staff, Trustees, supporters, fundraisers, you are the lifeblood of this Charity. Your commitment helped us adapt, grow, and shine a light of hope for thousands. Whether cycling across the Masai Mara or the rolling hills of North Devon, running wellbeing workshops in a local pub or running the London Marathon, you showed what's possible when a community comes together and when purpose drives action.

As we continue into 2025, we know that challenges like economic uncertainty, rising costs, and policy changes will test us, but with strong reserves, a passionate team, and a clear strategy, we're confident we can not just weather the storm, but lead through it.

To everyone who's been part of this journey, thank you. Your belief in what we do fuels our ambition. Together, we'll keep evolving, keep reaching further, and keep transforming lives across the licensed hospitality community.

The future is ours to shape, and we're just getting started.

Trustees' Report for 2024

The Trustees are pleased to present their Report and Financial Statements for the Licensed Trade Charity, its associate company and trading subsidiary for the year ended 31 December 2024.

Objectives and activities

The Charity continues to be committed to helping those who have previously worked in, or are currently working in, the licensed drinks industry, to alleviate poverty and distress. Its key objectives established over 200 years ago remain:

- helping those who are sick, infirm or distressed; and
- aiding those experiencing financial hardship; and
- offering relief to those suffering from the ills, consequent of old age.

The Charity educates children of the general public, but with preference to those working in the licensed trade, through its schools.

In setting its objectives and planning its activities, the Trustees have given careful consideration to the Charity Commissioners' general guidance on public benefit and, in particular, to its guidance on advancing education and fee charging in accordance with Section 4 of the Charities Act 2006.

The Trustees apply the funds of the Charity at their discretion and in accordance with the charitable purposes and objectives of the Charity, to provide financial assistance, support and advice to those who are currently working in, have previously worked in, or are retired from the licensed drinks trade.

Applications for help are means-tested and vetted by the Charity Services Committee, which has delegated powers from the Trustee Body to administer the grant-making policy.

During 2024, the Charity committed £1,242k to provide:

- regular financial assistance to help with essential living costs;
- grants to provide one-off assistance, such as rent deposits for housing, disability aids or convalescent breaks;
- bursaries at LVS Ascot; and
- grants to help with education and training.

The Charity also:

- assists people to claim benefits and grants that are available from Government and other agencies;
- co-funds with other charities to make grants that a single charity would not be able to fund;
- trains regional Volunteers who visit new applicants and existing beneficiaries to consider their position;

The aim of our schools is to unleash the potential of all our pupils. The Charity delivers a high level of education and care for children through its three schools; LVS Ascot, LVS Hassocks and LVS Oxford.

LVS Ascot is a non-selective independent school for children aged 4 to 18, and LVS Hassocks and LVS Oxford provide education to children aged 11 to 19 with a diagnosis of autism. Through our three schools, the Charity is able to help children with a broad range of abilities to achieve successful outcomes when they leave our schools.

LVS Hassocks and LVS Oxford are predominantly supported via Local Authority funding for learners with Education, Health and Care Plans (EHCP's).

In 2024, bursaries of £333k (2023: £337k) were provided to children from the licensed trade, who have an educational or emotional need that cannot be met through their existing state provision. To be eligible for a bursary, parents and carers must have worked in the licensed trade for at least five consecutive years. All bursary awards are means-tested and are therefore dependent on family income and circumstances.

LVS Ascot also offers scholarships to recognise academic, sport, music, art and drama potential. These are advertised to parents and prospective parents, and awarded in the above categories, or according to the specific requirements of the external bodies that gave the funding. The value of these awards was £666k in 2024, compared to £698k in 2023.

Further details of the Charity's bursary and scholarship policies and how to apply for both are available on the LVS Ascot website.

At LVS Ascot, fee discounts of up to 20% are available for fee payers who are currently working, or have in the past worked, in the trade for at least five consecutive years. Discounts are also available to members of the Armed Forces, Diplomatic Services and local senior academic staff. In 2024, the value of these discounts amounted to £706k, compared to £646k in 2023.

As part of the emphasis placed on attracting and retaining high-calibre staff, a discount which increases with length of tenure is offered to staff members who educate their children at LVS Ascot. A sibling discount scheme is also offered at LVS Ascot, which from September 2025 will be extended to families with two or more children at the school (previously the discount was available to families with three or more children).

Structure, governance and management

Constitution

The Licensed Trade Charity was established in 1793 by publicans who wanted to provide support and a safety net for fellow publicans and their families. For more than two centuries, the Charity has worked to improve people's lives by providing a range of support, from setting up schools to educate children, providing houses for the elderly, awarding financial grants for people in need and continues to run independent schools today.

The Charity operates under the Royal Charter of the Society of Licensed Victuallers, dated 3rd May 1836, and a Supplemental Charter dated 5th February 1999.

Following the merger of the Society of Licensed Victuallers and the Licensed Victuallers National Homes in 2004, a further Supplemental Charter, dated 29th June 2012, was approved by the Privy Council.

During 2017, the Charity applied to the Charity Commission and the Privy Council to widen its objects in order that it could provide education for all ages (previously this was restricted to children) and to provide increased care to the elderly, with both these provisions maintaining preference to those from the licensed trade. Both these requests were agreed by The Queen's Most Excellent Majesty in Council on February 8th, 2018, and the objects of the Charity amended accordingly.

Charitable status

The Charity helps all those in the licensed trade and operates under the Charity registration number 230011.

Governing body

The Trustee Body consists of between 12 and 18 Trustees (the number being at the discretion of the Trustees), two thirds of whom must be Licensed Victuallers, with the remainder members of the Charity. Trustees must be a member of the Charity before they can stand for election. Each term of office is three years, although Trustees who are aged 70 or older must seek re-election every year. Two general meetings (or Courts) are held each year, one in April and one in October, to which all members are invited.

The Trustees are responsible for overall governance and strategic direction. The Trustee Body delegates power within agreed budgets and responsibilities to committees that oversee the delivery of its Charity Services policy, Education policy, Investments policy, Fundraising activities and Membership.

The Trustees consider the Trustee Body, along with the Executive management team, which includes the Chief Executive and five senior staff members, comprises the key management personnel of the Charity, in charge of directing and controlling the Charity and running the operations on a day-to-day basis.

The Chief Executive regularly meets with senior leaders of a number of occupational charities and trade bodies to discuss issues faced within both the charity sector and the industry we support, and to share initiatives, research and best working practices.

The Charity also works closely with a number of other occupational-based charities to share grant awards in order that funding is awarded that could otherwise not be made.

The Charity continues to receive invaluable support from its regional fundraisers who raised £21k for the Charity in 2024.

Induction and training of Trustees

As part of its strategic planning process, the Charity conducts a skills audit of the Trustees on a regular basis in order to continuously ensure that the Trustee Body's skillset matches those required by the Charity, now and in the future. In addition, the Charity actively co-opts people with the desired skills to the Trustee Body and subcommittees.

On joining the Charity, all Trustees follow a general induction programme with specific training, either provided in-house or externally, to prepare them for whichever committee they are appointed to. There is also an on-going training programme for all Trustees.

Key management personnel remuneration

The pay of the Charity's Chief Executive is reviewed annually by the Trustee Body. The pay of the Executive Team is reviewed annually by the Chief Executive. Pay for teaching staff is generally aligned to national pay scales and pay for non-teaching staff is normally increased in accordance with average earnings.

Remuneration is also benchmarked with charities of a similar size and complexity, to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses are disclosed in note 13 to the accounts. There were no related party transactions in the year.

Trustees are required to disclose all relevant interests, register them with the Chief Executive and, in accordance with the Charity's policy, withdraw from decisions where a conflict of interest arises.

Group structure

The Licensed Trade Charity has a wholly owned non-charitable trading subsidiary, Elvian Limited, which makes available the facilities of the schools to various organisations for events, educational and leisure purposes. The Charity also holds 25% of the equity of The Morning Advertiser Limited which is treated as an associate company in line with the Charities SORP (FRS102).

Charity Services

Navigating Growth and Shifting Needs: A Comprehensive Analysis of Charity Services trends in 2024

In 2024, we supported over 40,000 people across the licensed hospitality community. Whether it was urgent help or long-term guidance, we were here to offer support that's compassionate, practical and easy to access.

We awarded £1,491,362 in grants and services, including £1,305,256 in direct financial support, but the value of what we offer goes far beyond the numbers. This year was all about making support more personal, more immediate, and more effective.

We made some big changes in 2024 to make sure our support reflects what people really need and how they want to access it.

We commissioned a new helpline provider after a thorough tender process, choosing what we believe is the best provider in the EAP market. With stronger clinical expertise, faster response times and a more proactive approach, this has already had a positive impact for those reaching out.

We also launched a new digital wellbeing platform. With self-help tools, live chat, and the option for people to manage their own counselling bookings. This shift recognises the growing demand for flexible, on-demand support that fits around unpredictable work patterns.

Meanwhile, our managed referral form has been a game-changer. For the first time, line managers and colleagues can refer someone who may be struggling but doesn't feel confident asking for help directly. It's enabled earlier intervention and quicker support when it's most needed.

As part of our service development, we made the decision to retire our befriending service. As the demand for this service was declining due to the changing demographic of our service users, we redirected that resource into areas where demand is rising. This includes investing in specialist counselling and digital engagement, areas where we're seeing real growth and meaningful results.

Housing concerns, relationship issues, benefits questions and career worries remained common reasons people came to us in 2024. The managed referral process has helped us respond faster and more effectively, matching people to the right advice without delay.

We also increased the promotion of our critical incident response service, stepping in to support venues and teams after serious or traumatic events. It's about being there quickly, with compassion and clear guidance when it matters most.

We awarded more than £1.3 million in financial grants, including:

- £274,139 in emergency hardship support
- £311,544 to help people stay in their homes or replace essential household items.

We also saw more requests for education-related help, especially from our LVS Ascot community, showing how ongoing financial stress affects family life too.

Our 24/7 helpline remained a vital service, with thousands of people reaching out for mental health support.

Alongside this, our new live chat function and digital booking tools gave people more control over how and when they access help.

More people are coming to us earlier, and more employers are reaching out to support their teams. That tells us our message is landing - you don't need to wait for crisis. We're here to help whenever and however you need us.

In 2024, we backed our community through some of their toughest moments—and gave them the tools to move forward with confidence. That's what LTC is all about.

Fundraising

We're proud to share that in 2024, the Licensed Trade Charity has continued to benefit from the remarkable generosity of individuals and organisations across the licensed hospitality sector. Their support has allowed us to stand alongside more people in need and help them get back on their feet.

This year, we saw even more fundraising activities take shape, from awards dinners and sports challenges to wellbeing panels and training sessions. These events didn't just raise money, they helped us raise awareness of the work we do and connect with those in need of our support.

We owe heartfelt thanks to our Regional Supporters, Licensed Victuallers Associations and Ladies Auxiliaries who together raised over £21,000. Their commitment to our mission is invaluable.

We also want to recognise the impact of our trusted partners and friends, whose donations and fundraising efforts are central to our continued success. In 2024, we received vital support from:

AB InBev and The Budweiser Brewing Group, Mitchells & Butlers, Heineken, Greene King, Britvic, Wireless Social, Barons Pub Company, Livelyhood Pubs, Fullers, J D Wetherspoon, Stonegate and many others. Their ongoing support is what makes our work possible.

Two stand-out events in 2024 highlight the strength of our community:

- Pedalling for Pubs: March 2024, 29 dedicated professionals cycled 400km across the Masai Mara in Kenya, raising an incredible £320,000 for LTC and Only A Pavement Away. At the end of 2024 the ride was rebranded to Hospitality Rides to open up support and rider engagement to a wider hospitality audience.

- Pedalling To Pubs: In May, 41 hospitality people took on a 220km ride in North Devon, once again demonstrating that we're stronger together.

A huge thank you to Katy Moses and the KAM team for championing Hospitality Rides, and to Steve Alton from BII for leading the way on Pedalling To P.

We're also grateful to The Worshipful Company of Innholders and The William Brake Charitable Trust, whose continued donations support Sixth Form Scholarships at LVS Ascot, creating brighter futures for the next generation.

Every pound we receive in donations goes directly to the people who need it most – a promise we're proud to keep.

Volunteering in 2024

Our volunteers play an important role in advancing and promoting the LTC's work, guiding the direction of the Charity, raising funds and engaging with the community to deliver a holistic service for the people we serve. Their passion, commitment, and deep-rooted knowledge of the licensed hospitality trade empower us to deliver vital support and education to those who need it most.

Most of our volunteers bring firsthand experience from across the hospitality sector—ranging from Licensees to Owners and Directors. Their insight into the challenges and rewards of this dynamic industry makes them uniquely positioned to support our cause. Most importantly, they share a common passion: to give back, help those in need, and ensure that children receive the best possible education.

2024 brought some significant changes. After careful consideration, we made the difficult decision to close our telephone befriending service due to decline in demand. We also saw the retirement of a faithful long-standing Trustee, Anita Adams, and the stepping down of several Charity Services Volunteers.

Additionally, our team of Charity Ambassadors was formally disbanded, largely due changes in staff structure, which streamlined our outreach efforts. As a result of these transitions, our volunteer numbers shifted from 146 at the beginning of the year to 102 by year-end.

Role	2023	2024
Trustees	18	17
School Governors*	16	19
Charity Services Volunteers	39	34
Telephone Befrienders	12	8
Charity Ambassadors	22	0
Regional Fundraisers	39	31

*Governors include both Trustees and co-opted members.

Our Trustees are instrumental in shaping the future of the Charity. These 17 dedicated individuals attend Board and Committee meetings throughout the year, generously contributing their time, knowledge, and strategic insight. Many serve on multiple committees, including:

- Charity Services (monthly)
- Education Review, Health & Safety, and Governing Bodies (termly)
- Pensions Committee (4 times a year)
- Webber Trust (3 times a year)
- Membership, Elvian Ltd, Investments, and Publican's MA (twice a year)

In addition to our Trustees, two co-opted members also bring valuable perspectives to the Charity Services Committee.

Supporting Our Schools

The Boards of Governors for LVS Ascot, LVS Hassocks, and LVS Oxford play a vital role in maintaining high educational standards. By regularly visiting schools and engaging with both staff and students, our Governors ensure that leadership remains aligned with our mission: delivering exceptional education and helping each child achieve their full potential.

Following the pandemic, visits by our Charity Services Volunteers were prioritised for visiting our more complex cases. Since then, we have observed a notable increase in the number of such cases, and throughout 2024, 72 families received a home visit. These visits helped collect vital background information, enabling our committee to make informed, compassionate decisions that truly reflect the needs of each individual. We aim to recruit more volunteers during 2025 to meet the growing demand for our support.

Our Regional Support Committees brought people together through a wide variety of fundraising events. From lively Burns Night dinners and garden parties to golf tournaments and themed evenings, each gathering was a celebration of community and generosity.

We extend our heartfelt thanks to all our volunteers for donating not just their time, over 3,200 hours in 2024, but also their energy, skills, and compassion. Their dedication helps the Charity and our family of schools continue to thrive.

Together, we've made a meaningful difference, transforming lives and unleashing potential. Here's to building on that success in the years ahead.

Educational performance Academic Year 2023-24

LVS Ascot

Senior School

2024 has been a year of renewed momentum and development across the Senior School. Pupil outcomes, co-curricular engagement, and our global outlook have all strengthened, underpinned by a purposeful focus on academic rigour, personal growth, and character development.

At A level and BTEC, 64 pupils sat examinations with an overall pass rate of 97.3%, an increase from 96% in 2023. While our value-added score of -0.5% indicates performance broadly in line with expectations, it is a clear reflection of the dedication shown by pupils and teachers alike. Vocational outcomes were particularly strong with a 100% pass rate, and 42.9% of grades achieved at Distinction* or Distinction, up from 40% the previous year. Individual academic achievements were exceptional, with a number of pupils achieving straight A* and A grades across a demanding mix of subjects and securing top university places.

At GCSE, 91% of grades awarded were between 4 and 9, with top grades seeing a substantial rise, 26% were awarded 9 or 8, compared to 20.4% in 2023. A remarkable 13% of all grades were grade 9, and four pupils achieved nine grade 9s each. There was a 100% pass rate in BTEC and Triple Science (Biology, Chemistry and Physics).

This year marked the formal start of our High Performance Learning (HPL) journey. With its focus on values, cognitive excellence, and the belief that high performance is achievable by all, HPL is already shaping our academic culture and will continue to enhance outcomes in future years.

The school continues to excel in the arts and sport. Our spectacular production of Footloose showcased the creative and performance talents of our senior pupils. Our sports programme achieved notable success, with pupils competing at regional level in athletics and netball and gaining selection for elite development pathways in both rugby and hockey. The Eindhoven sports tour also provided transformative experiences for participants, demonstrating leadership, teamwork, and international sporting engagement.

We were also proud to be recognised nationally when our Head of Admissions, Lindi Smit, was awarded the 'Unsung Hero' accolade at the Independent Schools of the Year Awards 2024, acknowledging her unwavering commitment to our school and families.

Internationalism has continued to flourish through our expanding Round Square programme. Pupils took part in a range of exchanges across the world and service-learning projects, including a major student expedition to Vietnam, where a Year 13 pupil worked to help build and enhance school facilities in local communities. Delegates also attended the prestigious Round Square International Conference in Rwanda, further strengthening our commitment to global citizenship, leadership, and service.

Despite LVS Ascot Senior School seeing a drop in pupil numbers in September 2024 due to VAT on school fees, numbers were more positive than expected especially in the upper years. We will continue to deliver a distinctive education where aspiration meets opportunity. This year has embodied our mission of inspiring independence and unleashing potential. We are proud of the achievements of our students and staff and look ahead to continued success across every dimension of school life.

Infant & Junior School

2024 has been a year of ambition, creativity, and growth in the Infant and Junior School. We have continued to deliver a vibrant and values-driven education that nurtures curiosity, builds character, and lays strong foundations for lifelong learning.

In September, we proudly launched the new IJS Diploma, an innovative programme rooted in the principles of Round Square and High Performance Learning. The Diploma is designed to develop not only academic skills but also essential values such as curiosity, resilience, leadership, and empathy. Pupils work towards the diploma through a blend of academic challenge, service learning, and co-curricular engagement, and we have already seen its positive influence on pupil motivation and mindset.

Academic achievement remains strong across the school. End-of-year progress assessments in summer 2024 revealed that most pupils were working at or above expected levels, with many demonstrating accelerated progress in core areas. We were particularly pleased with outcomes in English and Mathematics, where targeted support and differentiated teaching have had a measurable impact. The introduction of digital tools and structured reflection has further supported independent learning and progress tracking.

The co-curricular and enrichment programme remains a central strength of IJS life. Our pupils staged a spectacular performance of Charlie and the Chocolate Factory - a joyful, high-quality production that showcased musicality, teamwork, and confidence across the year groups. Sport also continued to thrive, with a successful tour to Manchester providing opportunities for pupils to compete, collaborate, and represent the school with pride.

Beyond the classroom, pupils have continued to take part in leadership and service activities, including buddy systems, eco-projects, and charity events. We are especially proud of how pupils embody the school's values in their day-to-day actions and interactions, contributing to a culture that is kind, aspirational, and inclusive.

Our staff team continues to model excellence, and our teaching is underpinned by research-informed practice and collaboration. The continued integration of HPL language and thinking skills into the classroom has started making an impact and is increasingly evident in pupil conversations and learning outcomes.

Despite IJS pupil numbers being an on-going concern, reflecting the national downward trend, the school is differentiating itself to become a key player in the local market where others are struggling. We look back on 2024 with pride and look forward with confidence. The IJS remains a joyful, aspirational community where every child is supported to flourish, personally, socially, and academically.

Specialist education

LVS Hassocks

2024 has seen huge demand for the provision at LVS Hassocks. The school has embedded itself firmly as the SEN school of first choice for the West Sussex area. This has created a surge of enquiries, resulting in an increase in Open Days for prospective parents. 2023-24 academic year opened with 58 students on roll and closed with 68 on roll. A further year 10 class was opened after the Easter break to meet this demand. Numbers include a further 19 students secured for the 2024-2025 commencement.

The school provides support to SENCO's working with autistic children within feeder schools, further raising the profile of the school and supporting local educators to better fulfil their roles. This combined with numerous parent workshops has significantly raised the profile of the school within West Sussex.

The school received numerous outstanding inspections. Local West Sussex inspection CCRAG (Children's Cross Regional Area Group) stated that: 'It seems the school is going through a positive change and this is commendable especially since the new Headteacher has only been in place since March 2023. It was a pleasure to visit this school and to engage with the pupils and teaching staff.'

The ISI inspection body stated: 'School leaders establish an effective school ethos which safeguards and promotes the welfare of the pupils...Leaders create a respectful environment where pupils can express themselves safely...Skilled staff offer a dedicated, effective and highly intuitive approach to supporting pupils to make good progress relative to a pupil's profile and dynamic circumstances. Pupils are increasingly able to self-regulate and to grow as individuals, better able to navigate the complexities of life in a community.'

East Sussex inspection saw the school as 'a calm and focused learning environment' and 'a school with a positive movement forward' during their inspection.

The school also underwent the annual IQM inspection with highlights as; 'LVS Hassocks is a nurturing and inclusive school that prioritises a supportive environment. The school fosters positive relationships and adopts a flexible approach, celebrating diversity and inclusion. Every student is well-known to the staff, who are dedicated to addressing individual needs and overcoming challenges. All students are supported to leave with a qualification appropriate to their needs. Very effective support structures are in place to ensure all are able to reach their potential.'

The school continues to offer a rich and creative curriculum, which caters well to the broad profiles of the cohort of students. Horticulture offerings were expanded, and practical subjects such as Art, Cookery and café skills became even more popular.

Of particular interest is the improvement in the teaching and learning outcomes in Maths. A radical new approach saw a lessening of Maths anxiety and better overall results.

Headline results for summer 2024 include:

- English Language GCSE, 100% of students passed (grades 1-9), with 40% attaining a grade 4 or above, including one student who achieved a grade 5.
- Maths GCSE, 100% of students passed (grades 1-9), with 50% earning a grade 4 or higher, and one student achieving an impressive grade 6.
- Fine Art GCSE, 100% of students achieved a grade between 1-9, with 20% achieving 4 or higher.
- In OCR Science, 11 students achieved a merit, 1 a distinction.
- In BTEC Sport, 8 students achieved a pass.
- In the past two years of the Duke of Edinburgh Award Scheme, 20 students have achieved a 100% success rate, with all earning their Bronze or Silver award.

The school is well supported within the community for work placements, work experience and careers events. Years 11 and 12 undertake college placements in a supportive manner. The Sixth form was given a dedicated learning space inclusive of common room and further independence. This provision has enabled the students to better prepare for independent living and learning to support the next stage of their life.

The school had a zero staff turnover. All are able to access senior leaders quickly and the welfare team has a wraparound care function for the staff, with surveys confirming contentment and harmony. All staff work collaboratively and supportively as a strong team unit.

Several changes to the layout of the school have further improved accessibility and smoother operations, including the addition of a further sensory room to meet the needs of the student body. The therapy team is worthy of huge praise, they not only fully meet the needs of a student's EHCP but provide support in all areas of the school. Therapy plays a big role in the CPD (continual professional development) of the staff. During CPD sessions, staff are presented with the most current theoretical and clinical updates, allowing them to amend strategies and interventions for students.

Sport provision at school continues to be a strength and students benefit from experiencing a wide range of choices, all to enhance the healthy minds and bodies theme. This is further supported by healthy food choices from the catering arm of the school. Numerous events have showcased the school's strength in the area of EDI (Equality, Diversity and Inclusion) and the school promoted a staff member to lead on the initiative.

LVS Oxford

Pupil Numbers:

Pupil recruitment has remained strong with 63 students on roll with numbers expected to rise to over 70 . Three open days were hosted throughout the year with 64 parents attending.

A year of strong learning results saw 100% of Year 11 Students Secured Transition Placements. Year seven, eight and nine students studied for functional skills qualifications and 8 passed Functional Skills Maths Level 1 and a further two passed Level 2.

Headlines from the year include:

- Work has begun on a sensory garden with Soho and Blenheim
- Changes to the curriculum have been a success
- Students have made great progress with Functional Skills

Across all year groups, students continue to make great strides in Functional Skills English and Maths. Regular targeted interventions and differentiated teaching have helped students achieve measurable progress and build self-belief in their academic abilities.

Our Personal, Social, Health and Economic (PSHE) curriculum has been further developed to include more focused sessions on mental health, emotional regulation, online safety, and healthy relationships. Student voice has played a key role in shaping the curriculum to meet their needs and concerns with a focus on Equality, Diversity & Inclusion (EDI).

Throughout the curriculum, we have embedded EDI principles to ensure students explore topics such as identity, respect, inclusion, and justice. During the LVS Commonwealth Games and other whole-school activities, students applied their understanding of EDI vocabulary and values in real-life settings - demonstrating teamwork, fairness, and mutual respect.

As part of Careers Week, students in Years 9–11 participated in industry talks, mock interviews, and a careers fair. They explored a range of pathways and gained valuable insights into the world of work. Many left the week inspired, and several secured further work experience placements as part of their real-world careers preparation.

Year 9 and 10 students competed in the Begbroke Science Park Innovation Showcase against local mainstream schools. Tasked with turning a cutting-edge nanofiber material into a commercial product—with no internet and just 45 minutes—they created "INVINCEABLE," a next-gen armour concept that won first place!

Looking ahead, we're thrilled to offer a 3-day residential trip with Adventure Plus for Year 8 and 9 students from in Clanfield. This programme supports students with additional needs through confidence-building outdoor activities like archery, fencing, and climbing. Students will stay in cabins, with all meals, activities, and supervision included.

Countrywide the landscape for specialist education is changing. The number of EHCP plans in place in the Oxfordshire area, as of January 2024 increased by 59,426 (11.5%) from January 2023. This is an increase of 83% since 2016.

In Buckinghamshire the SEND Survey 2024 indicates that 65% of children have an EHCP specifically, between 2015 and 2023, the number of youngsters with an EHCP increased by 86%.

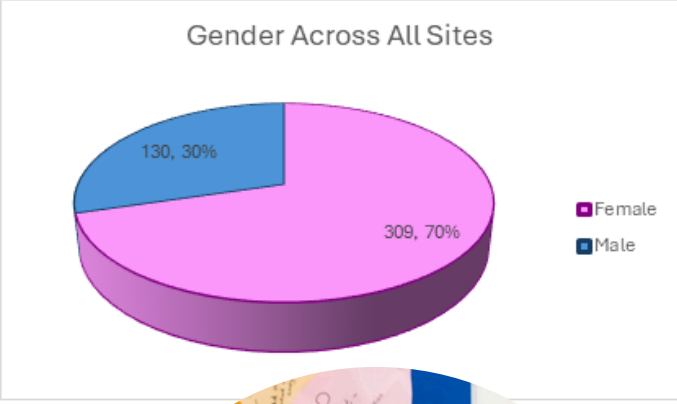
The School continue to organise open mornings for primary headteachers from Buckinghamshire, Oxfordshire and Gloucestershire, these events will provide an opportunity to showcase our provision and promote LVS Oxford in a more personal and engaging way. They will also help strengthen relationships with local schools and raise awareness of the specialist support offered.

Our People & Human Resources

Following the Labour government's election win in July 2024, we knew VAT would be introduced on private school fees, as outlined in their manifesto, but the details weren't confirmed until October, when a 20% rate was announced, effective from January 2025. This new tax, along with an increase in employer National Insurance contributions and the removal of business rates relief, has placed significant financial pressure on our schools. In response, we've taken proactive steps to manage costs and protect our financial stability. This included reviewing expenditure across the board, adjusting our teachers' pension scheme, and making changes to timetabling to ensure we continue to deliver high-quality education and support.

Despite these challenges, 2024 closed on a positive financial note, a testament to our team's careful planning and resilience.

We had 439 employees plus our catering and IT support outplacement services working as a team with us across our units.



Apprentices

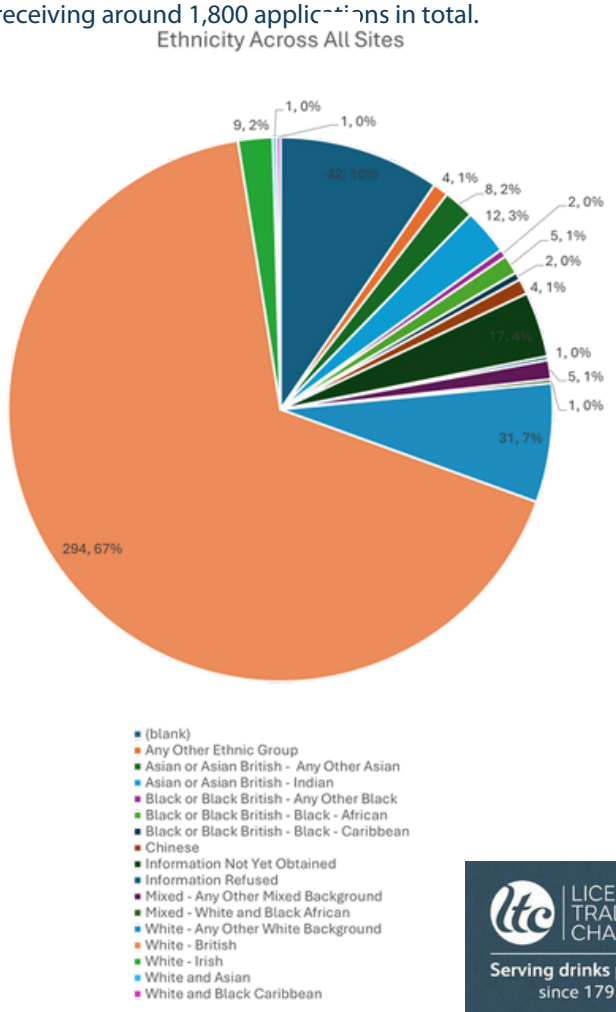
We have had eleven apprentices paid for by the Government Levy we contribute to as an employer. Our management development has seen four senior leaders from across our sites take part in senior management qualifications at a Master level and passed this summer with high marks. Huge thank you to Sussex County Council and Venners LTwho have supported two of our trainee Special Needs Teachers at LVS Hassocks to complete in the summer of 2025.

We've continued to develop our HR digital strategy throughout 2024. Our HRIS and Payroll systems, both introduced during the Covid period, have proved to be reliable and effective. To build on this, we're planning an operational audit next year to review and refine best practice. As part of our focus on improving employee experience, we trialled a new performance management system, BlueSky, at LVS Ascot. The feedback has been overwhelmingly positive, and we're now preparing to roll it out across all sites in 2025. Looking ahead, we're also streamlining how employees manage their documentation. This includes expanding our digital onboarding and compliance process, something we've already started with electronic safeguarding signatures. These changes are designed to make key processes smoother and more accessible for both new starters and existing staff.

Employee wellbeing is a core part of our staff benefits at LTC. We offer a strong and competitive package, from daily lunches to robust pension schemes, that helps us attract and retain great people.
Through our Employee Assistance Programme, staff can access a GP and prescription service, giving them quick and confidential support when they need it. We also offer the HSF health cash plan, which gives access to up to sixteen types of medical specialists from just £1 a week. LTC covers the first level of this plan for any employee who wants to join, making it easier for our teams to look after their health and wellbeing.

Recruitment

Retaining the skills and experience of our people is a key priority. Throughout 2024, we've continued to invest in career development through training and leadership programmes, helping staff grow and progress within the organisation. The recruitment market has been tough over the past five years, but we began to see a shift towards the end of 2024. With fewer roles available across the sector, we've seen a larger pool of strong candidates applying for each vacancy. Over the year, we managed more than 94 external vacancies and 20 internal opportunities, receiving around 1,800 applications in total.



Learning and Development

At LTC, developing our people is a core focus. We know that building skills and confidence boosts performance, engagement and job satisfaction across the board. In 2024, our teams completed 2,727 training sessions, alongside additional e-learning through the National College of Teaching and Educare platforms.

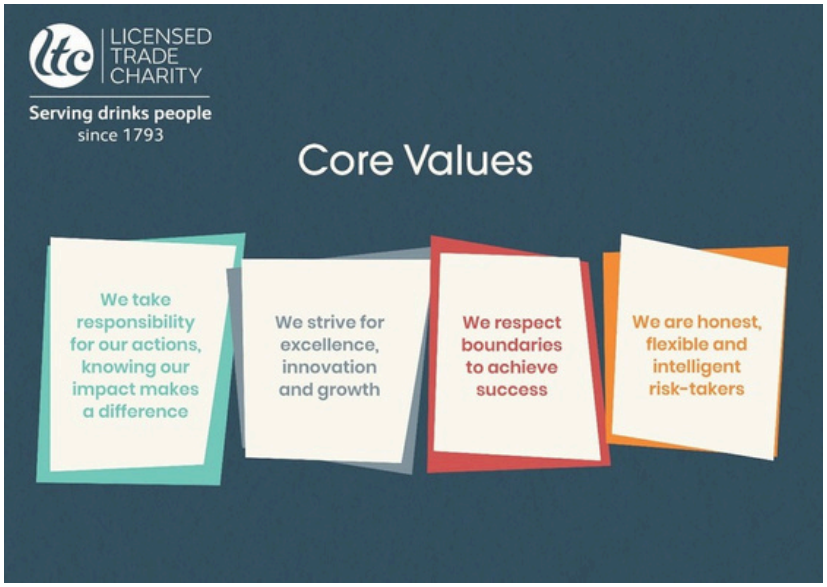
Our workforce brings a rich mix of backgrounds, experiences and perspectives. This diversity helps us better understand our community and stay agile in a fast-moving recruitment market. It's one of the things that makes our organisation stronger and more responsive to the needs of those we support.

Our diversity and inclusion

Diversity and inclusion are central to our recruitment strategy. We actively seek out talent from a wide range of communities, locally, nationally and internationally, to ensure our team reflects the people we support. While all our locations are in areas where over 88% of the population identify as White British, we're committed to inclusive recruitment that broadens representation and brings in different perspectives. This helps us better reflect our customer base and build a stronger, more inclusive organisation.

LTC Values

Our people truly live and breathe LTC's values, even as the world around us continues to change. Their commitment and adaptability are at the heart of everything we do. We recognise that the success of the charity is down to them, and we're proud to acknowledge the outstanding contribution they make every day.



Estates Report

During 2024, the estates teams successfully delivered various projects across the LVS schools. In alignment with strategic objectives, each project contributed to enriching the educational environment of the schools by focusing on improvements to appearance, condition, functionality, or energy performance. Here is a summary of some key projects that were successfully delivered.

LVS Ascot

LTC meeting rooms refurbishment:
The first-floor bursary meeting rooms were given a much-needed refurbishment during the summer to bring them in line with the main reception that was captured the year before. The scheme included better AV technology, new cabinets to store LTC memorabilia, and a timeline depicting the history of the LTC.

Solar panel expansion:
During the summer of 2024, 458 solar panels were installed over multiple roofs to reduce our reliance on fossil fuels and help us become more sustainable as an organisation. With the 123 panels that were installed the year before, the system has a solar capacity of 250 kW! Since the panels were installed, the system has generated circa 132 MWh of electricity, which is the equivalent of 1,544 trees planted and 25,000 kg of CO2 emissions saved. On a financial level, this equates to a £20k saving on our electricity bill!

Junior School KS1 refurbishment:
The KS1 end of the Infant & Junior School was modernised during the summer to create a more fun and interactive environment for our young pupils. The classrooms have been fitted out with real, solid wood furniture that is designed to inspire play and promote learning.

Gymnasium:
During Easter, we decided to convert the Ancillary Hall, which was generally considered underutilised, into a modern gym. It's fully fitted out with everything you'd expect from a gym: free-weights, running machines, rowing machines, bench presses, etc. The hall is entirely overlaid with a heavy-duty sprung floor to create a high-impact, durable and sleek finish.

LVS Oxford

Horticulture classroom:
Expanding on the success of outdoor learning at LVS Oxford, a new classroom was built to promote and develop horticulture and land-based studies, so that our students acquire practical knowledge ready for life. The classroom comprises a separate garden building located in the horticultural area adjacent to the polytunnel and raised beds.

LVS Hassocks

The level of capital expenditure has been reduced at LVS Hassocks due to the long-term objective of redeveloping the site. The scheme would comprise of creating a new fit-for-purpose SEN school on 5 acres of the site, and then selling the rest of the site for residential housing development. Progress has been made during 2024 with developing masterplans, conducting surveys and proactively engaging the local Planning department of the scheme. The eventual aim is to achieve Planning permission and then move forward with the build programme of the new school.

Energy and sustainability

The LTC continues to focus on infrastructure improvements and renewable technology with the aim of decarbonising the LVS schools. Significant progress has been made during 2024, and this will form the foundation for further environmental improvements on our carbon reduction programme. The eventual target is that as an organisation we move towards carbon neutrality and sustainability is integral to the way we operate. Here is a summary of the progress made during 2024:

- We have achieved a 3.64% reduction in our CO2 emissions during 2024 compared with the base year 2023.
- We achieved full compliance with the Environment Agency's requirements (ESOS) to assess our greenhouse gas emissions and develop strategies to reduce them.
- Various de-carbonisation projects were implemented including roof void insulation upgrades, LED lighting retrofits, and boiler and mechanical plant upgrades.

Sodexo Site Services Report

Sodexo deliver facilities management, catering and food services at all our sites.

In partnership with Sodexo, LVS continues to offer a vibrant and dynamic student experience. Through creative fundraising initiatives, themed culinary events, and technological innovations in facilities management, Sodexo's support has been instrumental in furthering our mission to provide a well-rounded education and environment for all students.

LVS Hassocks – Fundraising and Nutritional Support:

Sodexo has continued its commitment to supporting LVS Hassocks through two successful fundraising events at the Oast café. By providing a wide selection of savoury bakes and cakes, these events supported the Children in Need and Motor Neurone Disease charities. In addition, Sodexo plays an integral role in promoting balanced and healthy food choices for our students. Their ongoing efforts to encourage students to explore a variety of textures and flavours contribute to a broader and healthier palate.

LVS Oxford – Themed Days and Student Engagement:

LVS Oxford – Themed Days and Student Engagement: Sodexo's dedication to enhancing the student experience at LVS Oxford is exemplified through a series of special themed days. Events such as the Great British Bake Off, Battle of Hastings Lunch, Charles Dickens Lunch, and the Black History Month-themed menu in October have been well-received by students. Additionally, Sodexo hosts engaging activities like Wimbledon Day and American Diner Day, with the Smoothie Bike event standing out as a student favourite. This initiative encourages healthy eating through an interactive breakfast assembly followed by students using a stationary bike to blend their own smoothies.

LVS Ascot – Innovation in Facilities Management:

LVS Ascot – Innovation in Facilities Management: LVS Ascot has embraced technological advancements to improve the efficiency of its facilities. The introduction of Phantas, an advanced robotic cleaning system, has proven to be a valuable asset. This machine, capable of cleaning both hard and soft flooring with four versatile modes, has been a game-changer for the maintenance team. Its deep-learning-based algorithms allow it to map floors and set virtual barriers to avoid restricted areas. Affectionately named Cyril, this robotic cleaner has alleviated the burden of routine cleaning tasks and helped address staff shortages, enabling the domestic team to focus on more strategic responsibilities.

Soxedo Continued Support and Event Catering Excellence:

Sodexo continues to deliver diverse and high-quality catering options to the LVS community. Their involvement extends beyond regular meal provision to supporting a wide range of in-house functions, including prestigious events such as the Year 13, 11, and 6 end-of-year Balls, Performing Arts Dinner, Sports Awards Dinner, and Presidents Day. These events represent the pinnacle of Sodexo's catering contributions and are a testament to their commitment to excellence.

Despite the challenges faced by the hospitality sector in terms of staff recruitment and retention, Sodexo has implemented a comprehensive induction process, keeps pace with compensation trends, and offers professional development opportunities to retain and enhance the skill set of their team members.

Financial review

The full financial results for the year are dealt with in the Statement of Financial Activities on page 27.

Financial performance compared with the previous year

2024 was another successful year financially for the Charity, recording a Net Surplus of £5,566k, a significant increase on the Net Surplus of £2,346k generated in 2023. This surplus has been delivered from both our operations and our investments.

The Charity's operations have continued to perform well, delivering a Net Income before Net Gains / Losses on Investments (commonly referred to as Operating Surplus / Deficit) of £2,131k – a slight reduction from last year's £2,239k but nevertheless very encouraging.

Net Income earned from our school operations increased from £2,122k in 2023 to £2,618k in 2024, although this increase doesn't truly reflect the challenging environment in which the schools operate. In particular, the introduction of VAT on private school fees by the new Labour government has had an adverse effect on pupil numbers at LVS Ascot from the moment the general election was announced in May 2024, long before the additional tax came into force on 1 January 2025.

Average pupil numbers across the three schools were 956 in 2024, only a slight reduction from 964 in 2023 as increases at the two specialist schools have gone some way to mitigate the fall at LVS Ascot.

As a result of this impact, the schools' cost bases have continued to be carefully managed to ensure high quality education continues to be provided in a cost-effective manner.

Income from Donations, Grants and Fundraising grew by 36%, from £354k in 2023 to £482k this year. As ever, this included some very generous corporate donations, and our share of the proceeds from the Pedalling for Pubs and Pedalling to Pubs events.

Elvian Limited continued to make a notable contribution to the organisation's finances from its letting of facilities when not being used by the schools, recording a net profit to £514k (2023: £433k).

Net income earned from Investments increased slightly, from £1,310k to £1,337k, and the value of those investments grew by £2,106k this year, building on a gain of £1,076k in the previous year.

During the second half of the year, the Charity reduced its exposure to property funds, and increased the amount allocated to general investment funds. As part of this restructure, one investment manager was removed and two were appointed bringing the total number of general investment managers to three. This restructure was undertaken to further support the Charity's position as a long-term investor and increase its ability to generate sustainable returns from its assets to underpin growth in our charitable activities.

The valuation of the defined benefit pension scheme liability reduced from £2,199k at the end of 2023 to £774k at the end of this year. An actuarial gain of £1,312k is recorded this year, compared to a loss of £1,067k in 2023.

Financial performance compared with expectations for the year

The Charity outperformed its 2024 budget on many metrics. The result for the year was a Net Surplus of £5,566k, £4,654k ahead of the budgeted surplus of £912k.

Whilst a significant proportion of this overperformance has come from the gains on investments and the pension scheme liability mentioned earlier, it is pleasing to see operating surplus also ahead of budget. Operating surplus is the number which management can influence on a day-to-day basis. At this level the result was £1,219k ahead of budget. This surplus gives both an increased ability to support beneficiaries as awareness of the Charity grows and greater resilience to the financial pressures put upon the independent school sector by the introduction of VAT on school fees.

Net income from the schools in total was £128k ahead of budget. Pupil numbers were 5% lower than budget at LVS Ascot, but 17% and 3% ahead of budget at LVS Hassocks and LVS Oxford respectively. Revenue and operating surplus followed the same pattern – lower than budget at LVS Ascot, but ahead of budget at both the specialist schools. It is thanks to continued strong cost control across all schools that, in total, the net income was better than budget.

Net income from investments was £94k higher than budget. Interest rates remained higher during 2024 than had been expected when the budget was set, allowing the Charity to earn more interest from its cash reserves than had been budgeted. This mitigated below budget income from our investments, which was primarily due to a higher proportion now being held in long-term growth assets rather than income-generating investments.

Central costs were £524k lower than budgeted due to careful cost control and also the service cost of the LTC 1967 defined benefit pension scheme being much lower than had been allowed for.

Our expenditure on Charity Services includes services and financial grants awarded to beneficiaries, together with the value of trade discounts and bursaries given to pupils at LVS Ascot. This spend was £256k lower than budget, but £188k higher than 2023. The services provided by our helpline and other partners work to provide beneficiaries with proactive advice, guidance and tools which is often successful in lessening the direct financial assistance required.

Below the operating surplus, as usual, no gain nor loss was budgeted for Investment or Pension Liability revaluations. In 2024, an unrealized gain on investments of £2,106k (2023: £1,076k) was recorded, which together with an actuarial gain on the defined benefit pension scheme liability of £1,312k (2023: loss of £1,067) resulted in a net surplus of £5,566k, £4,654k higher than budget.

Reserves policy

The financial statements show that at 31 December 2024, the unrestricted funds totalled £73,600k and restricted funds £99k. The unrestricted reserves include a liability of £774k calculated under FRS102 in respect of the notional funding deficit on the defined benefit pension plan for Charity staff. The Trustees believe that this notional funding calculation, which can vary between surplus and deficit depending upon the assumptions used at year end, will have no material effect on the Charity's cash flows in the short-term and that in the longer term, its effects are manageable out of future income.

The Charity is an operational organisation and needs to hold sufficient reserves to fund its current operations, to provide for unforeseen events and to invest for the future. It also needs to sustain sufficient reserves to provide long-term support for its beneficiaries. The Trustees have developed the Reserves Policy with regard to the Charity Commission's guidelines. In the short-term, the Charity expects to fund any excess of charitable expenditure over income out of reserves. In the long-term, the Charity will aim to hold a level of general reserves equivalent to the number of months' operating costs relevant to each of its operating units. Currently this equates to approximately £19m.

The Reserves Policy is reviewed with the Strategic Plan to ensure they are consistent. In order to make a judgement on the reserves which should be held by the Charity, the Trustees have considered the risks in respect of expenditure, unrestricted income and where funds can only be released by the disposal of investments. The Trustees have also considered external identified potential risks to income and expenditure. The policy is monitored and reviewed annually.

2024 has seen the Charity record a net surplus for the year of £5,566k. Consequently, the Charity's general reserves, defined as unrestricted reserves excluding fixed assets, directly owned investment property and the equity investment in the Morning Advertiser, have increased from £32m to £38m and therefore remain significantly above the minimum level required by our Reserves Policy.

The Charity reviews the finances of beneficiaries before approving the payment of grants to individuals. Historically, once a beneficiary reached 80 years of age, the Charity no longer performed an annual review of the beneficiary's finances and continued to pay the awarded grant until the beneficiary died.

This practice has now stopped, and the finances of all beneficiaries are reviewed annually. Where the annual means testing has previously ceased, the Trustees have accepted that payment will be made until the death of the beneficiary and have, therefore, designated funds equivalent to the estimated value of these future payments in the financial statements. At 31 December 2024 the value of this designated fund was £76,969.

Investment policy and objectives

The Charity seeks to have a constructive and positive engagement with the corporate world and requires that Investment Managers, together with all underlying collective holdings, have signed up, or are in the process of signing up to the United Nations-supported Principles for Responsible Investment (PRI) Initiative.

The Charity is a long-term investor and does not rely on its investments producing a cash return to support its operations. As such, the Charity is able to invest a higher proportion of its portfolio in growth assets rather than income-generating assets.

During 2024, the Charity's investment portfolio was restructured to better align with this long-term view, reducing our exposure to property assets and increasing our exposure to equities, bonds and alternatives. This was achieved in several stages:

- holding in CCLA's property fund was sold and re-invested in their general investment fund
- holding in Swiss Life property fund reduced, and redemption notice served to sell entire investment in Schroders property fund (proceeds expected in 2025)
- investment portfolio managed by Kleinwort Hambros sold or transferred to two new investment managers – Barclays Private Bank and Meridiem Investment Management.

Property investments (including investment properties) were 28% of the Charity's total investment portfolio at the end of the year, a reduction from 44% at the end of 2023.

The performance for 2024 resulted in an unrealised gain of £2,106k, with a gain on general investments of £2,330k but a loss on property funds of £224k.

Property fund investments account for 16% (2023: 30%) of the portfolio following the transfer of the CCLA funds, and this will reduce further when the disposal of the Schroders investment completes.

At the end of 2024 the property fund investments were held with with Swiss Life (formerly Mayfair Capital), Schroders and Savills.

Pensions

Until 31 August 2024. the Charity contributed to two defined benefit schemes; one, a national Government-operated scheme for teaching staff (Teachers' Pension Scheme), and the other, its own scheme, for non-teaching staff (LTC 1967 Pension Scheme). With effect from 1 September 2024 the Charity ceased to participate in the Teachers' Pension Scheme. The LTC 1967 Pension Scheme was closed to new entrants from the same date.

The Charity is subject to the automatic enrolment legislation introduced by the Government to encourage staff to save for their retirement.

All new employees are automatically enrolled into the group defined contribution pension scheme, if eligible. All employees who subsequently opt out of the scheme are automatically re-enrolled at three-yearly intervals, the latest re-enrolment taking place in April 2023.

Tax status

The Trustees are of the opinion that the Charity is not liable for taxation on its charitable activities.

Plans for the future

Expectations for 2025

The Charity expects to face a number of challenges in 2025, many arising through UK government policy changes, but also those presenting from continued global political uncertainty and instability. These challenges will affect the industry we support, the education sector in which we operate, and the performance of our investment portfolio.

Following the 2024 general election, the Labour government delivered its manifesto pledge to introduce VAT on private school fees. VAT has applied at the standard rate of 20% from 1 January 2025. The Charity has taken several steps to help mitigate some of the impact of this increase for our current and future fee payers, such as freezing fees until 2027 and increasing the level of discounts available to many groups. Nevertheless, the introduction of this tax on education has had a negative impact on pupil numbers at most private schools, LVS Ascot included, both before and after its introduction.

The Government also announced increases to Employer National Insurance in their first budget at the end of October 2024. These changes increased the Charity's costs by approximately £350,000 per annum. It was also confirmed that Business Rates Relief would be removed from private schools from April 2025, which adds another £143,000 to the Charity's annual cost base.

The Charity always strives to operate in a financially efficient and sustainable way, to ensure that it can best serve its beneficiaries for the long-term.

This approach means that the Charity is in a strong financial position and has the ability to deal with these significant challenges, but has nevertheless had to take action to ensure its cost base remains appropriate.

Given these challenges, the Charity's budget for 2025 is for a break-even position at Operating Surplus level. This may be adversely affected by the factors set out above impacting on the financial performance of its three schools and further increasing the need to support its beneficiaries.

No gain or loss is budgeted for changes in valuations of the Charity's investments and the LTC 1967 pension scheme deficit. Therefore, any changes in these valuations will affect the net surplus or deficit recorded.

The strategic plan

Following Chris Welham's appointment as the Charity's new Chief Executive in March 2024, a new Strategic Plan covering 2024 – 2028 was written. This was approved by the Trustees in July 2024.

The Plan focusses on growing the awareness of the Charity within licensed hospitality, helping as many beneficiaries as possible, and delivering first class education across all our schools, all in a financially responsible and secure way.

The plan sets out our ambition to grow industry awareness to 50% by 2028, and early indications are that we are progressing well on that journey, which we want to lead to doubling the value of charitable giving.

In order to achieve this, it is ever more important that, despite the challenges outlined earlier, our operating assets and our investments deliver strong financial performances, supported by increased amounts of fundraising. We will continue to invest in our assets and our people to enable this.

Risk management

The Trustees are responsible for the management of the risks faced by the Charity and have examined the major strategic, business and operational risks to which the organisation is, and may potentially be, exposed. The Trustees are satisfied that the systems, controls and policies are in place to mitigate and manage exposure to such major risks.

The Charity's comprehensive risk register is reviewed and updated annually, or more regularly, if necessary, prior to review and discussion by the Trustees. In assessing the risks, the impact on Charity activity disruption, injury or property damage, loss of income, reputation, management focus, missed opportunity and strategic direction change are all considered.

There are four principal areas of risk which have the potential to significantly affect the operations of the Charity:

Government policy – Independent schools have been the subject of new government policies and taxes which are having a significant impact on the financial returns the Charity is able to earn. These changes have also led to consolidation within the sector, and different approaches to fee structures, which both introduce new competitive risks. The Charity endeavours to mitigate this by reviewing the Reserves Policy, preparing long-term forecasts and contingency planning.

Affordability – LVS Ascot operates in a very competitive market with many fee payers' disposable incomes coming under pressure from cost-of-living increases. Places at LVS Hassocks and LVS Oxford are primarily funded by local authorities which are under financial pressure with reduced budgets and increasing demands for services. This is causing local authorities to consider alternative means of fulfilling services such as the development of specialist hubs attached to mainstream secondary schools. The schools all look to ensure that they offer value for money, whilst providing an excellent well-balanced education to mitigate this risk as far as possible.

Economic environment – The Charity has a diversified investment portfolio which is invested for the long-term, with an objective to grow the value of those investments ahead of inflation. This exposes the Charity to market risks, which the Charity seeks to mitigate through the use of professional investment managers and advisers.

Safety and security of pupils, staff, volunteers and vulnerable grantees – The Charity aims to provide a safe and secure environment by having in place policies and procedures, including in the areas of safeguarding children, anti-bullying, health and safety, physical security, cyber security, data protection, wellbeing and critical incident management.

Trustees' responsibility statement

The Trustees are responsible for keeping proper accounting records that disclose, with reasonable accuracy at any time, the financial position of the Charity. These records also allow the Trustees to make sure the financial statements comply with the requirements of the Charities Act 2011.

Charity law also requires the Trustees to prepare financial statements for each financial year, that give a true and fair view of the state of affairs of the Charity and of the results for that period.

In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud.

Auditor

James Cowper Kreston Audit offers itself for re-appointment as auditor for the year beginning 1 January 2025.

Approval of the financial statements

The Trustees confirm this report and accounts comply with the requirements of the Charities Act 2011 and the Charities SORP (FRS102).

The Trustee Body approves the financial statements.

BY ORDER OF THE TRUSTEE BODY

Mr Ludovick Halik
Chairman of Trustees
Dated: 17th July 2025

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LICENSED TRADE CHARITY

Opinion

We have audited the financial statements of Licensed Trade Charity (the 'parent charity') and its subsidiary (the 'Group') for the year ended 31 December 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, 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 Group's and of the parent charity's affairs as at 31 December 2024 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom including the Financial Reporting Council'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 Group's or the parent 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, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LICENSED TRADE CHARITY

Matters on which we are required to report by exception

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

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

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent 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 Group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

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

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

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LICENSED TRADE CHARITY

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 members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

James Cowper Kreston Audit Chartered Accountants and Statutory Auditor

Reading Bridge House, George Street, Reading, Berkshire, RG1 8LS
Date: 17th July 2025

James Cowper Kreston Audit is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
INCOME FROM:					
Donations and legacies	4	41,255	176,471	217,726	214,659
Charitable activities:					
School fees		-	26,654,524	26,654,524	24,631,438
Grants		-	30,380	30,380	43,380
Other trading activities:					
Fundraising and events income	5	-	233,881	233,881	95,520
Gross income trading subsidiaries	2	-	960,698	960,698	901,096
Investments	6	-	1,560,448	1,560,448	1,616,169
Other income	7	-	107,552	107,552	489,853
TOTAL		41,255	29,723,954	29,765,209	27,992,115
EXPENDITURE ON:					
Raising funds:					
Costs of generating voluntary income	8	-	260,087	260,087	138,568
Expenditure trading subsidiaries	2	-	438,688	438,688	467,722
Investment management costs	10	-	218,190	218,190	305,706
Cost of events	9	-	107,010	107,010	88,707
Charitable activities:					
Schools	11	194,056	24,072,824	24,266,880	22,509,010
Grants		-	909,111	909,111	794,504
Bursaries		-	333,279	333,279	337,310
Charity Services	12	-	576,492	576,492	513,433
Support costs	13	-	605,054	605,054	598,126
TOTAL	14	194,056	27,520,735	27,714,791	25,753,086
NET INCOME BEFORE NET GAINS ON INVESTMENTS		(152,801)	2,203,219	2,050,418	2,239,029
Net gains on investments	16	-	2,105,512	2,105,512	1,076,419
NET INCOME/(EXPENDITURE)		(152,801)	4,308,731	4,155,930	3,315,448
Transfer of funds		-	-	-	-
Income from associate company	3	-	97,844	97,844	97,270
Actuarial gain/(loss) on defined benefit pension schemes		-	1,312,000	1,312,000	(1,067,000)
NET MOVEMENT IN FUNDS		(152,801)	5,718,575	5,565,774	2,345,718
RECONCILIATION OF FUNDS:					
TOTAL FUNDS AT 1 JANUARY		251,730	67,881,618	68,133,348	65,787,630
TOTAL FUNDS AT 31 DECEMBER		98,929	73,600,193	73,699,122	68,133,348

All activities relate to continuing operations. The notes on pages 30 to 49 form part of these financial statements.

CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note	£	2024 £	£	2023 £
FIXED ASSETS					
Tangible assets	**17**		**28,506,768**		28,911,075
Investments at market value	**20**		**47,754,943**		41,101,668
Investment in associate company	**18**		**1,550,167**		1,477,324
			77,811,878		71,490,067
CURRENT ASSETS					
Debtors	**21**	**7,117,468**		6,638,280	
Cash at bank		**10,410,422**		10,921,988	
		17,527,890		17,560,268	
CREDITORS: Amounts falling due within one year	**22**	**(15,734,007)**		(13,785,316)	
NET CURRENT ASSETS			**1,793,883**		3,774,952
TOTAL ASSETS LESS CURRENT LIABILITIES			**79,605,761**		75,265,019
CREDITORS: amounts falling due after more than one year	**23**		**(5,132,639)**		(4,932,671)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITY			**74,473,122**		70,332,348
Defined benefit pension scheme liability	**27**		**(774,000)**		(2,199,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			**73,699,122**		68,133,348
CHARITY FUNDS					
Restricted funds	**24**		**98,929**		251,730
Unrestricted funds:					
Unrestricted funds excluding pension liability		**74,374,193**		70,080,618	
Pension reserve		**(774,000)**		(2,199,000)	
Total unrestricted funds			**73,600,193**		67,881,618
TOTAL FUNDS			**73,699,122**		68,133,348

The financial statements were approved by the Trustees on 17th July, 2025 and signed on their behalf by:

.....

Mr Ludovick Halik

The notes on pages 30 to 49 form part of these financial statements.

CHARITY BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note	£	2024 £	£	2023 £
FIXED ASSETS					
Tangible assets	**17**		**28,506,768**		28,911,075
Investment in subsidiary	**19**		**5,000**		5,000
Investments at market value	**20**		**47,754,944**		41,101,668
Investment in associate company	**18**		**500,025**		500,025
			76,766,737		70,517,768
CURRENT ASSETS					
Debtors	**21**	**6,866,361**		6,481,913	
Cash at bank		**10,339,241**		10,866,192	
		17,205,602		17,348,105	
CREDITORS: amounts falling due within one year	**22**	**(16,014,576)**		(14,091,049)	
NET CURRENT ASSETS			**1,191,026**		3,257,056
TOTAL ASSETS LESS CURRENT LIABILITIES			**77,957,763**		73,774,824
CREDITORS: amounts falling due after more than one year	**23**		**(5,132,639)**		(4,932,671)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITY			**72,825,124**		68,842,153
Defined benefit pension scheme liability	**27**		**(774,000)**		(2,199,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			**72,051,124**		66,643,153
CHARITY FUNDS					
Restricted funds	**24**		**98,929**		251,730
Unrestricted funds:					
Unrestricted funds excluding pension liability		**72,726,195**		68,590,423	
Pension reserve		**(774,000)**		(2,199,000)	
Total unrestricted funds			**71,952,195**		66,391,423
TOTAL FUNDS			**72,051,124**		66,643,153

The financial statements were approved by the Trustees on 17th July, 2025 and signed on their behalf by:

.....

Mr Ludovick Halik

The notes on pages 30 to 49 form part of these financial statements.

CONSOLIDATED CASHFLOW STATEMENT
AS AT 31 DECEMBER 2024

	Note	2024 £	2023 £
NET CASH PROVIDED BY OPERATIONS		**4,550,591**	3,180,072
CASH FLOWS FROM INVESTING ACTIVITIES			
Dividends, interest and rents from investments		**1,560,448**	1,616,169
Purchase of fixed assets	**17**	**(1,529,698)**	(1,127,265)
Proceeds from the sale of fixed assets		**40,065**	-
Purchase of investments	**20**	**(35,876,815)**	(5,572,968)
Proceeds from the sale of investments		**31,329,054**	4,962,465
Net cash used in investing activities		**(4,476,946)**	(121,599)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of loans		**(585,210)**	(1,273,875)
Net cash used in financing activities		**(585,210)**	(1,273,875)
Change in cash and cash equivalents in the year		**(511,565)**	1,784,598
Cash and cash equivalents brought forward		**10,921,988**	9,137,390
Cash and cash equivalents carried forward		**10,410,422**	10,921,988
NET MOVEMENT IN FUNDS		**5,565,774**	2,345,718
Adjustments for:			
Dividends, interest and rents from investments		**(1,560,448)**	(1,616,169)
Depreciation charges	**17**	**1,901,600**	1,945,482
Gain on disposal of fixed assets		**(7,661)**	
Fair value gains made on investments		**(2,105,512)**	(1,076,419)
Increase in debtors	**21**	**(479,188)**	(1,109,597)
Increase in creditors	**22 / 23**	**2,733,869**	1,924,326
(Decrease)/Increase in provision for defined benefit pension scheme		**(1,425,000)**	839,000
Income from associate company	**3**	**(72,843)**	(72,269)
NET CASH PROVIDED BY OPERATIONS		**4,550,591**	3,180,072

The notes on pages 30 to 49 form part of these financial statements.

1. ACCOUNTING POLICIES

Licensed Trade Charity is an unincorporated charity. It is registered in England and Wales with Charity Registered number 230011. The principal address of the Charity is Heatherley, London Road, Ascot, Berkshire, SL5 8DR.

1.1 Basis of Accounting

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition issued on 1 January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

These provisions mean that the consolidated financial statements have been prepared to aggregate the Charity together with its trading subsidiary, Elvian Limited.

The Charity constitutes a public benefit entity as defined by FRS 102.

1.2 Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenditure during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Tangible Fixed Assets (see note 17)

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values may vary depending upon the type of asset and its use and management use historic experience to assess these factors.

Pension Commitments (see note 27)

Various assumptions are made in reporting the performance of the Charity's pension scheme. A valuation is carried out for reporting purposes by a qualified independent actuary. The principal actuarial assumptions made are disclosed in note 27.

Investment Properties (see note 20)

Residential investment property valuations are made annually by management, based upon external indications of value and consideration of market conditions. Commercial investment properties are valued annually by qualified independent Chartered Surveyors.

1.3 Basis of Consolidation

The Licensee & Morning Advertiser and the assets of the Pub, Club and Leisure Show Limited were incorporated into The Morning Advertiser Limited (MA Ltd) in January 2000. At that time the Charity owned £75 shares and William Reed Holdings Limited owned £25 shares. The financial statements of MA Ltd were consolidated into William Reed Holdings Limited financial statements as a subsidiary since it had a majority representation on the Board of Directors. The Charity's investment was shown as an investment in a joint venture.

1. ACCOUNTING POLICIES (continued)

1.3 Basis of Consolidation (continued)

In March 2002, William Reed Holdings Limited bought £50 of the Charity's shares and the Charity became a minority shareholder with a 25% shareholding.

Under the Charities SORP (FRS102), the Charity treats MA Ltd as an associate company in its financial statements (see note 3) and consolidates that percentage (25%) of its income and expenditure into its Consolidated Statement of Financial Activities.

The MA Ltd's year end is 31 March and so unaudited management accounts have been taken for the company's financial year. The Charity's investment is shown as an investment in an associate company (see note 18).

1.4 Going Concern

Based on a review of financial projections and taken together with existing group financing facilities the Trustees believe that the financial statements have been prepared appropriately on the going concern basis.

1.5 Fund Accounting

The Charity's funds consist of general funds which the Charity may use for its purposes at its discretion. When donors indicate that an amount is for a specific purpose, such amounts are treated as restricted funds.

1.6 Donation Income

Donation income is accounted for on a cash received basis.

1.7 Gift Aid

Voluntary income by way of gift aid is credited in the year it is receivable. Corporate gift aid is received gross of tax, but the Charity is able to recover basic rate income tax from UK individual tax payers and such gift aid donations are shown gross of the relevant credit.

1.8 Income from Investments

Investment income comprises dividends received during the accounting period and interest received on listed and unlisted investments.

1.9 School Fees

School fees are accounted for in the period to which they relate and are shown gross, including bursaries paid by the Charity, on the Statement of Financial Activities.

1. ACCOUNTING POLICIES (continued)

1.11 Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

School Buildings	-	at 2.00% on cost
Building Improvements	-	at various rates between 6.67% and 20.00%
Motor Vehicles	-	at 25.00% on cost
Furniture & Fittings	-	at various rates between 6.67% and 20.00%
IT Equipment	-	at 33.33% on cost
Land	-	not depreciated

Items costing less than £1,000 are written off as an expense when acquired.

1.12 Allocation of Central Support Costs

Central costs are allocated between the following categories: Investments, Schools, Fundraising, Event costs, Charity Services, Subsidiary and Support (including governance costs).

The method of allocation for costs, which cannot be specifically allocated to each category, is based on the time spent on each category by each management function. Allocations for the year ending 31 December 2024 are as follows:-

Type of expense	Management	Professional	Establishment	Other	Total
Method of allocation	Time	Usage	Usage	Per capita	
Functions	£000's	£000's	£000's	£000's	£000's
Investments	47	136	1	34	218
Schools	72	243	15	972	1302
Generating Voluntary Income	148	27	1	83	259
Events	57	10	1	40	108
Charity Services	318	57	3	198	576
Subsidiary	12	13	2	44	71
Support	172	81	2	351	606
Total	826	567	25	1,722	3,140

Support costs comprise the costs of running the Charity including strategic planning, internal and external audit, legal advice, Trustees expenses and all of the costs of complying with statutory requirements such as the preparation of statutory financial statements and meetings of the Trustee Body and its sub committees (note 13).

Charity Services costs comprise staff and other costs incurred in helping those in need including advising on their qualification for state benefits, preparing their cases for submission to the Charity Services committee, giving emotional support and arranging payments for agreed grants.

1. ACCOUNTING POLICIES (continued)

1.13 Pension Costs

The Charity operates a defined benefit pension scheme for its non teaching staff. This is funded by contributions at rates determined by independent, qualified actuaries. These contributions are invested separately from the Charity's assets and are charged to the Statement of Financial Activities and relevant disclosures about the scheme are provided in note 27.

The Charity is subject to the automatic enrolment legislation. All eligible employees of the Charity that do not join the appropriate final salary scheme are automatically enrolled into a group pension plan, with employer pension contributions charged to the Statement of Financial Activities in the year in which they arise.

1.14 Investments

Listed Investments
Investments are included in the financial statements at mid-market value as at the year end. Realised and unrealised gains and losses are recognised as they arise and are included separately in the Statement of Financial Activities.

Investment in Associate
As at 31 December 2024, the Charity holds a minority shareholding in an associate company, The Morning Advertiser Limited. The share of the associate's profits are shown as income from associate in the Consolidated Statement of Financial Activities.

The Charity's interest is recorded as follows:
In the Consolidated Balance Sheet, shares at cost and minority reserves accumulated to date.
In the Charity's Balance Sheet, the cost of the shares in the associated company is shown.

1.15 Investment Properties

Investment properties are stated at open-market valuation. Realised and unrealised gains and losses are recognised as they arise and are included separately in the Statement of Financial Activities.

1.16 Stocks

School books and other teaching materials are expensed in the year of acquisition.

1.17 Debtors

Trade debtors, other debtors and prepayments are recognised at their settlement amount.

1. ACCOUNTING POLICIES (continued)

1.18 Creditors and Provisions

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

1.19 Advance Fee Plan Scheme Payments

Amounts received under the school's advance fee plan scheme which have not been used to settle school fees are recognised as deferred income within current liabilities where education will be provided with one year of the reporting date and within non-current liabilities where education will be provided in subsequent years.

1.20 Financial Instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. The basic instruments are held at amortised cost and at fair value (note 31).

2. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARIES

The Charity has one wholly owned trading subsidiary, Elvian Limited. Elvian Limited pays its taxable profits to the Charity under a deed of covenant and its audited financial statements are filed with the Registrar of Companies. The Company has not recognised a corporation tax charge in the year as taxable profits will be distributed in full to the parent charity within nine months of the year end and charitable donations relief will be claimed under Part 6 (s189) of the Corporation Tax Act 2010.

Elvian Limited's audited results are as follows:

Profit and Loss Account	**2024**	2023
	£	£
Turnover	**960,698**	901,096
Cost of sales	**(321,644)**	(353,198)
Gross profit	**639,054**	547,898
Administration costs	**(117,044)**	(114,524)
Net profit	**522,010**	433,374
Profit gifted to parent charity under deed of covenant	**(522,010)**	(433,374)
Profit retained in subsidiary	**-**	-

3. NET INCOME FROM TRADING ACTIVITIES OF ASSOCIATE COMPANY

The Charity has a 25% shareholding in The Morning Advertiser Limited (MA Ltd). The principal activity of this company is the digital publication of a trade journal "The Morning Advertiser" which the Charity had managed for 200 years before transferring its management to William Reed Publishing Ltd in 2000.

The Morning Advertiser Limited's unaudited results are as follows:

	2024	2023
	£	£
Revenue	**2,460,508**	2,321,277
Cost of sales	**(954,293)**	(1,031,639)
Gross profit	**1,506,215**	1,289,638
Overhead costs	**(1,111,000)**	(900,565)
Profit for the year	**395,215**	389,073
Reserves brought forward	**5,909,296**	5,620,228
Dividend paid in year	**(100,005)**	(100,005)
Reserves carried forward	**6,204,506**	5,909,296

The Charity's share of the total profit for the year resulting from its investment in MA Ltd is £97,844 (2023: £97,270). The Charity received £25,001 (2023: £25,001) dividend income from MA Ltd during the year.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

4. DONATIONS AND LEGACIES

	Restricted Funds 2024 £	Unestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Donations	**41,255**	**176,471**	**217,726**	214,659

In 2023, of the donations and legacies income, £99,955 related to restricted funds and £114,704 related to unrestricted funds.

5. FUNDRAISING AND EVENTS INCOME

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Fundraising and events income	**-**	**233,881**	**233,881**	95,520

In 2023, all amounts related to unrestricted funds.

6. INVESTMENT INCOME

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Rental income	**-**	**107,766**	**107,766**	112,655
Income from investments	**-**	**915,005**	**915,005**	1,134,479
Bank deposit interest	**-**	**537,677**	**537,677**	369,035
	-	**1,560,448**	**1,560,448**	1,616,169

In 2023, all amounts related to unrestricted funds.

7. OTHER INCOME

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Land Promotion Fee	**-**	**-**	**-**	350,000
Other	**-**	**107,552**	**107,552**	139,853
	-	**107,552**	**107,552**	489,853

In 2023, all amounts related to unrestricted funds.

8. COSTS OF GENERATING VOLUNTARY INCOME

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Staff costs	**-**	**148,155**	**148,155**	74,300
Administration and depreciation	**-**	**111,932**	**111,932**	64,268
	-	**260,087**	**260,087**	138,568

In 2023, all amounts related to unrestricted funds.

9 . COST OF EVENTS

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Staff costs	-	56,076	56,076	47,565
Administration and depreciation	-	50,934	50,934	41,142
	-	107,010	107,010	88,707

In 2023, all amounts related to unrestricted funds.

10. INVESTMENT MANAGEMENT COSTS

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Fund Management Fees and Investment Advice	-	120,405	120,405	219,170
Property charges	-	12,527	12,527	18,827
Staff costs	-	47,491	47,491	43,404
Administration and depreciation	-	37,767	37,767	24,305
	-	218,190	218,190	305,706

In 2023, all amounts related to unrestricted funds.

11. COST OF RUNNING SCHOOLS

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Staff costs	-	14,088,428	14,088,428	13,104,689
Catering and cleaning	-	2,242,148	2,242,148	2,105,458
Establishment costs	-	728,959	728,959	750,687
Administration and depreciation	57,834	5,605,220	5,663,054	5,305,117
Other costs	136,222	1,408,069	1,544,291	1,243,059
	194,056	24,072,824	24,266,880	22,509,010

In 2023, of the cost of running schools, £47,880 related to restricted funds and £22,461,130 related to unrestricted funds.

12. CHARITY SERVICES

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Staff costs	-	317,592	317,592	275,301
Administration and depreciation	-	258,900	258,900	238,132
	-	576,492	576,492	513,433

In 2023, all amounts related to unrestricted funds.

13. SUPPORT COSTS

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Governance costs				
Auditor's remuneration	-	26,650	26,650	26,000
Auditor's remuneration - non audit	-	9,361	9,361	2,100
Other committee expenses	-	844	844	2,446
Trustees' allowances - chairman	-	232	232	-
Trustees' travel expenses	-	66,882	66,882	60,024
Other support costs				
Legal and professional	-	27,971	27,971	31,468
Bank charges and interest	-	160,449	160,449	179,721
Staff costs	-	171,779	171,779	154,200
Administration and depreciation	-	140,886	140,886	142,167
	-	605,054	605,054	598,126

In 2023, all amounts related to unrestricted funds.

14. TOTAL RESOURCES EXPENDED

	Staff Costs £	Depreciation £	Other Costs £	2024 £	2023 £
School running costs	14,015,602	1,539,878	7,408,823	22,964,303	21,235,031
School support costs	72,826	225,168	1,004,583	1,302,577	1,273,979
Investment costs	47,491	7,953	162,746	218,190	305,706
Cost of trading subsidiary	11,922	12,443	414,323	438,688	467,722
Fundraising events	56,076	9,391	41,543	107,010	88,707
Support costs	171,779	28,768	404,507	605,054	598,126
Grants	-	-	909,111	909,111	794,504
Bursaries	-	-	333,279	333,279	337,310
Charity Services costs	317,592	53,187	205,713	576,492	513,433
Costs of generating voluntary income	148,155	24,812	87,120	260,087	138,568
	14,841,443	1,901,600	10,971,748	27,714,791	25,753,086

All grants are paid to individuals in line with our objectives.

15. STAFF COSTS

	2024 £	2023 £
Wages and salaries	11,755,588	10,996,774
Social security	1,046,893	989,240
Pension costs	1,918,668	1,641,137
Re-organisation costs	80,341	42,441
Other staff costs	39,953	36,005
	14,841,443	13,705,597

15. STAFF COSTS (continued)

Employee emoluments	**2024**	2023
£ 60,000 - £ 70,000	**12**	10
£ 70,000 - £ 80,000	**5**	2
£ 80,000 - £ 90,000	**2**	1
£ 90,000 - £100,000	**2**	0
£100,000 - £110,000	**0**	1
£110,000 - £120,000	**2**	1
£120,000 - £130,000	**1**	2
£130,000 - £140,000	**1**	0
£140,000 - £150,000	**1**	0
£150,000 - £160,000	**1**	1
£250,000 - £260,000	**0**	1

Employee emoluments include remuneration and benefits-in-kind, as defined for taxation purposes.

The Charity considers its key management personnel to comprise of the Trustees and the Chief Executive, Executive Director Education and Operations, Finance Director, HR Director, Director of SEN, Director of Charity Operations and Principal of LVS Ascot. The total employment benefits including employer national insurance and pension contributions of the key management personnel were £1,148,347 (2023: £1,068,154).

No Trustees received any remuneration in 2024 or 2023. During the year expenditure of £66,882 (2023: £60,024) was re-imbursed to or paid on behalf of eighteen Trustees.

The average number of employees analysed by function is as follows:

	2024	2023
Direct charitable expenditure:		
School	**289**	294
Other	**1**	1
	290	295
Fundraising and publicity	**7**	5
Welfare	**7**	7
Management and administration	**21**	22
	35	34
	325	329

16. REALISED AND UNREALISED INVESTMENT GAINS & LOSSES

	2024	2023
	£	£
Unrealised gains/(losses) on investment revaluation	**2,301,897**	1,310,514
Realised (losses)/gains on sale of investments	**(196,385)**	(234,095)
	2,105,512	1,076,419

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

17. TANGIBLE FIXED ASSETS

	Land and Buildings	Building Improvements	Motor Vehicles	Equipment, Fixtures and Fittings	Total
	£	£	£	£	£
Group					
Cost					
At 1 January 2024	28,146,873	22,415,765	448,788	4,273,399	55,284,825
Additions	-	771,136	227,261	531,301	1,529,698
Disposals	-	-	(89,288)	(16,927)	(106,215)
At 31 December 2024	28,146,873	23,186,901	586,761	4,787,773	56,708,308
Depreciation					
At 1 January 2024	15,241,702	7,879,755	299,971	2,952,322	26,373,750
Charge for the year	545,036	930,134	86,298	340,132	1,901,600
On disposals	-	-	(57,056)	(16,754)	(73,810)
At 31 December 2024	15,786,738	8,809,889	329,213	3,275,700	28,201,540
Net book value					
At 31 December 2024	12,360,135	14,377,012	257,548	1,512,073	28,506,768
At 31 December 2023	12,905,171	14,536,010	148,817	1,321,077	28,911,075

	Land and Buildings	Building Improvements	Motor Vehicles	Equipment, Fixtures and Fittings	Total
	£	£	£	£	£
Charity					
Cost					
At 1 January 2024	28,146,873	22,415,765	448,788	4,273,399	55,284,825
Additions	-	771,136	227,261	531,301	1,529,698
Disposals	-	-	(89,288)	(16,927)	(106,215)
At 31 December 2024	28,146,873	23,186,901	586,761	4,787,773	56,708,308
Depreciation					
At 1 January 2024	15,241,702	7,879,755	299,971	2,952,322	26,373,750
Charge for the year	545,036	930,134	86,298	340,132	1,901,600
On disposals	-	-	(57,056)	(16,754)	(73,810)
At 31 December 2024	15,786,738	8,809,889	329,213	3,275,700	28,201,540
Net book value					
At 31 December 2024	12,360,135	14,377,012	257,548	1,512,073	28,506,768
At 31 December 2023	12,905,171	14,536,010	148,817	1,321,077	28,911,075

18. INVESTMENT IN ASSOCIATE COMPANY

The Charity incorporates the assets of its publishing division The Licensee and Morning Advertiser and its trading company Pub, Club and Leisure Show Limited into The Morning Advertiser Limited.

In the Consolidated Balance Sheet, the value of the Charity's investment in The Morning Advertiser Limited as at 31 December 2024 is represented by the cost of its shares of £500,025 and its minority share of reserves at 31 December 2024 of £1,050,142 totalling £1,550,167. In the Charity's Balance Sheet, only the cost of £500,025 is shown.

Initially the Trustees considered the venture with William Reed Holdings Limited to be a joint venture but following the disposal of their majority holding, now regard it as an associate company and adopt the treatment required by the Charities SORP (FRS102).

The Morning Advertiser Limited has a 31 March year end and therefore results shown in note 3 are based on management accounts and statutory financial statements information to bring them in line with the Charity's year end.

19. INVESTMENT IN SUBSIDIARY

As detailed in note 2, the Charity is the parent company of Elvian Limited with a shareholding of £5,000.

20. INVESTMENTS AND INVESTMENT PROPERTIES

	2024 Market Value £	2023 Market Value £
STOCK MARKET		
Details of the closing market value are shown below:		
At 1 January 2024	**23,203,356**	21,677,429
Additions	**35,876,815**	5,134,711
Gain from Revaluation	**1,896,153**	1,353,682
Disposals	**(26,527,824)**	(4,962,465)
At 31 December 2024	**34,448,500**	23,203,357
PROPERTY FUNDS		
Details of the closing market value are shown below:		
At 1 January 2024	**12,380,812**	12,904,817
Additions	**-**	438,257
Gain/(Loss) from Revaluation	**209,361**	(962,263)
Disposals	**(4,801,230)**	-
At 31 December 2024	**7,788,943**	12,380,811
TOTAL INVESTMENTS	**42,237,443**	35,584,168
INVESTMENT PROPERTIES		
Details of the closing market value are shown below:		
At 1 January 2024	**5,517,500**	4,832,500
Additions	**-**	-
Gain from Revaluation	**-**	685,000
Disposals	**-**	-
At 31 December 2024	**5,517,500**	5,517,500
TOTAL INVESTMENTS AND INVESTMENT PROPERTIES	**47,754,943**	41,101,668

All residential investment properties were professionally valued during the year to 31 December 2024.

The year end cost of the investments and investment properties were as follows:

	2024 £	2023 £
Stock Market Investments	**31,979,735**	22,590,745
Property Fund Investments	**8,138,662**	13,590,224
TOTAL INVESTMENTS	**40,118,397**	36,180,969
Investment Properties	**2,024,519**	2,024,519
TOTAL INVESTMENTS AND INVESTMENT PROPERTIES	**42,142,916**	38,205,488

21. DEBTORS

	Group		Charity	
	2024	2023	**2024**	2023
	£	£	**£**	£
Trade debtors	**5,553,914**	5,196,080	**5,181,102**	5,001,475
Due from subsidiary	**-**	-	**141,083**	39,834
Other debtors	**269,856**	123,762	**269,856**	123,762
Prepayments and accrued income	**1,293,698**	1,318,438	**1,274,320**	1,316,842
	7,117,468	6,638,280	**6,866,361**	6,481,913

Debtors include a loan value of £57,647 (2023: £67,647) to the Hilda Webber Trust. The purpose of these loans is to provide capital repairs to a property from which the Charity will benefit in the will, to which two members of the Charity's management team are Executors.

22. CREDITORS

Amounts falling due within one year

	Group		Charity	
	2024	2023	**2024**	2023
	£	£	**£**	£
Bank loans	**603,112**	580,506	**603,112**	580,506
Trade creditors	**593,652**	929,586	**593,652**	925,550
Due to subsidiary	**-**	-	**-**	-
Other taxation and social security	**1,397,485**	294,197	**1,397,485**	294,198
Other creditors and accruals	**3,341,636**	2,860,601	**3,833,516**	3,314,369
Deferred income	**9,798,122**	9,120,426	**9,586,811**	8,976,426
	15,734,007	13,785,316	**16,014,576**	14,091,049

23. Amounts falling due after more than one year

	Group		Charity	
	2024	2023	**2024**	2023
	£	£	**£**	£
Bank loans	**3,549,778**	4,157,594	**3,549,778**	4,157,594
Deferred income	**1,582,861**	775,077	**1,582,861**	775,077
	5,132,639	4,932,671	**5,132,639**	4,932,671

Creditors include amounts not wholly repayable within 5 years as follows:

	Group		Charity	
	2024	2023	**2024**	2023
	£	£	**£**	£
Repayable by instalments	**3,549,778**	4,157,594	**3,549,778**	4,157,594

23. Amounts falling due after more than one year (continued)

The bank loan is secured on the Charity's Ascot site which represents 32% of the net book value of the property, which is included in the financial statements at £12,872,673.

Changes in the balance of deferred income are recognised in the Statement of Financial Activities during the year.

In 2024 the Charity did not renew its £1.5million overdraft facility with SG Hambros. This facility was not used during the year.

24. SUMMARY OF FUNDS

	Brought Forward	Incoming Resources	Resources Expended	Gains	Transfers	Carried Forward
	£	£	£	£	£	£
General funds	**67,781,656**	29,723,954	(27,520,735)	3,515,356	22,993	**73,523,224**
Designated funds	**99,962**	-	-	-	(22,993)	**76,969**
Total unrestricted funds	**67,881,618**	29,723,954	(27,520,735)	3,515,356	-	**73,600,193**
Restricted funds	**251,730**	41,255	(194,056)	-	-	**98,929**
	68,133,348	29,765,209	(27,714,791)	3,515,356	-	**73,699,122**

Designated funds relate to amounts set aside by the Trustees for potential future payments to certain beneficiaries and does not meet the conditions to be recorded as a liability. During 2018 Sodexo made a capital investment of £399,000, which is being depreciated over the length of the contract.

Restricted Funds 2024	Brought Forward	Income	Expenditure	Transfer to unrestricted funds	Carried Forward
	£	£	£	£	£
Hardship Fund 4*	**794**	-	-	-	**794**
Hardship Fund 5*	**30**	-	-	-	**30**
Hardship Fund 6*	**344**	-	-	-	**344**
Hardship Fund 7*	**104,922**	920	(105,842)	-	**-**
Grant 2	**-**	2,880	(2,880)	-	**-**
Grant 3	**-**	15,000	(15,000)	-	**-**
Grant 5	**-**	12,500	(12,500)	-	**-**
Ascot School	**2,000**	-	-	-	**2,000**
Sodexo Capital grants	**143,640**	-	(47,879)	-	**95,761**
Sodexo notional donation	**-**	9,955	(9,955)	-	**-**
	251,730	41,255	(194,056)	-	**98,929**

24. SUMMARY OF FUNDS (continued)

Restricted Funds 2023	Brought Forward	Income	Expenditure	Transfer to unrestricted funds	Carried Forward
	£	£	£	£	£
Hardship Fund 4*	794	-	-	-	**794**
Hardship Fund 5*	30	-	-	-	**30**
Hardship Fund 6*	344	-	-	-	**344**
Hardship Fund 7*	110,122	75,000	(80,200)	-	**104,922**
Grant 3	5,000	15,000	(20,000)	-	**-**
Ascot School	2,000	-	-	-	**2,000**
Sodexo Capital grants	191,520	-	(47,880)	-	**143,640**
Sodexo Notional Donation	-	9,955	(9,955)	-	**-**
	309,810	99,955	(158,035)	-	**251,730**

Hardship Funds *
Donations received to be used to alleviate poverty and hardship endured by employees of the donors and their families.

Grant 3
Restricted to funding the cost of awards made to sixth form pupils.

Welfare Grant
Restricted to grants awarded to individuals living in London.

Sodexo Capital Grant
Restricted expenditure relates to depreciation charges in respect of capital investment made by Sodexo.

25. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2024	Unrestricted Funds 2024	Total Funds 2024	Total Funds 2023
	£	£	£	£
Tangible fixed assets	95,761	28,411,007	28,506,768	28,911,075
Fixed asset investments	-	49,305,110	49,305,110	42,578,992
Current assets	3,168	17,524,722	17,527,890	17,560,268
Creditors due within one year	-	(15,734,007)	(15,734,007)	(13,785,316)
Creditors due in more than one year	-	(5,132,639)	(5,132,639)	(4,932,671)
Pension scheme liability	-	(774,000)	(774,000)	(2,199,000)
	98,929	73,600,193	73,699,122	68,133,348

26. CONTINGENT ASSETS

The Hilda Florence Webber Trust was set up to allow for Hilda Florence Webber's niece to benefit from the accommodation and income generated from two properties in Hove, Sussex. On the death of her niece, the full ownership of the properties will be left to the Charity in Hilda Florence Webber's will to which two members of the Charity's management team are executors.

27. PENSION COMMITMENTS

The Charity participates in the Licensed Trade Charity 1967 Life Assurance and Pension Scheme (LTC scheme). The Charity makes contributions to this defined benefit scheme in accordance with recommended rates. In 2024, the cost of the contributions to this scheme was £569,482 (2023: £603,795). With effect from 1 September 2024 the LTC scheme closed to new entrants.

The assets and liabilities of the LTC scheme can be separately identified as belonging to the Licensed Trade Charity.

Teachers' Pension Scheme

The Charity participated in the Teachers' Pension Scheme (TPS) until 31 August 2024. The TPS is a multi-employer defined benefit pension scheme, and it is not possible or appropriate to identify the assets and liabilities of the TPS which are attributable to the Charity. As required by FRS 102 "Retirement Benefits", the Charity accounts for this scheme as if it were a defined contribution scheme.

With effect from 1 September 2024, the Charity fully withdrew from TPS. All members at the time of withdrawal were entitled to join the Charity's defined contribution scheme operated by Legal & General.

The pension charge for the year includes contributions paid to the TPS of £868,146 (2023: £1,132,018). There were no contributions accrued at the year end (2023: £136,931).

27. PENSION COMMITMENTS (continued)

Licensed Trade Charity 1967 Life Assurance and Pension Scheme

The Charity operates a defined benefit pension scheme providing benefits based on final pensionable pay. The assets of the Scheme are held separately from those of the Charity, and are invested in a range of funds. Contributions to the scheme are charged to the Statement of Financial Activities so as to spread the cost of pensions over employees' working lives with the Charity. The contributions are determined by a qualified actuary on the basis of triennial valuations based on the projected unit method.

The triennial valuation in April 2023 showed a surplus of £342,000. As a result no deficit repair contributions were required in the year. Following the valuation the employer contribution rate decreased from 26.00% to 24.00% of pensionable earnings from 1 December 2023. This rate remained unchanged during 2024.

In 2024, the FRS 102 valuation shows a deficit of £774,000 (2023: £2,199,000). The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the change in discount rate. The assumptions adopted for the most recent actuarial valuation assumed that investment returns would increase by 3.10% per annum, pensionable salary increases would be 4.00% in 2024 respectively and 3.10% per annum thereafter, future increases in pension payments would be 3.10% per annum and the discount rates would be 5.40% per annum.

The normal contribution for the period was £569,482 (2023: £603,795). During 2024, the Charity paid contributions to the Scheme at a rate of 24.00% of pensionable salaries.

	2024	2023
	£	£
Fair value of scheme assets	**12,563,000**	12,768,000
Present value of unfunded obligations	**(13,337,000)**	(14,967,000)
Net liability	**(774,000)**	(2,199,000)

Changes in the present value of the defined benefit obligation were as follows:

	2024	2023
	£	£
Opening defined benefit obligation	**14,967,000**	14,117,000
Actuarial (gains)/losses	**(2,161,000)**	414,000
Current service cost	**567,000**	445,000
Employee contributions	**11,000**	16,000
Interest costs	**672,000**	668,000
Benefits paid	**(719,000)**	(693,000)
Closing defined benefit obligation	**13,337,000**	14,967,000

27. PENSION COMMITMENTS (continued)

Changes in the fair value of scheme assets were as follows:

	2024	2023
	£	£
Opening fair value of scheme assets	**12,768,000**	12,757,000
Actual return on scheme assets less expected return	**(849,000)**	(653,000)
Expected return	**577,000**	610,000
Benefits paid	**(719,000)**	(693,000)
Contributions paid by the Charity	**775,000**	731,000
Employee contributions	**11,000**	16,000
	12,563,000	12,768,000

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

	2024	2023
Equities	**44.00%**	49.00%
Diversified Growth Fund	**0.00%**	0.00%
Bonds	**29.00%**	23.00%
Other assets and cash	**27.00%**	28.00%

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2024	2023
Discount rate	**5.40%**	4.51%
Inflation	**3.10%**	3.16%
Rate of increase in salaries - year 1	**4.00%**	5.00%
Rate of increase in salaries - year 2 onwards	**3.10%**	3.16%
Limited price indexation pension increase capped at 5.0%	**3.03%**	3.08%
Limited price indexation pension increase capped at 2.5%	**2.15%**	2.17%

Amounts for the current and previous four periods are as follows:

Defined benefit pension schemes

	2024	2023	2022	2021	2020
	£	£	£	£	£
Defined benefit obligation	**(13,337,000)**	(14,967,000)	(14,117,000)	(22,764,000)	(23,336,000)
Scheme assets	**12,563,000**	12,768,000	12,757,000	21,221,000	19,420,000
Deficit	**(774,000)**	(2,199,000)	(1,360,000)	(1,543,000)	(3,916,000)
Experience adjustments on scheme liabilities	**2,161,000**	(414,000)	9,422,000	(300,000)	156,000
Experience adjustments on scheme assets	**(849,000)**	(653,000)	(8,799,000)	975,000	1,898,000

28. RELATED PARTY TRANSACTIONS

There were no related party transactions between the Charity and the Trustees during the year.

29. OPERATING LEASES COMMITMENTS

At 31 December 2024 the Group had future minimum lease payments under non-cancellable operating leases.

	2024	2023
	£	£
Within one year	**76,518**	53,884
Later than one year but within five years	**153,721**	33,696
	230,239	87,580

30. CAPITAL COMMITMENTS

At 31 December 2024 the Group had capital commitments worth £299,876 (2023: £298,819).

31. FINANCIAL INSTRUMENTS

	Group		**Charity**	
	2024	2023	**2024**	2023
	£	£	**£**	£
Cash and cash equivalents	**10,410,422**	10,921,988	**10,339,241**	10,866,192
Financial assets measured at amortised cost	**5,823,770**	5,319,842	**5,592,041**	5,165,071
Financial assets measured at fair value	**42,237,443**	35,584,168	**42,237,443**	35,584,168
	58,471,635	51,825,998	**58,168,725**	51,615,431
Financial liabilities measured at amortised cost	**(9,485,663)**	(8,822,484)	**(9,977,543)**	(9,272,217)

Financial assets measured at amortised cost comprise trade debtors, amounts owed by group undertakings and other debtors.

Financial assets measured at fair value comprise listed investments.

Financial liabilities measured at amortised cost comprise bank loans, trade creditors, amounts owed to group undertakings and other creditors.

LICENSED TRADE CHARITY

Licensed Trade Charity

Heatherley, London Road
Ascot, Berkshire, SL5 8DR.

Telephone
01344 884440

Email
info@ltcharity.org.uk

Website
licensedtradecharity.org.uk

Helpline
0808 801 0550
open 24 hours 365 days per year

Registered Charity No. 230011

THE LICENSED TRADE CHARITY

England & Wales - Charity number 230011

Accounts

LICENSED TRADE CHARITY

Trustees' Report

and Financial Statements for the year ended 31 December 2023

Working together

LICENSED TRADE CHARITY

PATRON HM THE KING

LVS Ascot

PATRON HM THE KING

LVS Hassocks

PATRON HM THE KING

LVS Oxford

Reference and administrative details of the Charity, its Trustees and advisors for the year ended 31 December 2023

Trustees

- Anita Adams
- Tracy Bird (Vice Chair - Membership)
- Roy Boulter
- Toby Brett (Chair - Membership and Chair of Ascot Governing Body from 1st September 2023)
- Gerry Cleary
- Mike Clist (Chair of Hassocks Governing Body)
- Pat Duddy (Vice Chair – Charity Services)
- Ludovick Halik (Chairman of the Charity from October 2023 and Vice Chair of Oxford Governing Body)
- Paul Hegarty (Elected 20th April 2023)
- Trevor Heyburn (Elected 20th April 2023)
- Mike Hill (Immediate Past Chairman)
- Annette King (Chair – Charity Services)
- Jeremy Phillips KC
- Peter Raynsford (Chair – Pension Committee)
- Pauline Ross (Chair – Oxford Governing Body and Vice Chair – Ascot Governing Body)
- Trevor Sparks
- Paul Wigham (Chair – Investment Committee)
- George Wishart

Chief Executive Officer 2023

James Brewster

Charity Registered Number

230011

Registered Office

Heatherley, London Road, Ascot, Berkshire SL5 8DR

Auditors

James Cowper Kreston Audit, Reading Bridge House, George Street, Reading, Berkshire RG1 8LS

Bankers

Lloyds Bank Plc, 10 High Street, Bracknell, RG12 1BT

Solicitors

Hunters, 9 New Square, Lincolns Inn, London WC2A 3QN

Contents

Message from the Chairman

Ludovick Halik
Chairman of Trustees

This is my first year as Chairman and writing my introduction to the annual accounts and Trustees' report.

I would like to start by saying what an absolute privilege and honour it is to have been elected as Chairman of this amazing Charity. I have spent as much time as possible attending fundraising events, committee meetings, management meetings, strategic planning sessions and one-to- one discussions with our Chief Executive. I have to say I have been humbled and impressed by the work and commitment put in by everyone.

Like all organisations, the Charity has faced many challenges during the year, with investments and financial markets seeing huge swings in terms of performance. Our schools have been feeling the pressure from the cost-of-living crisis which has affected fee paying parents and local authorities, and this, during a time of substantial increases in demand from beneficiaries for support from our Charity Services team. However, my fellow Trustees and I could not be more delighted with our financial results, which have far exceeded expectations. Results were very much achieved through prudent management.

LVS Ascot achieved excellent feedback following an inspection carried out by the Independent Schools Inspectorate. Our specialist autism schools, LVS Hassocks and LVS Oxford, have also won many awards and all schools continued to achieve excellent academic, sporting and extracurricular results.

What of the future? There will be many challenges such as the recent change in Government and Labour's manifesto pledge to introduce VAT on independent school fees. There is also additional pressure as slow economic growth, alongside a continued increasing demand for our Charity support, is forecast. Contingencies are being put in place in order that the organisation continues to deliver in line with our charitable Objects.

I could not end my introduction without mentioning our Chief Executive, James Brewster, who retired in March 2024 after almost 17 years with the Charity. On behalf of the Trustees, I would like to pass on our heartfelt thanks as he has been very much part of the modernisation of the Charity during his tenure, ensuring that it remains appropriate for the current challenges. I am delighted that Chris Welham has taken on the role of Chief Executive, bringing a wealth of experience and industry knowledge to the organisation. This expertise will certainly add value to the organisation and I wish him every success.

Finally, I would like to thank all our members, volunteers, staff, supporters and Trustees for their continued contribution and unwavering support. Our strategic plan gives us the opportunity to grow and adapt the Charity to ensure its continued relevance and I am confident of the future.

Former Chief Executive's Report

Jim Brewster
Former Chief Executive

In this, my last overview of the Charity's annual accounts and report before I retire, I have to say how delighted I am with the financial out turns for 2023, enabling us to assist more people.

Whilst there have been many challenges, all our expectations have been exceeded and our teams have done exceptionally well in delivering support to those from the trade facing adversity. We have always adapted to current needs and our Charity Services team have worked extremely hard to keep pace with the demands.

Equally, our education teams across the three schools have delivered first class provision to all the students in their care, making a huge difference to many. This is in conjunction with recognising the challenges parents face during difficult financial situations, which Local Authorities are also facing. Throughout all of this, the organisation has never lowered its standards, as demonstrated by the amazing pupil outcomes across the LVS schools.

Whilst the Trustees have ensured the organisation is well governed, as evidenced in the audit results and school inspection reports, the Executive team and Heads of Departments have been encouraged to manage the organisation with new initiatives and systems, to ensure best practices are continuously followed.

My personal pride in the Charity's achievements extends to the training and development of staff, Trustees, Governors, committee members and volunteers to ensure excellence in all we do.

Pride, passion and care in our work is evident and I am delighted that a number of internal staff promotions have taken place, whilst our apprenticeship schemes have also been highly successful. There is no doubt that technology has to be embraced and positioned to enhance the organisation, but we must never forget we are a service provider to students, parents and beneficiaries, which means that personal interface remains at our forefront.

The organisation will continue to face challenges in the future, both economic and operational, but the Charity is well placed to handle these. It has been an absolute privilege to have been part of this Charity for almost 17 years, but I believe the appointment of my successor will help drive the Charity's strategy forward. I would like to take this opportunity to formally wish Chris Welham every success in the role of Chief Executive.

Finally, I would like to pay tribute to the six Chairmen of the Charity whom I have served under, all bringing different leadership skills to the organisation, giving myself and the Executive team their total support. My heartfelt thanks go to all our volunteers, committee members, Trustees, Governors and, above all, the whole staff community for their unwavering commitment to the Charity.

Chief Executive's Report

Chris Welham
Chief Executive

It is a real privilege to be the new Chief Executive Officer of the Charity and I pay tribute to Jim Brewster for the legacy that he has built and the thorough handover that he afforded me. Having started in role in March 2024, I have been hugely impressed by the calibre of the people who lead our teams across our organisation and the strong governance and professionalism with which the Charity operates. In the early period of my tenure, I've dedicated much of my time to actively listening to our Trustees and leadership teams, learning from our wonderful teaching staff and eliciting feedback from parents, supporters and people across our industry on how the Charity operates and the possibilities that exist.

I'm inspired by the continuous focus on delivering the very best for the children in our schools and it is humbling to see how people across the licensed trade are so dedicated to raising funds for our beneficiaries. There are so many stories of unsung heroes who work on the front line and those who have dedicated so much of their lives to a career in hospitality, who the Charity has been able to help and support when they have fallen on hard times. The work that the Charity does makes such a difference to people and we are there for them when they need us most. We support people in our trade who find themselves in times of need.

As we look to develop our plans for the future, our founding principles remain at our core: helping those who are unwell, vulnerable and experiencing financial hardship, offering relief to those navigating the challenges of growing older and the promotion of education of people in the trade.

With over 28 years of experience in the hospitality sector in various Executive roles, I am focused on supporting and enabling our teams to unlock the full potential of our organisation. With Labour coming to power in July, the challenges and opportunities that the Charity face are many. The proposed introduction of VAT on school fees will involve difficult decisions to be taken but may well also present opportunities for us to increase our school footprint and we are open to possibilities in this regard.

The future of the Charity is very much an exciting one. Our goal is to ensure that the LTC remains a pillar of support for licensed trade individuals for the next 230 years and beyond, whilst continuing to deliver exceptional outcomes for our students.

Trustees' Report for 2023

The Trustees are pleased to present their Report and Financial Statements for the Licensed Trade Charity, its associate company and trading subsidiary for the year ended 31 December 2023.

Objectives and activities

The Charity continues to be committed to helping those who have previously worked in, or are currently working in, the licensed drinks industry, to alleviate poverty and distress. Its key objectives during the year were:

- helping those who are sick, infirm or distressed; and
- aiding those experiencing financial hardship; and
- offering relief to those suffering from the ills, consequent of old age.

The Charity educates children of the general public, but with preference to those working in the licensed trade, through its schools.

In setting its objectives and planning its activities, the Trustees have given careful consideration to the Charity Commissioners' general guidance on public benefit and, in particular, to its guidance on advancing education and fee charging in accordance with Section 4 of the Charities Act 2006.

The Trustees apply the funds of the Charity at their discretion and in accordance with the charitable purposes and objectives of the Charity, to provide financial assistance, support and advice to those who are currently working in, have previously worked in, or are retired from the licensed drinks trade.

All applications for help are means-tested and vetted by the Charity Services Committee, which has delegated powers from the Trustee Body to administer the grant-making policy.

During 2023, the Charity committed £1,132k to provide:

- regular financial assistance to help with essential living costs;
- grants to provide one-off assistance, such as rent deposits for housing, disability aids or convalescent breaks;
- bursaries at LVS Ascot; and
- grants to help with education and training.

The Charity also:

- assists people to claim benefits and grants that are available from Government and other agencies;
- co-funds with other charities to make grants that a single charity would not be able to fund;
- provides information via its website and telephone helpline on a range of issues including housing, debt, employment support and relationships;
- trains regional Volunteers who visit new applicants and existing beneficiaries to consider their position; and
- trains telephone befrienders to call people from the trade who are isolated, to offer support and companionship on a regular basis.

The aim of our schools is to inspire independence. The Charity delivers a high level of education and care for children through its co-educational schools; LVS Ascot, LVS Hassocks and LVS Oxford.

LVS Hassocks and LVS Oxford provide education to children with a diagnosis of autism, therefore through our three schools, the Charity is able to offer education to children with a broad range of educational abilities.

LVS Hassocks and LVS Oxford are predominantly supported via Local Authority funding for learners with Education, Health and Care Plans (EHCP's).

In 2023, bursaries of £337k were provided to children from the licensed trade, who have an educational or emotional need that cannot be met through their existing state provision, an increase of £36k from 2022. To be eligible for a bursary, parents and carers must have worked in the licensed trade for at least five consecutive years. All bursary awards are means-tested and are therefore dependent on family income and circumstances.

LVS Ascot also offers scholarships to recognise academic, sport, music, art and drama potential. These are advertised to parents and prospective parents, and awarded in the above categories, or according to the specific requirements of the external bodies that gave the funding. The value of these awards was £698k in 2023, compared to £465k in 2022.

Further details of the Charity's bursary and scholarship policies and how to apply for both are available on the LVS Ascot website.

At LVS Ascot, fee discounts of up to 20% are available for fee payers who are currently working, or have in the past worked, in the trade for at least five consecutive years. Discounts are also available to members of the Armed Forces, Diplomatic Services and local senior academic staff. In 2023, the value of these discounts amounted to £646k, compared to £597k in 2022.

As part of the emphasis placed on attracting and retaining high-calibre staff, a discount which increases with length of tenure is offered to staff members who educate their children at LVS Ascot. Also, to reinforce the value placed on continuity for families, a discount is offered where a family has more than two children at the Ascot school.

Structure, governance and management

Constitution

The Licensed Trade Charity was established in 1793 by publicans who wanted to provide support and a safety net for fellow publicans and their families. For more than two centuries, the Charity has worked to improve people's lives by providing a range of support, from setting up schools to educate children, providing houses for the elderly, awarding financial grants for people in need and continues to run independent schools today.

The Charity operates under the Royal Charter of the Society of Licensed Victuallers, dated 3rd May 1836, and a Supplemental Charter dated 5th February 1999.

Following the merger of the Society of Licensed Victuallers and the Licensed Victuallers National Homes in 2004, a further Supplemental Charter, dated 29th June 2012, was approved by the Privy Council.

During 2017, the Charity applied to the Charity Commission and the Privy Council to widen its objects in order that it could provide education for all ages (previously this was restricted to children) and to provide increased care to the elderly, with both these provisions maintaining preference to those from the licensed trade. Both these requests were agreed by The Queen's Most Excellent Majesty in Council on February 8th, 2018, and the objects of the Charity amended accordingly.

Charitable status

The Charity helps all those in the licensed trade and operates under the Charity registration number 230011.

Governing body

The Trustee Body consists of between 12 and 18 Trustees (the number being at the discretion of the Trustees), two thirds of whom must be Licensed Victuallers, with the remainder members of the Charity. Trustees must be a member of the Charity before they can stand for election. Each term of office is three years, although Trustees who are aged 70 or older must seek re-election every year. Two general meetings (or Courts) are held each year, one in April and one in October, to which all members are invited.

The Trustees are responsible for overall governance and strategic direction. The Trustee Body delegates power within agreed budgets and responsibilities to committees that oversee the delivery of its Charity Services policy, Education policy, Investments policy, Fundraising activities and Membership.

The Trustees consider the Trustee Body, along with the Executive management team, which includes the Chief Executive and five senior staff members, comprises the key management personnel of the Charity, in charge of directing and controlling the Charity and running the operations on a day-to-day basis.

The Chief Executive regularly meets with senior leaders of a number of occupational charities and trade bodies to discuss issues faced within both the charity sector and the industry we support, and to share initiatives, research and best working practices.

The Charity also works closely with a number of other occupational-based charities to share grant awards in order that funding is awarded that could otherwise not be made.

The Charity continues to receive invaluable support from its regional fundraisers who raised £11k for the Charity in 2023.

Induction and training of Trustees

As part of its strategic planning process, the Charity conducts a skills audit of the Trustees on a regular basis in order to continuously ensure that the Trustee Body's skillset matches those required by the Charity, now and in the future. In addition, the Charity actively co-opts people with the desired skills to the Trustee Body and subcommittees.

On joining the Charity, all Trustees follow a general induction programme with specific training, either provided in-house or externally, to prepare them for whichever committee they are appointed to. There is also an on-going training programme for all Trustees.

Key management personnel remuneration

The pay of the Charity's Chief Executive is reviewed annually by the Trustee Body. The pay of the Executive Team is reviewed annually by the Chief Executive. Pay for teaching staff is generally aligned to national pay scales and pay for non-teaching staff is normally increased in accordance with average earnings.

Remuneration is also benchmarked with charities of a similar size and complexity, to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses are disclosed in note 13 to the accounts. There were no related party transactions in the year.

Trustees are required to disclose all relevant interests, register them with the Chief Executive and, in accordance with the Charity's policy, withdraw from decisions where a conflict of interest arises.

Group structure

The Licensed Trade Charity has a wholly owned non-charitable trading subsidiary, Elvian Limited, which makes available the facilities of the schools to various organisations for events, educational and leisure purposes. The Charity also holds 25% of the equity of The Morning Advertiser Limited which is treated as an associate company in line with the Charities SORP (FRS102).

Charity Services

Navigating Growth and Shifting Needs: A Comprehensive Analysis of Charity Services trends in 2023

2023 has seen a continuation of challenges in the hospitality sector, such as utility costs remaining high, household budgets being squeezed by the cost-of-living crisis, food inflation and supply chain issues, all likely to stay with us for a while.

Global events have affected not only businesses but also individuals. We are navigating the permacrisis that affects our sense of wellbeing, security and ability to plan in a world where nothing is certain. Therefore, employee wellbeing has quickly become the top of an employer's agenda. Pub companies, brewers and independent traders all agree that investing in the wellbeing of their teams is not only the right thing to do, but makes good business sense too.

Growth in demand for services: Helpline calls, a crucial metric in understanding demand, witnessed a substantial increase from 3,178 in 2022 to 4,512 in 2023, a remarkable 42% growth. This surge underscores both the escalating challenges faced by individuals in the licensed hospitality industry and a growing awareness of the LTC, with many licensed hospitality employers promoting the Charity.

Service stats highlights: 51% of calls to our helpline were for practical support and 49% for emotional support. A closer look at the service statistics reveals that 23% of helpline calls in 2023 were referred to the grants team, indicating a multifaceted approach in addressing the diverse needs of those seeking assistance.

Licensed hospitality industry landscape driving growth: The data also highlights the influential role of the licensed hospitality industry in propelling the growth in demand. Enquiries from employees of major pub companies that work especially closely with the LTC to raise awareness of support across their teams form a sizable portion of helpline calls. This emphasises the industry's growing role in supporting hospitality professionals to access impartial and specialist support addressing their unique challenges. We are hoping to see more of it going forward as we are strengthening our corporate relationships by appointing a Business Relationship Manager.

Enquiries to the grants team: Enquiries to the grants team surged from 1,320 in 2022 to 2,325 in 2023, a growth of 76%. A substantial 45% of these enquiries originated from the helpline, underscoring its pivotal role in connecting individuals with the necessary support. To manage this increased workload, a dedicated Support Coordinator was employed, ensuring timely responses to the approximately 45 new enquiries received each week.

Emerging challenges: In 2023, there was a 40% increase in the number of grants awarded across the board compared to 2022. There is persistently high incidence of gambling-related cases, an increase in domestic violence instances and a rise in complex mental health needs. Challenges span various aspects, including resilience and emotional wellbeing, financial worries, cost of living crisis, unaffordable and unsuitable housing and relationships issues. The nature of applications reflects the broader societal trends.

Our support is split into six areas of help:

- Money - 979 people were helped via grants and support from the financial well-being platform Nudge. £300,488 was awarded in grants for financial hardship.
- Mental wellbeing - 4,800 people were supported with counselling via our helpline and over 940 Relate counselling sessions in 2023.
- Housing - 498 people were helped to secure a home, prevent eviction or via a referral to Shelter and £230,507 was awarded in grants.
- Health - 17 people were helped with health issues and £16,173 was awarded in grants.
- Employment - 13 people were referred to a specialist job coach and online support from Renovo.
- Education - 33 children were supported via grants for school trips, laptops and school uniform. 112 pupils were partially or fully funded by the Charity to attend LVS Ascot. This was at a cost of £571,626.

Fundraising

The Charity continues to benefit from the generosity of individuals and licensed hospitality organisations who donate their time and experience, share their contacts and raise funds to support our work and for that we are very grateful.

We thank our Regional Supporters, Licensed Victuallers Associations and Ladies Auxiliaries who raised over £11,000.

The continued strength of our capital position ensures our operating costs are covered by our commercial work and investment income. This means that every penny received in donations can go directly to the people that we help and ensures the stability that gives our corporate contacts and sponsors confidence when choosing a partner for their brands and wellbeing initiatives.

2023 saw a continued increase in the number of fundraising activities arranged by our partner operators and suppliers in support of the LTC. These include invitations to raise awareness and funds at awards dinners, sporting events, training sessions and induction days. These events give us valuable opportunities to raise awareness of the work we do and reach more people who could benefit from our help.

We are grateful to The Worshipful Company of Innholders and to The William Brake Charitable Trust for their donations to Sixth Form Scholarships at LVS Ascot, supporting the education of future generations.

During 2023 we were grateful to receive invitations and donations from:

- AB InBev, and The Budweiser Brewing Group
- Mitchells & Butlers
- Livelyhood Pubs
- Fullers
- Heineken
- Greene King
- TNT Sports
- J D Wetherspoon
- Stonegate

Our friends at Phantom Brewery brewed a pale ale 'A Little TLC' for us to support our 'LTC because everyone needs a little TLC' campaign.

2023 saw our second Pedalling for Pubs ride. 26 influential professionals from across hospitality took on a 450km cycle challenge, coast to coast, across Sri Lanka.

The team rode the enormous distance, which included elevations up to 2,000m in scorching temperatures and incredibly high humidity, and they really gave their all. They raised a staggering £320,000 for the Licensed Trade Charity and Only A Pavement Away.

The following June, 36 hospitality people took to their cycles to ride 240km in Yorkshire for the inaugural Pedalling 2 Pubs, the UK Edition.

Our thanks go to everyone involved, especially riders and sponsors. Our special thanks go to Katy Moses and the team from KAM, the driving force behind this initiative, and to Steve Alton, BII, for organising Pedalling 2 Pubs.

Volunteering in 2023

Our Volunteers play an important part in supporting and promoting the Licensed Trade Charity's work, guiding the direction of the Charity, raising funds and reaching out to the community to help deliver a holistic service for the people we support.

The majority of our Volunteers have a history in the licensed hospitality trade in various guises, from Licensee to Owner/Director, giving them valuable insight into the rewards and challenges a career in the licensed trade offers. They have a real passion for the licensed trade, a desire to help those in need and to ensure our children are given the very best of education.

In 2023 we had 150 Volunteers over six different roles:

- Trustees (18)
- School Governors (16)
- Charity Services Volunteers (39)
- Telephone Befrienders (12)
- Charity Ambassadors (22)
- Regional Fundraisers (39)

Our Trustees play a vital role in the decisions that shape the future direction of the Charity, donating their time to Trustee and Committee meetings and sharing their skills and experience. Our Trustee Board is made up of 18 Trustees. The full board meets at least 6 times a year, with most Trustees also sitting on either the Charity Services, Membership, Governing Body, Pensions, Investments or Elvian Limited Committees. There were an additional 4 co-opted members who sit on various committees.

Each of our schools, LVS Ascot, LVS Hassocks and LVS Oxford, have a Board of Governors who work to ensure that their school leaders are delivering the best education possible. They regularly visit their respective school, speaking to staff and students, to make sure they're achieving educational excellence and, as such, have to have an understanding of school dynamics.

Our Charity Services Volunteers made 183 visits to people in their homes, collecting the background stories of our more complex cases to help the Committee fully understand the issues the applicants were facing and the impact it was having on them.

Our team of Telephone Befrienders call their befriendees on a regular basis - weekly, fortnightly or monthly, depending on how often the person wants, actively listening and sometimes acting as a sounding board to talk through any issues they are facing. The length of the calls can vary from person to person but usually last for between 30 minutes to an hour. We know from feedback we've received that sometimes the Befriender is the only person they speak to in a week and can really help a person change their life around.

Our team of Charity Ambassadors expanded to 22, with more people currently working in the trade who are passionate about the services the Charity provides and wanting to help promote these. They supported our staff team at a mix of exhibitions, conferences, online presentations and company events over the year.

Our Regional Support Committees continued to organise numerous fundraising events throughout the year from golf days, Burns Night dinners, annual conferences, rallies and garden parties, as well as various themed dinners, and we thank them for all their effort and hard work in helping us raise funds for the Charity.

We are extremely grateful for the huge amount of time (over 4,000 hours during the year), energy, skills and experience all our Volunteers kindly donate to ensure the Charity and its family of schools continues to go from strength to strength.

Educational performance Academic Year 2022-23

LVS Ascot

GCSE results 2023

Whilst the overall pass rate in 2023 was inevitably down on results from the Covid years, the pass rate of 88.7% at grades 9-4 was up on 2019 (85.67%) by over 3%. Notable success was again seen in the core subjects with 100% pass rate in English Language, English Literature, higher tier Maths IGCSE and the Triple Sciences. This is a fantastic achievement given the fact we are an all-ability school.

A Level results 2023

The overall pass rate (grades A-E) stood at 96%, slightly down on our last year before Covid, however up by 2% on 2022, when grades were generous and content was reduced. Those achieving top grades A* to B were up on 2019 by 7%, again a reflection of a solid performance from a diverse range of abilities.

University destinations and post 18 pathways

100% of our pupils who chose to take up a university place for 2023, or deferred entry, secured a place. We again had a significant number of pupils go to Russell Group universities, including one pupil being accepted at Imperial to read medicine.

Moving forward, the focus will now be on degree apprenticeships as a real alternative to traditional university destinations. The rising cost of living, coupled with the extortionate debt faced by undergraduates, mean that we now need to guide our Year 13's towards other pathways post-18.

Senior School Academic

We continue to regularly review national trends, the curriculum and qualifications we offer to remain competitive, whilst offering pathways that prepare our pupils for the changing world of work. In 2023 we added A' Level Sociology and BTEC Business to our repertoire, with Law returning in 2024.

We became a Round Square School and introduced the High-Performance Learning framework. This is an exciting time for LVS Ascot as blended learning and the "4Cs" are firmly embedded in our teaching, and the addition of the new initiatives will only strengthen the pupils' learning journey and outcomes.

Infant & Junior School Academic

The academic achievements of the Infant and Junior students remain above the national average in the core subjects of Maths, English and Science. At the end of their time in Key Stage 1 (KS1), the children in Year 2 undertake assessments in Maths and English. Highlights include 100% of children exceeding age-related expectations (ARE) in Maths and 80% exceeding in English.

In Key Stage 2 (KS2), Years 3-6, there were some excellent results in the end of year assessments across the core subjects. With 23% of the children in KS2 having English as an additional language (EAL) and 31% of students having SEND needs, it was pleasing to see the majority of children meeting or exceeding their age-related expectations in Maths, English and Science.

Across the total of 149 children, 8% were working towards ARE in reading, and 13% working towards ARE in both Maths and Science. At the end of KS2 (Year 6), before transition to Senior School, a significant number of children were exceeding expectations across the subjects: 22% in Maths, 27% in English and 25% in Science.

Technology

LVS Ascot was nominated for 'Best Digital School Provision' at The School and Supplier Awards by Education Today. The school has achieved Microsoft's highly sought after Showcase School award for the second year running; in 2022 there were only 72 UK schools that had achieved this award.

IJS Trips

Students in every year group enjoyed a wide range of trips that reflected the curriculum topics for that term. Those trips included: Shorts recycling plant; Reading's Victorian Museum for Year 2; The 1940's Experience museum; Winchester Science Museum and Planetarium for Year 5; Osmington Bay for Year 6 and KidZania, for the whole school.

The School enjoyed several author visits, Groovy Greeks Day for Year 4, Safer Internet Day, National Pride Day, International Day, Equality, DIversity and Inclusion (EDI) Week and many more. Years 5 and 6 also joined some of the Senior School speakers, including Paul Hannaford, who spoke about gang violence and Floyd Steadman, who told us of his experiences with racism.

Performing Arts Senior School

2023 was a busy year for Performing Arts. The school hosted many internal events including Young Singer, Young Dancer, Young Actor and Young Musician of the Year as well as House Performing Arts competitions.

We took part in external competitions for Dance, Drama and Music, including Stars of Tomorrow (Dance), Richmond Drama Festival and Woking Music Festival.

We had several productions giving all students the opportunity to perform: Chitty Chitty Bang Bang (Years 7-9), and in the new academic year, Footloose (Years 7-13).

We have also taken part in many of the ISA competitions, achieving success in ISA Drama, ISA Musical Theatre, ISA Band Competition, ISA Shakespeare and ISA Public Speaking.

Performing Arts Infant & Junior School

There were in-house productions and performances for all our students, including 'Mystery at Magpie Manor' (Years 3-4), 'Elizabeth' (Years 5-6) and 'The Inn-spectors' (Early Years Foundation Stage-Year 2).

Students took part in competitions including Young Singer of the Year, Young Dancer of the Year, Young Musician of the Year and House Performing Arts. Students also took part in LVS Ascot Performing Arts Festival and the Performing Arts Marathon.

Students had opportunities to participate in local and national competitions, including the ISA Drama competition, ISA Musical Theatre and ISA Dance competition. Dance also featured on the timetable for all primary aged students, with many taking ISTD exams. Our students who have peripatetic lessons also had LAMDA exams and ABRSM music exams.

Senior School Sport

Two of the major highlights were hosting the annual ISA U11, U13 and U15 Boys and Girls National Football Tournaments. LVS Ascot U11 girls won the plate, the U13 boys finished second in the Cup and the U15 boys won the plate competition.

Years 10-13 took part in a Barcelona sports tour and enjoyed training at high quality facilities with Barcelona's academies in football, basketball and volleyball.

Other sporting highlights include:

- U12 boys' rugby team winning 5 out of 7 games at the Berkshire Festival.
- Hosting the U12 boys Berkshire hockey tournament and picking up silver medals.
- The U13 girls became Ascot schools' hockey winners.
- The U14 Girls hockey team came 3rd in the Berkshire cup and then 3rd in South Central Regional Cup, placing them in the top three teams in the region.
- The 1st team hockey finished second in the league.
- 3 pupils secured 3 bronze and 1 gold medal at the national competition of the ISA regional swimming competition.
- 5 pupils qualified for the ISA Regional Cross Country competition, securing 1 silver and 1 bronze medal.
- Hosting the U12 boys cricket cup final with Year 7 boys reaching the final.

Infant & Junior School Sport

Students are offered weekly inter-school sporting fixtures and house competitions in netball, football, cricket, hockey, rugby and swimming.

Students took part in some key ISA tournaments:

- U11 Boys' Football tournament.
- Girls' Football tournament (plate winners).
- Athletics and the National finals
- Swimming (National finals in London).

The school hosted the Maidenhead Magpies Year 3 and 4 boys' football festival and were proud runners-up.

We worked alongside Premier Education to offer our students bespoke rugby training for Years 5 and 6.

Specialist education

LVS Hassocks

The arrival of a new Principal in March 2023 gave rise to an ambitious vision for the school. A vision in which the school has student and staff satisfaction and welfare at the core of its work.

2023 saw accolades and awards to acknowledge the great work from the school and it was awarded the ISA SEND School of the year. The school is well placed as a first choice for many parents and consequently is popular and full. The school offers entry into Years 7-11, with a small Sixth Form compromising students who need one further year before transiting onto a college course. All exiting students from last year achieved a college placement, all of which are sustainable and appropriate for their needs.

The school offers a broad range of qualifications, from BTECs in Sport to GCSEs in Art, Maths and English. In addition, the curriculum is supported by practical subjects such as Horticulture and Cooking. The on-site café boosts the students' skills for employability and increases their language and social skills.

Headline results for summer 2023 include:

- BTEC Home Cooking Skills (Level 2) 100% Pass rate
- BTEC Horticulture (Level 2) 100% Pass rate
- BTEC Art (Level 1) 100% Pass rate
- Trinity Bronze Art Award 100% Pass rate
- Sports Leaders Award 100% Pass rate
- Duke of Edinburgh's Award Bronze 100% Pass rate
- Duke of Edinburgh's Award Silver 100% Pass rate
- GCSE Spoken English 86% Pass rate

The school continues to achieve well in the Duke of Edinburgh award and is currently working with the Royal Horticulture Society for the outdoor learning accreditation. The Inclusion Quality Mark award has been secured again and the school has undergone successful inspections from local authorities.

Awards 2023:

- ISA SEND School of the Year Award.
- Rainbow Flag award.
- IQM Centre of Excellence status awarded for 2023 & 2024.
- National Mental Health & Wellbeing Accreditation.
- Artsmark Silver Award by the Arts Council.
- Gold Level for Autism Aware Award issued by West Sussex Local Authority.

There was a marked increase in engagement in the local community and placements of students into work experience. The school continuously searches out new partners from which the students will be able to develop and refine their skills. Opportunities to increase confidence and self-esteem are at the heart of the school ethos.

Several sporting fixtures took place, with football remaining a favourite sport. Students also benefited from many curriculum-supporting trips to consolidate teaching and learning.

The school has reviewed the curriculum offerings and other opportunities to expand qualifications, these include GCSEs in Humanities, an OCR Creative Media course and an ICT qualification.

Therapy provision continues to be a strength, with further provision added to the skillset. The therapy department works closely alongside academic staff to support the learning and to ensure staff are fully equipped to deal with triggering scenarios. The Continuing Professional Development (CPD) offering for staff has expanded to include a dedicated training slot for class teachers each week. The training provision for staff encompasses a wide range of possibilities and is attractive for those considering employment at the school.

Several workshops have taken place this year for parents to support them in navigating strategies to use at home. Topics have been driven by parents, which has strengthened the parent support. Parents have also been supportive of other whole school events, including coming regularly to the café and donating to the various charity events over the year. Once again, the school showcased the talents of the student body at both Christmas and summer sharing events.

LVS Oxford

Student numbers rose significantly from 48 to 63 over the year. In July, 8 students moved on to their chosen destination (further education or employment) and in September, 19 students joined the school, with a further 3 before Christmas. The year closed at full capacity in Years 7, 8 and 11 with limited spaces available in other years. Open days remained oversubscribed and there were significantly more enquiries than there were spaces.

2023 saw excellent exam results. Students completed 19 exams. 79% of the results were on or above predicted grades. 84% of results were grades 4-9, an outstanding result for students with special educational needs. 100% of leavers transitioned to their chosen destinations, including college, studying Engineering, Hairdressing, City & Guilds Catering, Art and Design and Life Skills at City of Oxford College, to name a few.

A notable change to the curriculum was the development of a lower school horticulture offer, aligned to employability and enterprise. As part of this offer, we successfully delivered our second annual Christmas enterprise sale. The lower school developed an enterprise company entitled "Nurture, Thrive, Bloom!" Students developed communication and interaction skills related to a workplace environment, preparing them for future employment.

The aim at LVS Oxford is to instil in all students the necessary confidence, awareness and flexible skills to make an initial transition from education into the world of work, and to subsequently continue with effective life-long career development, fulfil their potential and be successful. Last year we strengthened partnerships with Blenheim Palace and Fairy-tale Farm, whilst creating and furthering partnerships with Soho Farmhouse, Oxford City Football Club and Begbroke Primary School. All Year 11s and post-16 students participated in work experience 1 or 2 days per week. 2 students were offered apprenticeships directly from the work experience program.

Highlights of the year included students in Years 7-10 attending a 2-day residential camp at the Blenheim Palace Estate. Hosted and run by The Bushcraft Company, students slept in bell tents, learned shelter building and bushcraft survival skills.

They also participated in challenges and games to help them build resilience, teamwork and social interaction skills.

Some students participated in Equine therapy, where they learned about body language behaviour, the herding instinct observed in both animals and humans, and delved into the individual personalities of the horses. They also learned the significance of mindful breathing. Throughout the sessions they participated in, our students demonstrated thoughtfulness, quiet and remarkable confidence.

During the year we had the privilege of parents sharing their skills and abilities with our students. Our students were trained in first response by a parent employed in the ambulance service, including experiencing an ambulance on site for them to explore and gain "hands on experience." We also had a film producer parent coming in to speak about his role in major television and movie production. These were both excellent opportunities for students to learn about the life and employment skills they need beyond LVS.

Our People & Human Resources

2023 continued to be a difficult landscape with worldwide competition for people and their skills, post the pandemic. The Licensed Trade Charity as an employer, and its employees, have had to continue accepting change and flexibility in an unsettling employment market.

As always, a focus on internal talent, training and agility has been important to mobilise the skills we have in our organisation. Technology continues to forge ahead and LTC is well equipped to be able to embrace changes.

As part of our digital strategy, we introduced two new systems for Finance and Human Resources (HR)/Payroll. Those were further embedded allowing us to streamline HR processes for both employee, employer and candidates. Candidates can access the recruitment portal anytime from anywhere in the world to submit their details.

We strive to continue to improve our diversity, equality and inclusion. We believe that by employing diverse people in our workforce, we are stronger when responding to challenges and providing positive wellbeing for all our employees.

Recruitment during 2023 was stronger and we were able to attract skilled talent. The labour shortages trend of previous years eased. We had over 90 positions during 2023 with in excess of 700 applicants, and we saw more people applying for our roles throughout the organisation.

Employee relations and employee wellbeing remain a priority and our personnel are supported through life's issues by our Employee Assistance Programme provided by HSF Assist. They have supplied an amazing service 24/7, 365 days per year for our people, including a GP Virtual doctor service, counselling both online and face to face, as well as legal support services.

We operate an HR business partner method to support our units, giving the leaders and employees direct support, advice and presence in their workplace.

We had 424 employees plus our catering and IT support services working as a team with us across our units.

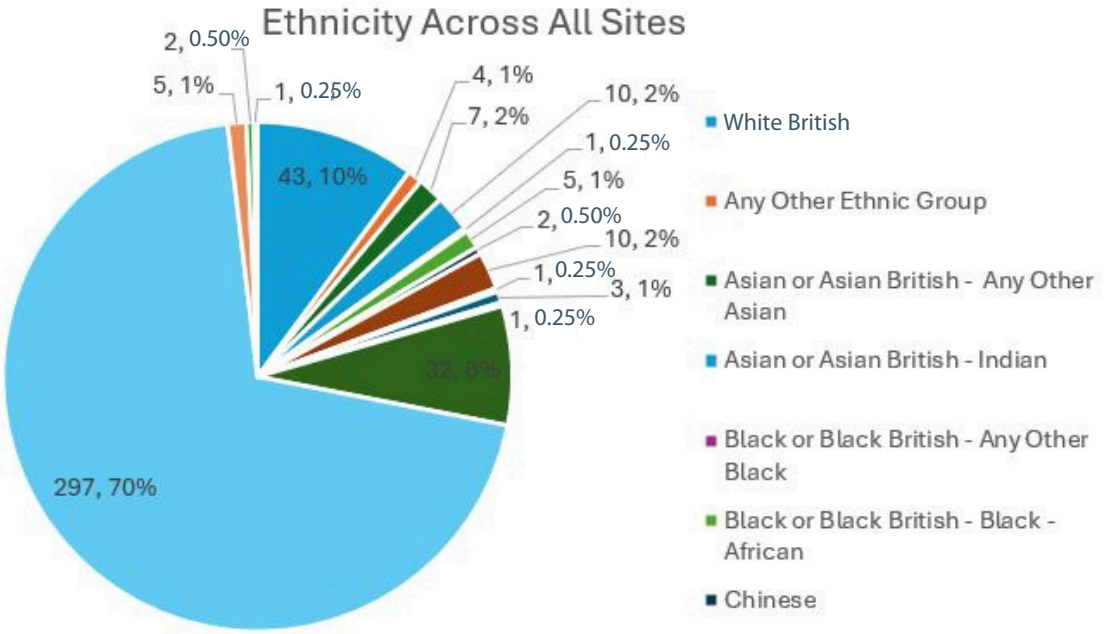
Maximising the benefits of our apprenticeship initiative, we worked with a broader network of apprentice suppliers and during 2023, had 13 training under the scheme from Level 2 to Level 7, Masters' Level, who received £108,000 of training paid by the Apprentice Levy. We had 6 senior leaders attending Masters' courses at university via the apprenticeship framework. 3 apprentices successfully completed their Level 3 and moved onto qualified new roles.

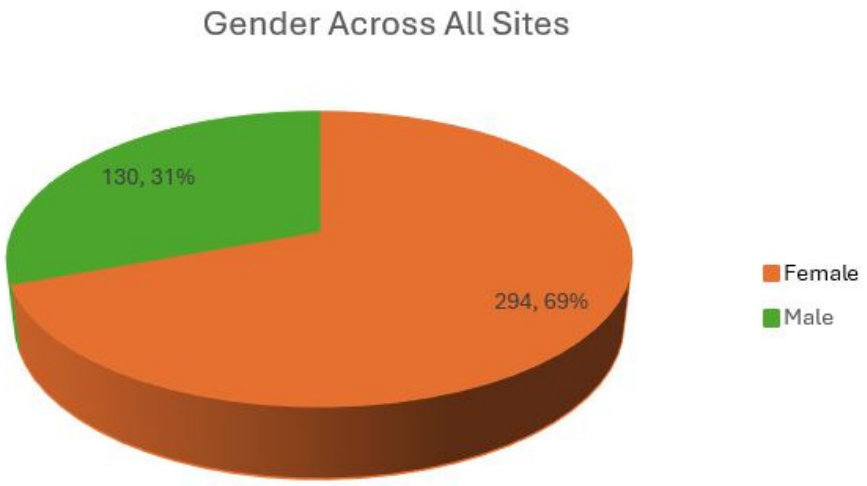
We focus on learning and development for all and in 2023, our employees attended over 2,790 units of training across our 4 units and we offered in excess of 300 courses. We believe leadership and management development is key to ensuring the success of our current and future managers.

Our core values remain; Pride, Passion, Care, Honesty and Responsibility and are embedded from our recruitment standards through to professional requirements. We believe that everyone should have the opportunity to work in a fair, inclusive environment without fear or prejudice regardless of race, age, gender, disability, sexual orientation, social class, religion and belief. We believe that an equal, diverse and inclusive culture makes us stronger as a community and business.

Our people are the lifeblood of our organisation and bring their individuality, unique understanding and background to support our wider staff community. We employ flexible, honest, intelligent risk-takers who are able to embrace change with a 'can-do' ability. We believe this gives us a competitive advantage in a changeable market place.

Our people are essential to our strategy to deliver diversity in all our different operations.





Energy and sustainability

The LTC continues to focus on infrastructure improvements and renewable technology with the aim of decarbonising our sites. Significant progress was made during 2023, and this has formed the foundation for further environmental improvements over the foreseeable future. Our target as an organisation to move towards carbon neutrality and sustainability is integral to the way we operate.

We trialled solar generation with the installation of 132 panels to the swimming pool roof at LVS Ascot. After 6 months of working, the system generated circa 20 MWh of electricity, the equivalent of 220 trees planted, 3,550kg of CO2 emissions saved, and a reduction of £3k to our electricity supply. As the cost of the installation was £74k, we anticipate a payback period of 5.4 years based on these savings. Following the success of this trial, we will be installing an additional 900 panels, which will meet approximately a third of our electricity demand.

A new Building Management System was installed at the LVS Ascot Infant and Junior School and Kew Boarding House. This has ensured that the heating is zoned and thermostatically controlled, based on internal and external temperatures, reducing energy consumption.

The entire roof void to Kew Boarding House received an additional 300mm of roof insulation, helping to combat thermal heat loss. This investment is expected to pay for itself in 3 to 4 years.

All the sports and ancillary halls at LVS Ascot had their lighting replaced at a cost of £20k. We anticipate a payback of circa 4-5 years on the capital investment, based on energy savings.

Electric car charging stations were installed at LVS Oxford and additional stations at LVS Ascot, giving us a total of 10 charging points across the three schools. During 2023, 11,400 kWh of energy was delivered, which resulted in 6400kg C02 avoided.

At LVS Oxford, all the external bollard lighting was replaced around the site with energy-efficient LED fittings. These works should achieve an annual saving of £2,100 and deliver a payback of 7-8 years.

Estates Report

During 2023, the estates teams were successful in delivering projects across the LVS schools. In alignment with strategic objectives, each project contributed to enriching the educational environment of the schools by focusing on improvements to appearance, condition, functionality or energy performance. Below is a summary of successfully delivered key projects.

LVS Ascot
The main reception and administration corridors were modernised during the summer, to create a more contemporary and open environment to visitors and staff.

The main entrance to the school, which was previously considered utilitarian and uninviting, was revamped with new cedar swing gates and fencing, raised beds and a living wall to showcase the LVS/LTC brand. This was delivered during the October half term.

To improve and consolidate the storage requirements at LVS Ascot, three large, insulated sheds were constructed in the woodland area adjacent to Hampton Boarding House.

LVS Hassocks
Last year, access control on internal doors and additional CCTV cameras were installed to ensure that security and safeguarding measures can be maintained at the school.

LVS Oxford
Conversion of a standard classroom into a science laboratory was delivered during the summer, enabling the school to expand its curriculum and offer its students a richer educational experience.

Sodexo Site Services Report

Sodexo deliver facilities management, catering and food services at all of our sites.

The food service industry faces sustainability opportunities and challenges, with more of a plant-based diet becoming increasingly popular. Food fashions and variety are changing with great speed, aided by social media. Sodexo now offer an increased range of these foods to meet personal or religious preference. However, we retain a focus on what is nutritious and healthy for our students' consumption, not always being led by the latest trends.

Staff retention and recruitment remains a challenge right across the hospitality sector. With the tangible support given by LTC, we are in a good position.

At LVS Ascot, we catered for numerous events including in-house functions and open days. In June, we provided catering services for no less than 13 of the end of year celebratory events, including the Coronation of King Charles III and his Queen, garden parties, BBQs and celebration lunches.

At LVS Oxford, the endless excitement the students have for special event days, and the enthusiasm the Sodexo staff bring to these events is remarkable. Highlights included Opera Day, with their very own soprano while everyone tucked into Madame Butterfly Chicken and classic Opera cake, as well as Eurovision – Ukraine's arrival in Liverpool in May - with Sodexo promoting different cuisines from participating countries. Other events, to name a few, were Chinese New Year, St Patrick's Day and Canada Day.

At LVS Hassocks, Sodexo took part in the careers day, speaking to students about the positives of a career in the catering industry. As a result, one student spent a day in the kitchen at LVS Ascot and another has shown an interest in applying for a hospitality food production and cooking apprenticeship.

The Oast Café at LVS Hassocks has exceeded all expectations. With some support from Sodexo, the students are now offering a table service.

Financial review

The full financial results for the year are dealt with in the Statement of Financial Activities on page 27.

Financial performance compared with the previous year

2023 was a strong year financially for the Charity.

A Net Surplus of £2,346k was generated in 2023, compared to a net deficit of £3,499k in 2022. The Charity's operations have continued to perform well, and it has been pleasing to see some recovery in the value of the Charity's investments.

In 2022, the value of our investments fell by £5,700k driven by factors such as political turmoil in the UK, double-digit inflation and rising interest rates. Whilst interest rates continued to rise during 2023, other factors stabilised somewhat and our investments recovered some of that lost ground, gaining £1,076k in value.

Net Income before Net Gains / Losses on Investments, which is commonly referred to as Operating Surplus / Deficit was £2,239k for the year, a healthy increase from the Operating Surplus of £1,437k in 2022.

Net income from the schools reduced slightly in 2023, falling from £2,252k to £2,122k. Overall pupil numbers increased again in 2023, rising from 934 to 964 across the three schools.

However, the schools' cost base has come under considerable pressure in 2023, as inflation continued to bite, particularly on staff and utilities costs. The Charity actively manages its cost base to enable high quality services to be provided in a cost-effective manner.

Net Investment Income increased from £838k to £1,310k, a significant part of the increase being due to rising interest rates paid on the Charity's cash deposits.

Income from Donations and Fundraising remained at a similar level to 2022 at £310k (2022: £314k), once again including some very generous corporate donations, and our share of the proceeds from the second Pedalling for Pubs and the first Pedalling to Pubs events.

Elvian Limited enjoyed a strong year, adding some summer lets at LVS Oxford, which helped increase its net profit to £433k (2022: £374k).

The Charity's portfolio of investments experienced mixed fortunes this year. There were gains on general investment funds (£1,354k) and investment properties (£685k), but the further rises in interest rates continued to have an adverse impact on property fund valuations, which fell in value by £962k.

The valuation of the defined benefit pension scheme liability was adversely impacted by inflation being slightly higher and the scheme's assets performing slightly worse than had been expected. Accordingly, there is an actuarial loss of £1,067k in 2023. In 2022, a gain of £643k was recorded.

Financial performance compared with expectations for the year

Performance against budget in 2023 was very good. The result for the year was a surplus of £2,346k, against a budgeted surplus of £153k, an over-performance of £2,193k. As ever, there are many reasons for this strong performance, but it is encouraging to note that almost all of the increment has occurred at the operating surplus level.

Operating surplus is the number which management can influence on a day-to-day basis. At this level the result was £2,086k ahead of budget.

Net income from the schools overall was £162k lower than the budget. Pupil numbers were broadly in line with budget, and revenue was in fact ahead of budget by £366k. However, staff costs, which account for more than 50% of our schools' total costs, have been driven higher by inflation at a quicker rate than it has been possible to increase fees.

Net income from investments was £472k higher than budgeted, benefitting from higher interest rates on cash deposits, and also from better than budgeted returns from property funds, despite their fall in capital value.

Central costs were significantly lower than budget (£439k) due to careful cost control and also the service cost of the LTC 1967 defined benefit pension scheme being much lower than had been allowed for.

The most notable cost variance to budget came in Charity Services, where we spent £703k less than expected. When preparing the budget in Autumn 2022, the budget for charitable grants was increased significantly in anticipation of a spike in demand driven by the cost-of-living crisis. Whilst demand has certainly increased, it has not been at the levels the 2023 budget had allowed for.

Below the operating surplus, as usual, no gain nor loss was budgeted for Investment or Pension Liability revaluations. Investments gained in value by £1,076k in total, whilst the defined benefit pension liability increased by £1,067k, thereby largely offsetting one another.

Reserves policy

The financial statements show that at 31 December 2023, the unrestricted funds totalled £67,882k and restricted funds £252k. The unrestricted reserves include a liability of £2,199k calculated under FRS102 in respect of the notional funding deficit on the defined benefit pension plan for Charity staff. The Trustees believe that this notional funding calculation, which can vary between surplus and deficit depending upon the assumptions used at year end, will have no material effect on the Charity's cash flows in the short-term and that in the longer term, its effects are manageable out of future income.

The Charity is an operational organisation and needs to hold sufficient reserves to fund its current operations, to provide for unforeseen events and to invest for the future. It also needs to sustain sufficient reserves to provide long-term support for its beneficiaries. The Trustees have developed the Reserves Policy with regard to the Charity Commission's guidelines. In the short-term, the Charity expects to fund any excess of charitable expenditure over income out of reserves. In the long-term, the Charity will aim to hold a level of general reserves equivalent to the number of months' operating costs relevant to each of its operating units. Currently this equates to approximately £18m.

The Reserves Policy is reviewed with the Strategic Plan to ensure they are consistent. In order to make a judgement on the reserves which should be held by the Charity, the Trustees have considered the risks in respect of expenditure, unrestricted income and where funds can only be released by the disposal of investments. The Trustees have also considered external identified potential risks to income and expenditure. The policy is monitored and reviewed annually.

2023 has seen the Charity record a net surplus for the year of £2,346k. Consequently, the Charity's general reserves, defined as unrestricted reserves excluding fixed assets, directly owned investment property and the equity investment in the Morning Advertiser, have increased from £30m to £32m and therefore remain significantly above the minimum level required by our Reserves Policy.

The Charity reviews the finances of beneficiaries before approving the payment of grants to individuals. Historically, once a beneficiary reached 80 years of age, the Charity no longer performed an annual review of the beneficiary's finances and continued to pay the awarded grant until the beneficiary died.

This practice has now stopped, and the finances of all beneficiaries are reviewed annually. Where the annual means testing has previously ceased, the Trustees have accepted that payment will be made until the death of the beneficiary and have, therefore, designated funds equivalent to the estimated value of these future payments in the financial statements. At 31 December 2023 the value of this designated fund was £99,962.

Investment policy and objectives

The Charity seeks to have a constructive and positive engagement with the corporate world and requires that Investment Managers, together with all underlying collective holdings, have signed up, or are in the process of signing up to the United Nations-supported Principles for Responsible Investment (PRI) Initiative.

No changes have been made to the structure of the Charity's investments during 2023.

Property investments were 44% of the Charity's total investment portfolio at the end of the year (2022: 45%).

The performance for 2023 resulted in an overall gain of £1,076k, with gains on both general investments and investment properties, but a loss on property funds.

Property fund investments total 30% (2022: 33%) of the portfolio, comprising investments with Swiss Life (formerly Mayfair Capital), Schroders, CCLA and Savills.

All funds fell in value during 2023, with declines in value between 2% and 9% from December 2022.

Directly owned property amounts to 13% (2022: 12%) of the portfolio, including land and residential properties. Following a professional valuation of the portfolio during 2023, the carrying value of those assets was increased by £685k to £5,518k.

General investments, including equity, gilts and alternative investments, are actively managed for the Charity by SG Kleinwort Hambros Bank and CCLA. These make up 56% (2022: 55%) of the total portfolio, and rose in value by £1,354k during 2023.

The Trustee Body has delegated oversight of the Charity's investment portfolio to the Investments Committee.

Pensions

The Charity contributes to two defined benefit schemes; one, a national Government-operated scheme for teaching staff, and the other, its own scheme, for non-teaching staff.

The Charity has no control over the national scheme but has continued to pay increased contributions into its own scheme. The Government increased employer contributions for the teachers' pension scheme from 16.48% to 23.68% in September 2019, and again from 23.68% to 28.68% with effect from 1 April 2024.

The Charity is subject to the automatic enrolment legislation introduced by the Government to encourage staff to save for their retirement.

All new employees currently have the option to join the appropriate final salary scheme. If they fail to do so, they are automatically enrolled into the group defined contribution pension scheme, if eligible. All employees who subsequently opt out of the scheme are automatically re-enrolled at three-yearly intervals, the latest re-enrolment taking place in April 2023. From 1 September 2024, new employees will only be eligible to join the group defined contribution scheme.

Tax status

The Trustees are of the opinion that the Charity is not liable for taxation on its charitable activities.

Plans for the future

Expectations for 2024

The Charity expects to deliver solid financial performance in 2024, through the net surpluses earned at its schools, the returns from its investments, from fundraising and from generous donations.

Following the 2024 general election, the new Labour administration has a clear intention to apply VAT to independent school fees. Such a policy will put the budgets of our fee payers at LVS Ascot under further strain, and it is likely that many pupils will have to leave independent schools to join the state sector. This will inevitably cause no small amount of disruption and financial uncertainty for the sector.

Inflation has eased considerably from its 40-year high in late 2022, but nevertheless many people find themselves in difficult positions, financially or otherwise. The Charity expects demands for both grants and services to increase in 2024.

The Charity is confident that its robust financial position puts it in good stead to deal with these challenges.

The Charity's budget for 2024 was finalised in November 2023 and shows an operating surplus. This may be adversely affected by the factors set out above impacting on the financial performance of its three schools and further increasing the need to support its beneficiaries.

No gain or loss is budgeted for changes in valuations of the Charity's investments and the LTC 1967 pension scheme deficit. Therefore, any changes in these valuations will affect the net surplus or deficit recorded by the Charity.

The strategic plan

The Charity's Strategic Plan originally covered the period 2017-2021 and was subsequently extended for a further two years to incorporate a Covid-19 recovery plan. In late 2023 the Trustees approved a new 5-year Strategic Plan to cover 2024 – 2028. Following the retirement of Jim Brewster, this Strategic Plan is being reviewed and considered by the Charity's new Chief Executive, Chris Welham, and his Executive management team.

The number of individuals helped during 2023 was 46,879 and recognition of the Charity across a broad spectrum of industry employees was at 27%. The updated Strategic Plan will set out areas which the Charity will target for expansion, to build on the excellent work of recent years to grow our reach and help as many beneficiaries as possible in a secure and sustainable way.

In addition to its work directly with Licensed Trade beneficiaries, the Charity will continue to strive to provide first-class education to every pupil at its schools. To achieve this, the organisation will continue to invest in the recruitment and development of staff, as well as in its material assets. Our staff are at the forefront of what we do, ensuring that the growing demands placed on the organisation by beneficiaries and customers can continue to be met effectively.

The updated Strategic Plan for 2024-2028 will be presented to Trustees for their approval in Summer 2024.

Risk management

The Trustees are responsible for the management of the risks faced by the Charity and have examined the major strategic, business and operational risks to which the organisation is, and may potentially be, exposed. The Trustees are satisfied that the systems, controls and policies are in place to mitigate and manage exposure to such major risks.

The Charity's comprehensive risk register is reviewed and updated annually, or more regularly, if necessary, prior to review and discussion by the Trustees. In assessing the risks, the impact on Charity activity disruption, injury or property damage, loss of income, reputation, management focus, missed opportunity and strategic direction change are all considered.

There are five principal areas of risk which have the potential to significantly affect the operations of the Charity:

- Government policy – Independent schools have been the subject of ongoing discussions by Government. There is a risk that changes to Government policy (such as amendments to VAT legislation on educational supplies, business rates relief, levy charges and Teachers Pension contribution levels) would have a significant impact on the Charity's ability to operate. The Charity seeks to mitigate this by reviewing the Reserves Policy, preparing long-term forecasts and contingency planning.

- Affordability – LVS Ascot operates in a very competitive market with many fee payers' disposable incomes coming under pressure from cost-of-living increases. Places at LVS Hassocks and LVS Oxford are primarily funded by local authorities which are under financial pressure with reduced budgets and increasing demands for services. This is causing local authorities to consider alternative means of fulfilling services such as the development of specialist hubs attached to mainstream secondary schools. The schools all look to ensure that they offer value for money, whilst providing an excellent well-balanced education to mitigate this risk as far as possible.

- Economic environment – The Charity has investments across commercial paper and property which have been exposed to increasing volatility over recent times. The Charity aims to operate a long-term diversified investment strategy at low to medium risk and regularly reviews the performance of investments.

- Safety and security of pupils, staff, volunteers and vulnerable grantees – The Charity aims to provide a safe and secure environment by having in place policies and procedures, including in the areas of safeguarding children, anti-bullying, health and safety, physical security, cyber security, data protection, wellbeing and critical incident management.

- Pandemic – Whilst the impact of the COVID-19 pandemic has passed, the risk of another global pandemic remains. The risks of a pandemic may include increased support needed by beneficiaries, volatile performance of investments, reduced ability for Elvian Limited to hire out school facilities, fee remissions given at LVS Ascot and lower pupil numbers due to international travel restrictions and pressure on fee payers' finances. The Charity may receive additional donations from licensed trade participants to cover increased demand from beneficiaries. The Charity's assessment of this risk is that whilst it cannot be totally mitigated, the Charity has learned from its experiences during the COVID-19 pandemic and continues to hold strong levels of liquid reserves which would be available for it to draw upon in the event of another pandemic.

Trustees' responsibility statement

The Trustees are responsible for keeping proper accounting records that disclose, with reasonable accuracy at any time, the financial position of the Charity. These records also allow the Trustees to make sure the financial statements comply with the requirements of the Charities Act 2011.

Charity law also requires the Trustees to prepare financial statements for each financial year, that give a true and fair view of the state of affairs of the Charity and of the results for that period.

In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud.

Auditor

James Cowper Kreston Audit offers itself for re-appointment as auditor for the year beginning 1 January 2024.

Approval of the financial statements

The Trustees confirm this report and accounts comply with the requirements of the Charities Act 2011 and the Charities SORP (FRS102).

The Trustee Body approves the financial statements.

BY ORDER OF THE TRUSTEE BODY

Mr Ludovick Halik
Chairman of Trustees
Dated: 11th July 2024

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LICENSED TRADE CHARITY

Opinion

We have audited the financial statements of Licensed Trade Charity (the 'parent charity') and its subsidiary (the 'Group') for the year ended 31 December 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, 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 Group's and of the parent charity's affairs as at 31 December 2023 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom including the Financial Reporting Council'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 Group's or the parent 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, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conslusion thereon. Our responsibility is to read the other inforamtion 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 mistated. 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.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LICENSED TRADE CHARITY

Matters on which we are required to report by exception

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

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

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent 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 Group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

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

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

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LICENSED TRADE CHARITY

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 members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

James Cowper Kreston Audit Chartered Accountants and Statutory Auditor

Reading Bridge House, George Street, Reading, Berkshire, RG1 8LS
Date: 11th July 2024

James Cowper Kreston Audit is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	Restricted funds 2023	Unrestricted funds 2023	Total funds 2023	Total funds 2022
		£	£	£	£
INCOME FROM:					
Donations and legacies	4	99,955	114,704	214,659	224,222
Charitable activities:					
School fees		-	24,631,438	24,631,438	22,662,871
Grants		-	43,380	43,380	83,377
Other trading activities:					
Fundraising and events income	5	-	95,520	95,520	90,077
Gross income trading subsidiaries	2	-	901,096	901,096	675,535
Investments	6	-	1,616,169	1,616,169	1,140,112
Other income	7	-	489,853	489,853	200,759
TOTAL		99,955	27,892,160	27,992,115	25,076,953
EXPENDITURE ON:					
Raising funds:					
Costs of generating voluntary income	8	-	138,568	138,568	124,770
Expenditure trading subsidiaries	2	-	467,722	467,722	301,432
Investment management costs	10	-	305,706	305,706	302,230
Cost of events	9	-	88,707	88,707	65,616
Charitable activities:					
Schools	11	47,880	22,461,130	22,509,010	20,410,560
Grants		110,155	684,349	794,504	630,515
Bursaries		-	337,310	337,310	300,950
Charity Services	12	-	513,433	513,433	819,233
Support costs	13	-	598,126	598,126	685,039
TOTAL	14	158,035	25,595,051	25,753,086	23,640,345
NET INCOME BEFORE NET GAINS/(LOSSES) ON INVESTMENTS		(58,080)	2,297,109	2,239,029	1,436,608
Net gains/(losses) on investments	16	-	1,076,419	1,076,419	(5,700,165)
NET INCOME/(EXPENDITURE)		(58,080)	3,373,528	3,315,448	(4,263,557)
Income from associate company	3	-	97,270	97,270	121,557
Actuarial (loss)/gain on defined benefit pension schemes		-	(1,067,000)	(1,067,000)	643,000
NET MOVEMENT IN FUNDS		(58,080)	2,403,798	2,345,718	(3,499,000)
RECONCILIATION OF FUNDS:					
TOTAL FUNDS AT 1 JANUARY		309,810	65,477,820	65,787,630	69,286,630
TOTAL FUNDS AT 31 DECEMBER		251,730	67,881,618	68,133,348	65,787,630

All activities relate to continuing operations. The notes on pages 31 to 50 form part of these financial statements.

CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note	2023 £	2023 £	2022 £	2022 £
FIXED ASSETS					
Tangible assets	**17**		**28,911,075**		29,729,292
Investments at market value	**20**		**41,101,668**		39,414,746
Investment in associate company	**18**		**1,477,324**		1,405,055
			71,490,067		70,549,093
CURRENT ASSETS					
Debtors	**21**	**6,638,280**		5,528,683	
Cash at bank		**10,921,988**		9,137,390	
		17,560,268		14,666,073	
CREDITORS: Amounts falling due within one year	**22**	**(13,785,316)**		(11,999,400)	
NET CURRENT ASSETS			**3,774,952**		2,666,673
TOTAL ASSETS LESS CURRENT LIABILITIES			**75,265,019**		73,215,766
CREDITORS: amounts falling due after more than one year	**23**		**(4,932,671)**		(6,068,136)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			**70,332,348**		67,147,630
Defined benefit pension scheme liability	**27**		**(2,199,000)**		(1,360,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			**68,133,348**		65,787,630
CHARITY FUNDS					
Restricted funds	**24**		**251,730**		309,810
Unrestricted funds:	**24**				
Unrestricted funds excluding pension liability		**70,080,618**		66,837,820	
Pension reserve		**(2,199,000)**		(1,360,000)	
Total unrestricted funds			**67,881,618**		65,477,820
TOTAL FUNDS				**68,133,348**	65,787,630

The financial statements were approved by the Trustees on 11th July, 2024 and signed on their behalf by:

……

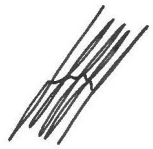
Mr Ludovick Halik

The notes on pages 31 to 50 form part of these financial statements.

CHARITY BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note	£	2023 £	£	2022 £
FIXED ASSETS					
Tangible assets	17		**28,911,075**		29,729,292
Investment in subsidiary	19		**5,000**		5,000
Investments at market value	20		**41,101,668**		39,414,746
Investment in associate company	18		**500,025**		500,025
			70,517,768		69,649,063
CURRENT ASSETS					
Debtors	21	**6,481,913**		5,917,502	
Cash at bank		**10,866,192**		9,028,980	
		17,348,105		14,946,482	
CREDITORS: amounts falling due within one year	22	**(14,091,049)**		(12,290,115)	
NET CURRENT ASSETS			**3,257,056**		2,656,367
TOTAL ASSETS LESS CURRENT LIABILITIES			**73,774,824**		72,305,430
CREDITORS: amounts falling due after more than one year	23		**(4,932,671)**		(6,068,136)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			**68,842,153**		66,237,294
Defined benefit pension scheme liability	27		**(2,199,000)**		(1,360,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			**66,643,153**		64,877,294
CHARITY FUNDS					
Restricted funds	24		**251,730**		309,810
Unrestricted funds:					
Unrestricted funds excluding pension liability		**68,590,423**		65,927,484	
Pension reserve		**(2,199,000)**		(1,360,000)	
Total unrestricted funds			**66,391,423**		64,567,484
TOTAL FUNDS				**66,643,153**	64,877,294

The financial statements were approved by the Trustees on 11th July, 2024 and signed on their behalf by:



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Mr Ludovick Halik

The notes on pages 31 to 50 form part of these financial statements.

CONSOLIDATED CASH FLOW STATEMENT
AS AT 31 DECEMBER 2023

	Note	2023 £	2022 £
NET CASH PROVIDED BY OPERATIONS		**3,180,072**	4,186,012
CASH FLOWS FROM INVESTING ACTIVITIES			
Dividends, interest and rents from investments		**1,616,169**	1,140,112
Purchase of fixed assets	**17**	**(1,127,265)**	(950,157)
Proceeds from the sale of fixed assets		**-**	83,500
Purchase of investments	**20**	**(5,572,968)**	(5,374,339)
Proceeds from the sale of investments		**4,962,465**	4,860,942
Net cash (used in) / generated by investing activities		**(121,599)**	(239,942)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of loans		**(1,273,875)**	(604,351)
Net cash used in financing activities		**(1,273,875)**	(604,351)
Change in cash and cash equivalents in the year		**1,784,598**	3,341,719
Cash and cash equivalents brought forward		**9,137,390**	5,795,671
Cash and cash equivalents carried forward		**10,921,988**	9,137,390
NET MOVEMENT IN FUNDS		**2,345,718**	(3,499,000)
Adjustments for:			
Dividends, interest and rents from investments		**(1,616,169)**	(1,140,112)
Depreciation charges	**17**	**1,945,482**	1,862,527
Gain/(loss) on disposal of fixed assets		**-**	(54,855)
Fair value (gains)/losses made on investments		**(1,076,419)**	5,700,165
Increase in debtors	**21**	**(1,109,597)**	(545,184)
Increase in creditors	**22 / 23**	**1,924,326**	2,142,025
Increase/(decrease) in provision for defined benefit pension scheme		**839,000**	(183,000)
Income from associate company	**3**	**(72,269)**	(96,554)
NET CASH PROVIDED BY OPERATIONS		**3,180,072**	4,186,012

The notes on pages 31 to 50 form part of these financial statements.

1 . ACCOUNTING POLICIES

Licensed Trade Charity is an unincorporated charity. It is registered in England and Wales with Charity Registered number 230011. The principal address of the Charity is Heatherley, London Road, Ascot, Berkshire, SL5 8DR.

1.1 Basis of Accounting

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition issued on 1 January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

These provisions mean that the consolidated financial statements have been prepared to aggregate the Charity together with its trading subsidiary, Elvian Limited.

The Charity constitutes a public benefit entity as defined by FRS 102.

1.2 Judgements in applying accounting policies and key sources of estimation uncertainty

assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenditure during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Tangible Fixed Assets (see note 17)

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values may vary depending upon the type of asset and its use and management use historic experience to assess these factors.

Pension Commitments (see note 27)

Various assumptions are made in reporting the performance of the Charity's pension scheme.
A valuation is carried out for reporting purposes by a qualified independent actuary. The principal actuarial assumptions made are disclosed in note 27.

Investment Properties (see note 20)

Residential investment property valuations are made annually by management, based upon external indications of value and consideration of market conditions. Commercial investment properties are valued annually by qualified independent Chartered Surveyors.

1.3 Basis of Consolidation

The Licensee & Morning Advertiser and the assets of the Pub, Club and Leisure Show Limited were incorporated into The Morning Advertiser Limited (MA Ltd) in January 2000. At that time the Charity owned £75 shares and William Reed Holdings Limited owned £25 shares. The financial statements of MA Ltd were consolidated into William Reed Holdings Limited financial statements as a subsidiary since it had a majority representation on the Board of Directors. The Charity's investment was shown as an investment in a joint venture.

1 . ACCOUNTING POLICIES (continued)

1.3 Basis of Consolidation (continued)

In March 2002, William Reed Holdings Limited bought £50 of the Charity's shares and the Charity became a minority shareholder with a 25% shareholding.

Under the Charities SORP (FRS102), the Charity treats MA Ltd as an associate company in its financial statements (see note 3) and consolidates that percentage (25%) of its income and expenditure into its Consolidated Statement of Financial Activities.

The MA Ltd's year end is 31 March and so unaudited management accounts have been taken for the company's financial year. The Charity's investment is shown as an investment in an associate company (see note 18).

1.4 Going Concern

Based on a review of financial projections and taken together with existing group financing facilities the Trustees believe that the financial statements have been prepared appropriately on the going concern basis.

1.5 Fund Accounting

discretion. When donors indicate that an amount is for a specific purpose, such amounts are treated as restricted funds.

1.6 Donation Income

Donation income is accounted for on a cash received basis.

1.7 Gift Aid

Voluntary income by way of gift aid is credited in the year it is receivable. Corporate gift aid is received gross of tax, but the Charity is able to recover basic rate income tax from UK individual tax payers and such gift aid donations are shown gross of the relevant credit.

1.8 Income from Investments

Investment income comprises dividends received during the accounting period and interest received on listed and unlisted investments.

1.9 School Fees

School fees are accounted for in the period to which they relate and are shown gross, including bursaries paid by the Charity, on the Statement of Financial Activities.

1 . ACCOUNTING POLICIES (continued)

1.11 Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

School Buildings	-	at 2.00% on cost
Building Improvements	-	at various rates between 6.67% and 20%
Motor Vehicles	-	at 25.00% on cost
Furniture & Fittings	-	at various rates between 6.67% and 20%
IT Equipment	-	at 33.33% on cost
Land	-	not depreciated

Items costing less than £1,000 are written off as an expense when acquired.

1.12 Allocation of Central Support Costs

Central costs are allocated between the following categories: Investments, Schools, Fundraising, Event costs, Charity Services, Subsidiary and Support (including governance costs).

The method of allocation for costs, which cannot be specifically allocated to each category, is

year ending 31 December 2023 are as follows:-

Type of expense	Management	Professional	Establishment	Other	Total
Method of allocation	Time	Usage	Usage	Per capita	
Functions	£000's	£000's	£000's	£000's	£000's
Investments	43	235	1	27	306
Schools	128	314	18	815	1,275
Generating Voluntary Income	74	18	1	46	139
Events	48	12	1	28	89
Charity Services	275	65	4	169	513
Subsidiary	6	19	1	48	74
Support	155	100	2	341	598
Total	729	763	28	1,474	2,994

Support costs comprise the costs of running the Charity including strategic planning, internal and external audit, legal advice, Trustees expenses and all of the costs of complying with statutory requirements such as the preparation of statutory financial statements and meetings of the Trustee Body and its sub committees (note 13).

Charity Services costs comprise staff and other costs incurred in helping those in need including advising on their qualification for state benefits, preparing their cases for submission to the Charity Services committee, giving emotional support and arranging payments for agreed grants.

1 . ACCOUNTING POLICIES (continued)

1.13 Pension Costs

Teaching staff employed by the Licensed Trade Charity are eligible for membership of the Teachers' Pension Scheme, which is a national statutory contributory, defined benefit scheme administered by the Teachers' Pension Scheme, an agency of the Department for Education. Pension costs are assessed in accordance with the advice of the Government Actuary. Although this is a multi-employer scheme whose assets and liabilities are not separately identifiable, under the Charities SORP (FRS 102) it is treated as a defined contribution scheme with a charge to the accounts for the contributions paid and relevant disclosures about the scheme as a whole provided in note 27.

In addition, the Charity operates a defined benefit pension scheme for its non teaching staff. This is funded by contributions at rates determined by independent, qualified actuaries. These contributions are invested separately from the Charity's assets and are charged to the Statement of Financial Activities and relevant disclosures about the scheme are provided in note 27.

The Charity is subject to the automatic enrolment legislation. All eligible employees of the Charity that do not join the appropriate final salary scheme are automatically enrolled into a group pension plan, with employer pension contributions charged to the Statement of Financial Activities in the year in which they arise.

1.14 Investments

Listed Investments
Investments are included in the financial statements at mid-market value as at the year end. Realised and unrealised gains and losses are recognised as they arise and are included separately in the Statement of Financial Activities.

Investment in Associate
As at 31 December 2023, the Charity holds a minority shareholding in an associate company, The Morning Advertiser Limited. The share of the associate's profits are shown as income from associate in the Consolidated Statement of Financial Activities.

The Charity's interest is recorded as follows:
In the Consolidated Balance Sheet, shares at cost and minority reserves accumulated to date.
In the Charity's Balance Sheet, the cost of the shares in the associated company is shown.

1.15 Investment Properties

Investment properties are stated at open-market valuation. Realised and unrealised gains and losses are recognised as they arise and are included separately in the Statement of Financial Activities.

1.16 Stocks

School books and other teaching materials are expensed in the year of acquisition.

1.17 Debtors

Trade debtors, other debtors and prepayments are recognised at their settlement amount.

1 . ACCOUNTING POLICIES (continued)

1.18 Creditors and Provisions

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

1.19 Advance Fee Plan Scheme Payments

Amounts received under the school's advance fee plan scheme which have not been used to settle school fees are recognised as deferred income within current liabilities where education will be provided with one year of the reporting date and within non-current liabilities where education will be provided in subsequent years.

1.20 Financial Instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. The basic instruments are held at amortised cost and at fair value (note 31).

2 . NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARIES

The Charity has one wholly owned trading subsidiary, Elvian Limited. Elvian Limited pays its taxable profits to the Charity under a deed of covenant and its audited financial statements are filed with the Registrar of Companies. The Company has not recognised a corporation tax charge in the year as taxable profits will be distributed in full to the parent charity within nine months of the year end and charitable donations relief will be claimed under Part 6 (s189) of the Corporation Tax Act 2010.

Elvian Limited's audited results are as follows:

Profit and Loss Account	**2023**	2022
	£	£
Turnover	**901,096**	675,535
Cost of sales	**(353,198)**	(142,982)
Gross profit	**547,898**	532,553
Administration costs	**(114,524)**	(158,450)
Net profit	**433,374**	374,103
Profit gifted to parent charity under deed of covenant	**(433,374)**	(374,103)
	-	-

3 . NET INCOME FROM TRADING ACTIVITIES OF ASSOCIATE COMPANY

The Charity has a 25% shareholding in The Morning Advertiser Limited (MA Ltd). The principal activity of this company is the digital publication of a trade journal "The Morning Advertiser" which the Charity had managed for 200 years before transferring its management to William Reed Publishing Ltd in 2000.

The Morning Advertiser Limited's unaudited results are as follows:

	2023	2022
	£	£
Revenue	**2,321,277**	2,358,025
Cost of sales	**(1,031,639)**	(578,091)
Gross profit	**1,289,638**	1,779,934
Overhead costs	**(900,565)**	(1,293,705)
Profit for the year	**389,073**	486,229
Reserves brought forward	**5,620,228**	5,234,004
Dividend paid in year	**(100,005)**	(100,005)
Reserves carried forward	**5,909,296**	5,620,228

The Charity's share of the total profit for the year resulting from its investment in MA Ltd is £97,270 (2022: £121,557). The Charity received £25,001 (2022: £25,001) dividend income from MA Ltd during the year.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

4 . DONATIONS AND LEGACIES

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Donations	**99,955**	**114,704**	**214,659**	292,705

In 2022, of the donations and legacies income, £192,384 related to restricted funds and £100,321 related to unrestricted funds.

5 . FUNDRAISING AND EVENTS INCOME

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Fundraising and events income	**-**	**95,520**	**95,520**	21,594

In 2022, all amounts related to unrestricted funds.

6 . INVESTMENT INCOME

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Rental income	**-**	**112,655**	**112,655**	119,676
Income from investments	**-**	**1,134,479**	**1,134,479**	997,687
Bank deposit interest	**-**	**369,035**	**369,035**	22,749
	-	**1,616,169**	**1,616,169**	1,140,112

In 2022, all amounts related to unrestricted funds.

7 . OTHER INCOME

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Land Promotion Fee	**-**	**350,000**	**350,000**	-
Other	**-**	**139,853**	**139,853**	200,759
	-	**489,853**	**489,853**	200,759

In 2022, all amounts related to unrestricted funds.

8 . COSTS OF GENERATING VOLUNTARY INCOME

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Staff costs	**-**	**74,300**	**74,300**	91,932
Administration and depreciation	**-**	**64,268**	**64,268**	32,838
	-	**138,568**	**138,568**	124,770

In 2022, all amounts related to unrestricted funds.

9 . COST OF EVENTS

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Staff costs	-	47,565	47,565	48,347
Administration and depreciation	-	41,142	41,142	17,269
	-	88,707	88,707	65,616

In 2022, all amounts related to unrestricted funds.

10 . INVESTMENT MANAGEMENT COSTS

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Investment advice	-	219,170	219,170	157,160
Property charges	-	18,827	18,827	21,102
Staff costs	-	43,404	43,404	82,765
Administration and depreciation	-	24,305	24,305	41,203
	-	305,706	305,706	302,230

In 2022, all amounts related to unrestricted funds.

11 . COST OF RUNNING SCHOOLS

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Staff costs	-	13,104,689	13,104,689	12,047,299
Catering and cleaning	-	2,105,458	2,105,458	1,810,581
Establishment costs	-	750,687	750,687	492,516
Administration and depreciation	-	5,305,117	5,305,117	4,879,187
Other costs	47,880	1,195,179	1,243,059	1,180,977
	47,880	22,461,130	22,509,010	20,410,560

In 2022, of the cost of running schools, £57,835 related to restricted funds and £20,352,725 related to unrestricted funds.

12 . CHARITY SERVICES

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Staff costs	-	275,301	275,301	603,624
Administration and depreciation	-	238,132	238,132	215,609
	-	513,433	513,433	819,233

In 2022, all amounts related to unrestricted funds.

13 . SUPPORT COSTS

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Governance costs				
Auditor's remuneration	-	26,000	26,000	24,300
Auditor's remuneration - non audit	-	2,100	2,100	1,890
Other committee expenses	-	2,446	2,446	2,207
Trustees' allowances - chairman	-	-	-	-
Trustees' travel expenses	-	60,024	60,024	38,549
Other support costs				-
Legal and	-	31,468	31,468	30,521
Bank charges and interest	-	179,721	179,721	198,039
Staff costs	-	154,200	154,200	296,524
Administration and depreciation	-	142,167	142,167	93,009
	-	598,126	598,126	685,039

In 2022, all amounts related to unrestricted funds.

14 . TOTAL RESOURCES EXPENDED

	Staff Costs £	Depreciation £	Other Costs £	2023 £	2022 £
School running costs	12,977,077	1,583,760	6,674,194	21,235,031	19,555,808
School support costs	127,612	239,804	906,563	1,273,979	854,752
Investment costs	43,404	7,854	254,448	305,706	498,861
Cost of trading subsidiary	6,138	14,299	447,285	467,722	301,432
Fundraising events	47,565	8,606	32,536	88,707	65,616
Support costs	154,200	27,901	416,025	598,126	488,408
Grants	-	-	794,504	794,504	630,515
Bursaries	-	-	337,310	337,310	300,950
Charity Services costs	275,301	49,814	188,318	513,433	819,233
Costs of generating voluntary income	74,300	13,444	50,824	138,568	124,770
	13,705,597	1,945,482	10,102,007	25,753,086	23,640,345

All grants are paid to individuals in line with our objectives.

15 . STAFF COSTS

	2023 £	2022 £
Wages and salaries	10,996,774	10,016,290
Social security	989,240	1,030,810
Pension costs	1,641,137	2,084,964
Re-organisation costs	42,441	8,288
Other staff costs	36,005	47,344
	13,705,597	13,187,696

15 . STAFF COSTS (continued)

Employee emoluments	**2023**	2022
£ 60,000 - £ 70,000	**10**	5
£ 70,000 - £ 80,000	**2**	3
£ 80,000 - £ 90,000	**1**	0
£100,000 - £110,000	**1**	2
£110,000 - £120,000	**1**	2
£120,000 - £130,000	**2**	0
£150,000 - £160,000	**1**	0
£160,000 - £170,000	**0**	1
£240,000 - £250,000	**0**	1
£250,000 - £260,000	**1**	0

Employee emoluments include remuneration and benefits-in-kind, as defined for taxation purposes. All the employees except for five in the above emolument bands are members of defined benefit pension schemes.

The Charity considers its key management personnel to comprise of the Trustees and the Chief Executive, Executive Director Education and Operations, Finance Director, HR Director, Director of SEN and Principal of LVS Ascot. The total employment benefits including employer national insurance and pension contributions of the key management personnel were £1,068,154 (2022: £994,015).

No Trustees received any remuneration in 2023 or 2022. During the year expenditure of £60,024 (2022: £38,549) was re-imbursed to or paid on behalf of eighteen Trustees.

The average number of employees analysed by function is as follows:

	2023	2022
Direct charitable expenditure:		
School	**294**	294
Other	**1**	1
	295	295
Fundraising and publicity	**5**	4
Welfare	**7**	7
Management and administration	**22**	21
	34	32
	329	327

16 . REALISED AND UNREALISED INVESTMENT GAINS & LOSSES

	2023	2022
	£	£
Unrealised gains/(losses) on investment revaluation	**1,310,514**	(5,995,411)
Realised (losses)/gains on sale of investments	**(234,095)**	295,246
	1,076,419	(5,700,165)

17 TANGIBLE FIXED ASSETS

	Land and Buildings £	Building Improvements £	Motor Vehicles £	Equipment, Fixtures and Fittings £	Total £
Group					
Cost					
At 1 January 2023	**28,146,873**	**21,617,669**	**413,791**	**3,957,955**	**54,136,288**
Additions	**-**	**798,096**	**13,725**	**315,444**	**1,127,265**
Disposals	**-**	**-**	**(21,272)**	**-**	**(21,272)**
At 31 December 2023	**28,146,873**	**22,415,765**	**406,244**	**4,273,399**	**55,242,281**
Depreciation					
At 1 January 2023	**14,694,243**	**6,986,536**	**212,297**	**2,513,920**	**24,406,996**
Charge for the year	**547,459**	**893,219**	**66,402**	**438,402**	**1,945,482**
On disposals	**-**	**-**	**(21,272)**	**-**	**(21,272)**
At 31 December 2023	**15,241,702**	**7,879,755**	**257,427**	**2,952,322**	**26,331,206**
Net book value					
At 31 December 2023	**12,905,171**	**14,536,010**	**148,817**	**1,321,077**	**28,911,075**
At 31 December 2022	13,452,630	14,631,133	201,494	1,444,035	29,729,292

	Land and Buildings £	Building Improvements £	Motor Vehicles £	Equipment, Fixtures and Fittings £	Total £
Charity					
Cost					
At 1 January 2023	**28,146,873**	**21,617,669**	**413,791**	**3,957,955**	**54,136,288**
Additions	**-**	**798,096**	**13,725**	**315,444**	**1,127,265**
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At 31 December 2022	13,452,630	14,631,133	201,494	1,444,035	29,729,292

18 . INVESTMENT IN ASSOCIATE COMPANY

The Charity incorporates the assets of its publishing division The Licensee and Morning Advertiser and its trading company Pub, Club and Leisure Show Limited into The Morning Advertiser Limited.

In the Consolidated Balance Sheet, the value of the Charity's investment in The Morning Advertiser Limited as at 31 December 2023 is represented by the cost of its shares of £500,025 and its minority share of reserves at 31 December 2023 of £977,299 totalling £1,477,324. In the Charity's Balance Sheet, only the cost of £500,025 is shown.

Initially the Trustees considered the venture with William Reed Holdings Limited to be a joint venture but following the disposal of their majority holding, now regard it as an associate company and adopt the treatment required by the Charities SORP (FRS102).

The Morning Advertiser Limited has a 31 March year end and therefore results shown in note 3 are based on management accounts and statutory financial statements information to bring them in line with the Charity's year end.

19 . INVESTMENT IN SUBSIDIARY

As detailed in note 2, the Charity is the parent company of Elvian Limited with a shareholding of £5,000.

20 . INVESTMENTS AND INVESTMENT PROPERTIES

	2023 Market Value £	2022 Market Value £
STOCK MARKET		
Details of the closing market value are shown below:		
At 1 January 2023	**21,677,429**	24,950,771
Additions	**5,134,711**	5,162,267
Gain/(Loss) from Revaluation	**1,353,682**	(3,510,056)
Disposals	**(4,962,465)**	(4,925,553)
At 31 December 2023	**23,203,357**	21,677,429
PROPERTY FUNDS		
Details of the closing market value are shown below:		
At 1 January 2023	**12,904,817**	14,818,243
Additions	**438,257**	235,842
Gain/(Loss) from Revaluation	**(962,263)**	(2,149,268)
Disposals	**-**	-
At 31 December 2023	**12,380,811**	12,904,817
TOTAL INVESTMENTS	**35,584,168**	34,582,246
INVESTMENT PROPERTIES		
Details of the closing market value are shown below:		
At 1 January 2023	**4,832,500**	4,832,500
Additions	**-**	-
Gain/(Loss) from Revaluation	**685,000**	-
Disposals	**-**	-
At 31 December 2023	**5,517,500**	4,832,500
TOTAL INVESTMENTS AND INVESTMENT PROPERTIES	**41,101,668**	39,414,746

All residential investment properties were professionally valued during the year to 31 December 2023.

The year end cost of the investments and investment properties were as follows:

	2023 £	2022 £
Stock Market Investments	**22,590,745**	22,418,499
Property Fund Investments	**13,590,224**	13,151,967
TOTAL INVESTMENTS	**36,180,969**	35,570,466
Investment Properties	**2,024,519**	2,024,519
TOTAL INVESTMENTS AND INVESTMENT PROPERTIES	**38,205,488**	37,594,985

21 . DEBTORS

	Group		Charity	
	2023	2022	**2023**	2022
	£	£	**£**	£
Trade debtors	**5,196,080**	4,008,779	**5,001,475**	4,285,462
Due from subsidiary	**-**	-	**39,834**	113,379
Other debtors	**123,762**	58,327	**123,762**	58,327
Prepayments and accrued income	**1,318,438**	1,461,577	**1,316,842**	1,460,334
	6,638,280	5,528,683	**6,481,913**	5,917,502

Debtors include a loan value of £97,647 (2022: £47,647) to the Hilda Webber Trust. The purpose of these loans is to provide capital repairs to a property from which the Charity will benefit in the will, to which two members of the Charity's management team are Executors.

22 . CREDITORS

Amounts falling due within one year

	Group		Charity	
	2023	2022	**2023**	2022
	£	£	**£**	£
Bank loans	**580,506**	658,006	**580,506**	658,006
Trade creditors	**929,586**	410,831	**925,550**	416,137
Due to subsidiary	**-**	-	**-**	-
Other taxation and social security	**294,197**	291,861	**294,198**	291,861
Other creditors and accruals	**2,860,601**	2,569,717	**3,314,369**	2,855,126
Deferred income	**9,120,426**	8,068,985	**8,976,426**	8,068,985
	13,785,316	11,999,400	**14,091,049**	12,290,115

23 . Amounts falling due after more than one year

	Group		Charity	
	2023	2022	**2023**	2022
	£	£	**£**	£
Bank loans	**4,157,594**	5,353,969	**4,157,594**	5,353,969
Deferred income	**775,077**	714,167	**775,077**	714,167
	4,932,671	6,068,136	**4,932,671**	6,068,136

Creditors include amounts not wholly repayable within 5 years as follows:

	Group		Charity	
	2023	2022	**2023**	2022
	£	£	**£**	£
Repayable by instalments	**4,157,594**	5,353,969	**4,157,594**	5,353,969

23 . Amounts falling due after more than one year (continued)

The Allied Irish bank loan is secured on the Charity's Ascot site which represents 35% of the net book value of the property, which is included in the financial statements at £13,425,774.

Changes in the balance of deferred income are recognised in the Statement of Financial Activities during the year.

In 2023 the Charity held an overdraft facility with SG Hambros for £1.5million. This facility was not used during the year.

24 . SUMMARY OF FUNDS

	Brought Forward	Incoming Resources	Resources Expended	Gains / (Losses)	Transfers	Carried Forward
	£	£	£	£		£
General funds	**65,340,041**	27,892,160	(25,595,051)	106,689	37,817	**67,781,656**
Designated funds	**137,779**	-	-	-	(37,817)	**99,962**
Total unrestricted funds	**65,477,820**	27,892,160	(25,595,051)	106,689	-	**67,881,618**
Restricted funds	**309,810**	99,955	(158,035)	-	-	**251,730**
	65,787,630	27,992,115	(25,753,086)	106,689	-	**68,133,348**

Designated funds relate to amounts set aside by the Trustees for potential future payments to certain beneficiaries and does not meet the conditions to be recorded as a liability. During 2018 Sodexo made a capital investment of £399,000, which is being depreciated over the length of the contract.

Restricted Funds 2023	Bought Forward	Income	Expenditure	Transfer to unrestricted funds	Carried Forward
	£	£	£	£	£
Hardship Fund 4*	**794**	-	-	-	**794**
Hardship Fund 5*	**30**	-	-	-	**30**
Hardship Fund 6*	**344**	-	-	-	**344**
Hardship Fund 7*	**110,122**	75,000	(80,200)	-	**104,922**
Grant 3	**5,000**	15,000	(20,000)	-	**-**
Ascot School	**2,000**	-	-	-	**2,000**
Sodexo Capital grants	**191,520**	-	(47,880)	-	**143,640**
Sodexo Notional Donation	**-**	9,955	(9,955)	-	**-**
	309,810	99,955	(158,035)	-	**251,730**

24 . SUMMARY OF FUNDS (continued)

Restricted Funds 2022	Brought Forward	Income	Expenditure	Transfer to unrestricted funds	Carried Forward
	£	£	£	£	£
Hardship Fund 2*	82,446	-	-	(82,446)	**-**
Hardship Fund 4*	794	-	-	-	**794**
Hardship Fund 5*	30	-	-	-	**30**
Hardship Fund 6*	344	-	-	-	**344**
Hardship Fund 7*	-	150,000	(122,324)	82,446	**110,122**
Grant 2	6,805	-	-	(6,805)	**-**
Grant 3	30,000	20,000	(15,000)	(30,000)	**5,000**
Welfare Grant	-	10,000	-	(10,000)	**-**
Scholarships	5,333	-	-	(5,333)	**-**
Ascot School	2,000	2,429	(2,429)	-	**2,000**
Oxford School	5,962	-	-	(5,962)	**-**
Sodexo Capital grants	239,400	-	(47,880)	-	**191,520**
Oxford dining room	-	9,955	(9,955)	-	**-**
	373,114	192,384	(197,588)	(58,100)	**309,810**

Hardship Funds *
Donations received to be used to alleviate poverty and hardship endured by employees of the donors and their families.

Grant 2
Restricted to the provision of mental health training for managers in the licensed trade.

Grant 3
Restricted to funding the cost of awards made to sixth form pupils.

Welfare Grant
Restricted to grants awarded to individuals living in London.

Sodexo Capital Grant
Restricted expenditure relates to depreciation charges in respect of capital investment made by Sodexo.

25 . ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Tangible fixed assets	**143,640**	**28,767,435**	**28,911,075**	29,729,292
Fixed asset investments	**-**	**42,578,992**	**42,578,992**	40,819,801
Current assets	**108,090**	**17,452,178**	**17,560,268**	14,666,073
Creditors due within one year	**-**	**(13,785,316)**	**(13,785,316)**	(11,999,400)
Creditors due in more than one year	**-**	**(4,932,671)**	**(4,932,671)**	(6,068,136)
Pension scheme liability	**-**	**(2,199,000)**	**(2,199,000)**	(1,360,000)
	251,730	**67,881,618**	**68,133,348**	65,787,630

26 . CONTINGENT ASSETS

The Hilda Florence Webber Trust was set up to allow for Hilda Florence Webber's niece to benefit from the accommodation and income generated from two properties in Hove, Sussex. On the death of her niece, the full ownership of the properties will be left to the Charity in Hilda Florence Webber's will to which two members of the Charity's management team are executors.

27 . PENSION COMMITMENTS

The Charity participates in the Teachers' Pension Scheme (TPS) and the Licensed Trade Charity 1967 Life Assurance and Pension Scheme (LTC). The Charity makes contributions to both in accordance with recommended rates. These are both defined benefit schemes. In 2023, the cost of the contributions to these schemes was £1,735,813 (2022: £1,553,986) being £1,132,018 (2022: £1,001,510) to the TPS and £603,795 (2022: £552,476) to the LTC.

The schemes are accounted for differently as the assets and liabilities of the LTC scheme can be separately identified as belonging to the Licensed Trade Charity. This is not the case for the TPS scheme and only summary information as a whole is provided. During the year, the Charity contributed £248,124 (2022: £88,199) to their defined contribution scheme with Legal & General.

Teachers' Pension Scheme

The Charity participates in the TPS for its teaching staff. This is a multi-employer defined benefits pension scheme and it is not possible or appropriate to identify the assets and liabilities of the TPS which are attributable to the Charity. As required by FRS 102 "Retirement Benefits", the Charity accounts for this scheme as if it were a defined contribution scheme.

The pension charge for the year includes contributions paid to the TPS of £1,132,018 (2022 : £947,798) and contributions accrued at the year end £136,931 (2022: £130,216).

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

The employer contribution rate is set following scheme valuations undertaken by the Government Actuary Department every 4 years. The latest valuation report for the TPS was prepared as at 31 March 2020 and published in October 2023. The report confirmed an employer contribution rate for the TPS of 28.6% from 1 April 2024. A new valuation as at 31 March 2024 is now underway but has yet to be published. Any changes required to contribution rates as a result of the 2024 valuation is expected to be made in 2027.

27 . PENSION COMMITMENTS (continued)

Teachers' Pension Scheme (continued)

The Department for Education has also devolved the scheme administration costs to scheme employers in the form of an administration charge of 0.08% of the employers' salary costs which has resulted in a total employer payment of 23.68%.

Licensed Trade Charity 1967 Life Assurance and Pension Scheme

The Charity operates a defined benefit pension scheme providing benefits based on final pensionable pay. The assets of the Scheme are held separately from those of the Charity, and are invested in a range of funds. Contributions to the scheme are charged to the Statement of Financial Activities so as to spread the cost of pensions over employees' working lives with the Charity. The contributions are determined by a qualified actuary on the basis of triennial valuations based on the projected unit method.

The triennial valuation in April 2023 showed a surplus of £342,000. As a result no deficit repair contributions were required in the year. Following the valuation the employer contribution rate decreased from 26.00% to 24.00% of pensionable earnings from 1 December 2023.

In 2023, the FRS 102 valuation shows a deficit of £2,199,000 (2022: £1,360,000). The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the change in discount rate. The assumptions adopted for the most recent actuarial valuation assumed that investment
respectively and 3.16% per annum thereafter, future increases in pension payments would be 3.16% per annum and the discount rates would be 4.51% per annum.

The normal contribution for the period was £603,795 (2022: £552,476). During 2023, the Charity paid contributions to the Scheme at a rate of 26.00% of pensionable salaries.

	2023 **£**	2022 £
Fair value of scheme assets	**12,768,000**	12,757,000
Present value of unfunded obligations	**(14,967,000)**	(14,117,000)
Net liability	**(2,199,000)**	(1,360,000)

Changes in the present value of the defined benefit obligation were as follows:

	2023 **£**	2022 £
Opening defined benefit obligation	**14,117,000**	22,764,000
Actuarial gains	**414,000**	(9,442,000)
Current service cost	**445,000**	1,117,000
Employee contributions	**16,000**	22,000
Interest costs	**668,000**	434,000
Benefits paid	**(693,000)**	(778,000)
Closing defined benefit obligation	**14,967,000**	14,117,000

27 . PENSION COMMITMENTS (continued)

Changes in the fair value of scheme assets were as follows:

	2023	2022
	£	£
Opening fair value of scheme assets	**12,757,000**	21,221,000
Actual return on scheme assets less expected return	**(653,000)**	(8,799,000)
Expected return	**610,000**	400,000
Benefits paid	**(693,000)**	(778,000)
Contributions paid by the Charity	**731,000**	691,000
Employee contributions	**16,000**	22,000
	12,768,000	12,757,000

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

	2023	2022
Equities	**49.00%**	34.00%
Diversified Growth Fund	**0.00%**	6.00%
Bonds	**23.00%**	4.00%
Other assets and cash	**28.00%**	56.00%

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2023	2022
Discount rate	**4.51%**	4.77%
Inflation	**3.16%**	3.27%
Rate of increase in salaries - year 1	**5.00%**	4.00%
Rate of increase in salaries - year 2 onwards	**3.16%**	3.27%
Limited price indexation pension increase capped at 5.0%	**3.08%**	3.17%
Limited price indexation pension increase capped at 2.5%	**2.17%**	2.20%

Amounts for the current and previous four periods are as follows:

Defined benefit pension schemes

	2023	2022	2021	2020	2019
	£	£	£	£	£
Defined benefit obligation	**(14,967,000)**	(14,117,000)	(22,764,000)	(23,336,000)	(19,563,000)
Scheme assets	**12,768,000**	12,757,000	21,221,000	19,420,000	17,096,000
Deficit	**(2,199,000)**	(1,360,000)	(1,543,000)	(3,916,000)	(2,467,000)
Experience adjustments on scheme liabilities	**(295,000)**	(300,000)	(300,000)	156,000	59,000
Experience adjustments on scheme assets	**(653,000)**	(8,799,000)	975,000	1,898,000	1,106,000

28 . RELATED PARTY TRANSACTIONS

There were no related party transactions between the Charity and the Trustees during the year.

29 . OPERATING LEASES COMMITMENTS

At 31 December 2023 the Group had future minimum lease payments under non-cancellable operating leases.

	2023	2022
	£	£
Within one year	**53,884**	183,884
Later than one year but within five years	**33,696**	88,815
	87,580	272,699

30 . CAPITAL COMMITMENTS

At 31 December 2023 the Group had capital commitments worth £298,819 (2022: nil value).

31 . FINANCIAL INSTRUMENTS

	Group		**Charity**	
	2023	2022	**2023**	2022
	£	£	**£**	£
Cash and cash equivalents	**10,921,988**	9,137,390	**10,866,192**	9,028,980
Financial assets measured at amortised cost	**5,319,842**	4,067,106	**5,165,071**	4,457,168
Financial assets measured at fair value	**35,584,168**	34,582,246	**35,584,168**	34,582,246
	51,825,998	47,786,742	**51,615,431**	48,068,394
Financial liabilities measured at amortised cost	**(8,822,484)**	(9,284,384)	**(9,272,217)**	(9,575,099)

Financial assets measured at amortised cost comprise trade debtors, amounts owed by group undertakings and other debtors.

Financial assets measured at fair value comprise listed investments.

Financial liabilities measured at amortised cost comprise bank loans, trade creditors, amounts owed to group undertakings and other creditors.

LICENSED TRADE CHARITY

Licensed Trade Charity

Heatherley, London Road
Ascot, Berkshire, SL5 8DR.

Telephone
01344 884440

Email
info@ltcharity.org.uk

Website
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Helpline
0808 801 0550
open 24 hours 365 days per year

Registered Charity No. 230011

THE LICENSED TRADE CHARITY

England & Wales - Charity number 230011

Accounts

LICENSED TRADE CHARITY

Trustees' Report

and Financial Statements for the year ended 31 December 2022

Working together

LICENSED TRADE CHARITY

ROYAL PATRONAGE

LVS Ascot

A Co-educational Day & Boarding School for young people aged 4 - 18

ROYAL PATRONAGE

LVS Hassocks

Learning without limits

ROYAL PATRONAGE

LVS Oxford

Learning without limits

Reference and administrative details of the Charity, its Trustees and advisors for the year ended 31 December 2022

Trustees

Anita Adams (Chair – Ascot Governing Body)

Tracy Bird

Roy Boulter (Immediate Past Chairman)

Toby Brett (Chair – Membership)

Gerry Cleary

Mike Clist (Chair of Governors – Hassocks Governing Body)

Pat Duddy (Vice Chair – Charity Services)

Ludovick Halik (Vice Chair – Oxford Governing Body)

Mike Hill (Chairman)

Ian Inder (resigned 21 April 2022)

Ajith Jayawickrema (resigned 30 November 2022)

Annette King (Chair – Charity Services)

Jeremy Phillips KC

Peter Raynsford (Chair – Pension Committee)

Pauline Ross (Chair – Oxford Governing Body and Vice Chair – Ascot Governing Body)

Trevor Sparks

Paul Wigham (Chair – Investment Committee)

George Wishart

Chief Executive Officer

James Brewster

Charity Registered Number

230011

Registered Office

Heatherley, London Road, Ascot, Berkshire SL5 8DR

Auditors

James Cowper Kreston Audit, Reading Bridge House, George Street, Reading, Berkshire RG1 8LS

Bankers

Lloyds Bank Plc, 10 High Street, Bracknell, RG12 1BT

Solicitors

Hunters, 9 New Square, Lincolns Inn, London WC2A 3QN

Contents

Message from the Chairman

Mike Hill
Chairman of Trustees

Each year I have been optimistic that the economy, health of the nation and world events would stabilise. How wrong I have been.

The licensed trade has been particularly affected with rising costs, train strikes, staff shortages, many customers now working from home for at least two days a week and pressure on their finances. In some areas, we do see a small improvement for business with turnover increasing but not always resulting in an increase in profits.

Those who are either still working in, or have previously worked in, the licensed trade have been severely impacted during the last year by the cost of living crisis and pressure on fuel prices. The escalation of costs, general health and in particular mental health support have all been at the forefront of the services required from the Charity.

Our strategy of extending our services over the last few years has really enabled us to provide an increased range of help, giving advice and to those in need far beyond simply awarding financial grants to individuals. Our partnerships with support organisations such as Shelter, Relate, Turn to Us and our helpline providers extend our support offer and have delivered some truly professional services that have been life changing to many, including critical incident and family support. I have to pay tribute to our staff members and partnership organisations who have dealt with so many cases that are increasingly complex in nature.

Considering the financial pressures on our parents at LVS Ascot, the numbers on roll have remained particularly positive on the day pupil front. Boarding numbers, especially those from overseas, have not yet recovered to pre-pandemic levels. Every effort is being made to attend international recruitment fairs by both our Principal, Christine Cunniffe, and Executive Director of Education and Operations, Ian Mullins. It will take at least two years for any real benefits to be felt.

Our specialist schools, LVS Hassocks and LVS Oxford have performed well, although Local Authority funding is becoming particularly challenging. Our reputation and excellent educational and pastoral provision is certainly well acknowledged.

All three schools have delivered exceptional education and pastoral care to our pupils and a number of awards have been gained – my congratulations to everyone involved. Visiting all three of our schools over the past year, I am heartened by the positive outcomes but, above all, the happy pupils.

During the last year, our operating performance has remained especially positive, not only due to the income from our schools and trade donations, but also from controlling our costs. Investments

have been a challenge however, with the surplus gained in 2021 more than wiped out during 2022 as a result of international and UK events and market conditions far beyond our control. I am confident, however, that they will eventually improve and as an organisation, we are able to take a long-term view as we are fortunate to have truly diverse income streams and a healthy balance sheet.

The senior executives of the organisation and their teams continue to outperform my expectations, and I congratulate them for all their efforts and the outstanding results we can see within our annual accounts and reports. I also pass on my sincere thanks to the Chief Executive, my fellow Trustees and committee members who give an enormous amount of their time to the organisation, for attending many meetings and for their wise commitment to our governance.

What of the future?

I will continue to remain positive – whilst there are always going to be challenges, such as the potential VAT levy on school fees, staff recruitment and retention, there will also be opportunities to expand our services, develop some of our assets and review our investment portfolio. We will continue to invest in our teams and enhance areas that need more resource.

The sad passing of Her Late Majesty Queen Elizabeth II, who was patron of our schools since ascending to the throne in 1952, has been felt by all our communities. We send His Royal Highness King Charles III and his Queen our warmest wishes and our continued loyalty and service.

Chief Executive's Report

James Brewster
Chief Executive

Another challenging year for licensed trade individuals and organisations has been endured, increasing the need for the support our Charity offers.

We also remain mindful of the on-going human suffering in Ukraine, as a result of the Russian invasion.

I am particularly proud of all our teams who are continuing to deliver exceptional service to our customers, beneficiaries and partners. The levels of resilience needed to cope with all that is affecting us and the attitude and aptitude of adapting to each challenge that we face is humbling.

Clearly the financial results within our annual accounts speak for themselves, with extremely robust operational income generated whilst being able to withstand the impact of the poor financial markets. This is largely due to our strong balance sheet, cash flow and long term investment strategy. We are particularly grateful for all the donations made by individuals and corporate organisations, which has helped us to support a large number of people requiring help and increase the range of services we are able to offer.

The impact of the COVID-19 pandemic has been far greater than anyone could have imagined, with both able-bodied and those more vulnerable people still affected.

Whilst we continue to support many with mental health issues, we are in the process of creating some new resource modules with a focus on building resilience, in order to help individuals and teams become more robust. These issues are not unique to the licensed trade, as we have found an increasing number of our own staff using the services of our employee assistance programme which, I am pleased to say, has had some very positive outcomes.

What has been very clear, post-pandemic, is that face-to-face interaction has been welcomed and our Volunteer visitors have now started to undertake visits to potential beneficiaries again, which has been well received. There has certainly been a feeling of isolation and fear amongst many who are facing difficulties, with more people making use of our 24-hour helpline. I pay tribute to our Volunteers, committee members and staff who have had to deal with some harrowing cases.

There is a similar pattern within our schools, where both parents and pupils have had a difficult few years. It is a joy to see our schools fully open and vibrant again, but we remain ever mindful of those who are most vulnerable. The outcomes from each school have been quite exceptional and both staff and pupils should be extremely proud of their achievements.

Academic results have been excellent, particularly when we consider the disruption that has occurred over the last few years. I think the whole organisation has gained from the experience and now has the ability to adapt at very short notice, with an increased use and confidence in the technology to support both learning and working.

The teams from Marketing and Charity Services have done an excellent job in increasing the awareness of the Charity to over 26% within the industry, and we need to continue to build upon this. The success of the “Pedalling for Pubs” campaign to raise funds and awareness for us and Only A Pavement Away raised almost £300,000 with 27 riders taking on the cycling challenge across Jordan. This was so successful and so well supported by the industry that two further events were planned for 2023.

In April 2023 a team of 26 hospitality professionals rode the 450km, coast to coast, across Sri Lanka raising, at the time of writing, £320,000 and invaluable awareness for the Charity. Our congratulations and thanks go to all the riders who took part and to all those who donated. A second ride, Pedalling 2 Pubs, took place in June 2023 with 46 hospitality people riding 240km in the Yorkshire Wolds, raising over £75,000. Our thanks goes to everyone involved involved.

My sincere thanks go to all our Trustees, Co-opted Committee Members, Volunteers, Members and staff for the support and dedication they give to the Charity. I was particularly pleased with the staff conference held at the beginning of September, with over 300 attendees across our organisation. The event was very well received and included a wide range of speakers, including Chris Packham, Sir Ranulph Fiennes and Nic Hamilton. This event certainly gave us the platform to showcase our expertise, professionalism and the wide range of services we provide.

I would like to close by paying my respects to the Royal Family following the passing of Her Late Majesty Queen Elizabeth II. As patron of our schools we were deeply saddened, but pledge our continued support and service to King Charles III and his Queen.

Trustees' Report for 2022

The Trustees are pleased to present their Report and Financial Statements for the Licensed Trade Charity, its associate company and trading subsidiary for the year ended 31 December 2022.

Objectives and activities

The Charity continues to be committed to helping those who have previously worked in, or are currently working in the licensed drinks industry, to alleviate poverty and distress. Its key objectives during the year were:

- helping those who are sick, infirm or distressed;
- aiding those experiencing financial hardship;
- offering relief to those suffering from the ills, consequent of old age; and
- helping those impacted by the COVID-19 pandemic either financially or by offering other support services.

The Charity educates children of the general public, but with preference to those working in the licensed trade, through its schools.

In setting its objectives and planning its activities, the Trustees have given careful consideration to the Charity Commissioners' general guidance on public benefit and, in particular, to its guidance on advancing education and fee charging in accordance with Section 4 of the Charities Act 2006.

The Trustees apply the funds of the Charity at their discretion and in accordance with the charitable purposes and objectives of the Charity to provide financial assistance, support and advice to those who are currently working in, have previously worked in, or are retired from the licensed drinks trade.

All applications for help are means-tested and vetted by the Charity Services Committee, which has delegated powers from the Trustee Body to administer the grant-making policy.

During 2022, the Charity committed £931k to provide:

- regular financial assistance to help with essential living costs;
- grants to provide one-off assistance, such as deposits for housing, disability aids or convalescent breaks;
- bursaries at LVS Ascot; and
- grants to help with education and training.

The Charity also:

- assists people to claim benefits and grants that are available from Government and other agencies;
- co-funds with other charities to make grants that a single charity would not be able to fund;
- provides information via its website and telephone helpline on a range of issues including housing, debt, employment support and relationship breakdown;
- trains regional Volunteers who visit new applicants and existing beneficiaries to consider their position; and
- trains telephone befrienders to call people from the trade who are isolated, to offer support and companionship on a regular basis.

The aim of the schools is to inspire independence.

The Charity delivers a high level of education and care for children through its co-educational schools; LVS Ascot, LVS Hassocks and LVS Oxford.

Thanks to the addition of LVS Hassocks and LVS Oxford, for children with a diagnosis of autism, the Charity is able to offer education to children with a broad range of educational abilities.

LVS Hassocks and LVS Oxford are predominantly supported via Local Authority funding for learners with Education, Health and Care Plans (EHCP's).

During 2022, bursaries of £301k were awarded to children from the licensed trade, who have an educational or emotional need that cannot be met through their existing state provision, compared to £362k in 2021. To apply for a bursary, parents must have worked in the licensed trade for at least five years. Awards are also means-tested and therefore are dependent on parental income.

LVS Ascot also offers scholarships to recognise academic, sport, music, art and drama potential. These are advertised to parents and prospective parents and awarded in the above categories, or according to the specific requirements of the external bodies that gave the funding. The value of these awards was £465k during 2022, compared to £420k in 2021.

Further details of the Charity's bursary and scholarship policies and how to apply for both are available on the LVS Ascot website.

At LVS Ascot, fee discounts of up to 20% are available for fee payers who have been working in the trade for at least five years; discounts are also available to members of the Armed Forces, Diplomatic Services and for local senior academic staff. In 2022, the value of these discounts amounted to £597k, compared to £549k in 2021.

As part of the emphasis placed on attracting and retaining high-calibre staff, a discount which increases with length of tenure is offered to staff members who educate their children at LVS Ascot. Also, to reinforce the value placed on continuity for families, a discount is offered where a family has more than two children at the Ascot school.

Structure, governance and management

Constitution

The Licensed Trade Charity was established in 1793 by publicans who wanted to provide support and a safety net for fellow publicans and their families. For more than two centuries, the Charity has worked to improve people's lives by providing a range of support, from setting up schools to educate children, providing houses for the elderly, to awarding financial grants for people in need and continues to run independent schools today.

The Charity operates under the Royal Charter of the Society of Licensed Victuallers, dated 3rd May 1836, and a Supplemental Charter dated 5th February 1999.

Following the merger of the Society of Licensed Victuallers and the Licensed Victuallers National Homes in 2004, a further Supplemental Charter, dated 29th June 2012, was approved by the Privy Council.

During 2017, the Charity applied to the Charity Commission and the Privy Council to widen its objects in order that it could provide education for all ages (previously this was restricted to children) and to provide increased care to the elderly with both these provisions maintaining preference to those from the licensed trade. Both these requests were agreed by The Queen's Most Excellent Majesty in Council on February 8th, 2018 and the objects of the Charity amended accordingly.

Charitable status

The Charity helps all those in the licensed trade and operates under the Charity registration number 230011.

Governing body

The Trustee Body consists of between 12 and 18 Trustees (the number being at the discretion of the Trustees), two thirds of whom must be licensed victuallers, with the remainder members of the Charity.

Trustees must be a member of the Charity before they can stand for election. Each term of office is three years, although Trustees who are aged 70 or older must seek re-election every year. Two general meetings (or courts) are held each year, one in April and one in October, to which all members are invited.

The Trustees are responsible for overall governance and strategic direction. The Trustee Body delegates power within agreed budgets and responsibilities to committees that oversee the delivery of its Charity Services policy, Education policy, Investments policy, Fundraising activities and Membership.

The Trustees consider the Trustee Body along with the Executive team, which includes the Chief Executive and five senior staff members, comprises the key management personnel of the Charity, in charge of directing and controlling the Charity and running the operations on a day to day basis.

The Chief Executive regularly meets with the Chief Operating Officers of a number of occupational charities to discuss issues faced, share initiatives and best working practices.

The Charity also liaises closely with a number of other occupational-based charities to share grant awards in order that funding is awarded that could otherwise not be made.

Following the return to normal life post-Covid, the Charity's regional fundraisers have once again been able to raise funds for the Charity, raising £22k in 2022.

Induction and training of Trustees

As part of its strategic planning process, the Charity conducts a skills audit of the Trustees on a regular basis and has compared it to the skills required by the Charity now and in the future. In addition, the Charity actively co-opts people with the desired skills to the Trustee Body and subcommittees, as well as actively recruiting new Trustees.

On joining the Charity, all Trustees follow a general induction programme with specific training, either provided in-house or externally, to prepare them for whichever committee they are appointed to. There is also an on-going training programme for all Trustees.

Key management personnel remuneration

The pay of the Charity's Chief Executive is reviewed annually by the Trustee Body. The pay of the Executive Team is reviewed annually by the Chief Executive. Pay for teaching staff is generally aligned to national pay scales and pay for non-teaching staff is normally increased in accordance with average earnings. Remuneration is also benchmarked with charities of a similar size and activity, to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses are disclosed in note 13 to the accounts. There were no related party transactions in the year.

Trustees are required to disclose all relevant interests, register them with the Chief Executive and, in accordance with the Charity's policy, withdraw from decisions where a conflict of interest arises.

Group structure

The Licensed Trade Charity has a wholly-owned non-charitable trading subsidiary, Elvian Limited, which makes available the facilities of the schools to various organisations for events, educational and leisure purposes. The Charity also holds 25% of the equity of The Morning Advertiser Limited which is treated as an associate company in line with the Charities SORP (FRS102).

Sector achievement in 2022

Charity Services

At the start of 2022 there was relief that the pandemic was over and the hospitality trade felt they were able to start afresh. This was certainly needed.

Sadly the war in Ukraine, along with the cost of living crisis, gave the sector a whole new set of challenges with staff shortages and rising business and personal costs.

We responded by directing licensed trade people to the support through our website, social media and helpline.

In 2021 we had 2,061 calls to our helpline. **This increased to 3,173 in 2022**. During 2022 we adapted our helpline promotions to encourage users to call us before they reach crisis point. We believe that this, alongside the high cost of living and increased awareness of the Charity has driven the increased number of calls.

Our partnerships with Shelter and Relate remained fruitful and referrals for both services increased during 2022 with some excellent feedback on outcomes.

We are also able to offer **children's counselling** via Relate which has been well received because it is taking up to 2 years on the waiting list to access NHS counselling whereas our counselling is available in a matter of weeks.

Another factor affecting morale within the trade is **lack of resilience**. It was reported that, with staff shortages and increasing pressure on those that are working, resilience took a back seat.

We held three round table events in Bath, Birmingham, and London to which we invited a cross section of people from independent pubs, larger chains, in Business Relationship Manager and HR roles, inviting them to share the highs and lows of working in hospitality and their top worries.

Their main concern was a lack of resilience in younger members of the team and experienced

staff feeling burnt out, both of which risked more people leaving the industry.

In response to their insights we are creating new resilience resources, supported by funding from the Worshipful Company of Innholders.

We continued to work with pub companies to raise awareness of the Charity and were delighted to record an increase to 26% from 3.5% in 2017.

Most of the large pub companies now promote us at grassroots level and we are making presentations to their new licensees as part of their induction training.

Our support is split into six areas. Below is an outline of the figures for 2022:

Money

667 people were helped via one-off grants, short-term hardship grants, and registration to the financial well-being platform provided by Nudge.

£180,527 was awarded in grants to help people deal with financial hardship.

Mental Well-being

3,616 people were supported to address mental well-being issues via our helpline, Relate counselling, mental well-being training, and befriending.

Housing

338 people were helped with housing issues.

£165,166 was awarded in grants to address housing issues.

Health

28 people were helped with health issues and **£16,160** was awarded in grants.

Employment

We helped **174** people with **£4,352** in grants.

Education

105 children of parents in the licensed trade were supported via grants for school trips, laptops, school uniform or places at our school, LVS Ascot, with a 20% trade discount and **15** pupils were partially or fully funded by us to attend LVS Ascot.

In total during 2022 we spent **£522,761** in awards and educational grants and places at our school for trade discount and bursaries.

In total via our website, App, helpline, partnerships and grants we helped 36,606 people in 2022.

Fundraising

During 2022 the Charity benefited from the generosity of individuals and organisations across licensed hospitality. In addition to donating their time, experience and contacts, many raised funds to support our work.

Our Regional Supporters, Licensed Victuallers Associations and Ladies Auxiliaries raised over £20,000.

As we grow the number of partners we work with and strengthen those relationships, the number of fundraising opportunities offered to us continues to grow. These include invitations to raise awareness and funds at partner and awards dinners, invitations to induction days and training sessions.

Ever cognisant of the challenges facing the licensed hospitality sector we are especially appreciative for the opportunities given to us to use those fundraising events to raise awareness of our work and reach more people who could benefit from our help.

We are grateful to The Worshipful Company of Innholders and to The William Brake Charitable Trust for their donations to Sixth Form Scholarships at LVS Ascot, and supporting the education of future generations.

During 2022 we were grateful to receive invitations and donations from:

- AB InBev, and The Budweiser Brewing Group
- Mitchells & Butlers
- Livelyhood Pubs
- Fullers
- Heineken
- Greene King
- Sodexo
- J D Wetherspoon
- Stonegate

National Hospitality Day had its second year, bringing together five hospitality charities to promote a day 'celebrating the places we love' and raise funds for the charities. Our thanks goes to everyone involved.

2022 also saw our first **Pedalling for Pubs** ride where 27 influential professionals from across hospitality rode 335km across Jordan raising awareness and funds for the Licensed Trade Charity and Only A Pavement Away. The challenge exceeded the expectations of everyone involved. Support from operators, suppliers and our trade associations through shared social media, sponsorship, donations and participation was exceptional. Feedback from the riders included "a life changing experience" and "it's brought the industry together like nothing before it". The final total raised was £276,000, which we believe is the largest amount raised in a single event for hospitality charities.

During April 2023, following the success of the 2022 ride, 26 riders took on a 450km cycle challenge, coast to coast, across Sri Lanka. At the time of writing fundraising stands at £320,000.

A second ride, Pedalling 2 Pubs, took place in June 2023, covering 240km in the Yorkshire Wolds with 46 hospitality people taking on the challenge.

Our thanks goes to everyone involved; riders, sponsors and especially to Katy Moses and the team from KAM, the driving force behind this initiative and to Steve Alton, BII, for organising Pedalling 2 Pubs.

We are also proud to have continued our relationship with Greene King delivering their ongoing **Team Member Support Fund** for Greene King staff members who need help with the ordinary, everyday problems that life throws at us.

We are always grateful for invitations to events that allow us to raise awareness and fundraise for the Charity. Those invitations continue to grow and we will pursue those opportunities.

Volunteering in 2022

2022 was a far more positive year for all our Volunteers. The Charity Services Team were able to get back out visiting applicants in their homes, and events started taking place again for our Charity Ambassadors to attend and help us promote the Charity. Our Telephone Befrienders had carried on calling people throughout the pandemic. Trustees were able to attend meetings in person and our Regional Fundraising Committees started planning and holding events again.

Our Volunteers play an important part in supporting and promoting the Licensed Trade Charity's work, guiding the direction of the Charity, raising funds and reaching out to the community to help deliver a holistic service for the people we support. The majority of our Volunteers have a history in the licensed hospitality trade in various guises, from Licensee to Owner/Director, giving them valuable insight into the rewards and challenges a career in the licensed trade offers.

We have six categories of Volunteers:

- Trustees
- School Governors
- Charity Services Volunteers
- Telephone Befrienders
- Charity Ambassadors
- Regional Fundraisers

Our Charity's Trustees play a vital role in the decisions that shape the future direction of the Charity, donating their time to Trustee and Committee meetings and sharing their skills and experience. Our Trustee Board consists of up to 18 Trustees. The full Board meets at least six times a year, with most Trustees also sitting on either the Charity Services, Membership, Governing, Pensions, Investments or Elvian Committees.

Each of our schools, LVS Ascot, LVS Hassocks and LVS Oxford, has a Board of Governors who work to ensure that their school leaders are delivering the best education possible. They regularly visit their respective school, speaking to staff and students to make sure they are achieving educational excellence and, as such, have to have an understanding of school dynamics.

Our Charity Services Volunteers started going back out to visit people in their homes during the year, collecting the background stories of our more complex cases to help the Committee fully understand the issues the applicants were facing and the impact it was having on them. We did lose a few Volunteers during the year; some chose not to return after COVID-19 and sadly Barbara Williams passed away in the February after a long illness.

We also lost some of our Telephone Befrienders – Marge Francis sadly passed away in October having fought a long, hard battle with cancer and others asked for a break for personal reasons. Everyone else continued to call their befriendees each week, fortnight or month, helping and encouraging people to start getting out and about again.

Exhibitions and events returned and during the year our team of Charity Ambassadors expanded with more people currently working in the trade becoming passionate about the services the Charity provides and wanting to help promote our services. Our Volunteers were able to attend a total of 42 events throughout the year.

Our Regional Committees were at last able to start holding various fundraising events throughout the year, from golf days and Burns lunches to annual banquets. The North West Regional Committee's Treasurer, May Bennett, sadly passed away suddenly in August which was a real shock to everyone and with Marge Francis's passing, the London and Home Counties Committee lost their Secretary and Treasurer. Both were ardent supporters of the Charity and had given years and years of time and energy in raising money for us.

We are extremely grateful for the huge amount of time, energy, skills and experience all our Volunteers kindly donate to ensure the Charity and its family of schools continue to go from strength to strength.

Sector achievement in 2022

Educational performance
Academic Year 2021-22

LVS Ascot

Infant and Junior School

Academic

The academic achievements of the Infant and Junior students remain above the national average in the core subjects of Maths, English and Science.

At the end of their time in Key Stage 1, the children in Year 2 undertake assessments in these 3 areas. Highlights this year include 100% of children meeting age-related expectations (ARE) in Maths and Science, and only one child was below ARE in reading and writing. In 2023, areas for development will be to ensure the very able students in Year 2 are pushed to exceed their age-related expectations by the end of KS1.

In Key Stage 2 (Years 3-6), there were some excellent results in the end of year assessments across the core subjects. With 24% of the children in KS2 having English as an additional language (EAL) and 27% of students having SEND needs, it was pleasing to see the majority of children meeting or exceeding their age-related expectations in Maths, English and Science. Across the total of 162 children, only 9 were working towards their ARE in reading, and at the end of KS2 (Year 6), before transition to Senior School, a significant number of children were exceeding expectations across the subjects.

Next year there will be emphasis placed on ensuring the current Year 5 cohort are pushed further to bring more students to exceed their current levels in Maths and writing where there are more children still working towards expectations.

Sport

As well as the usual weekly inter-school sporting fixtures, and house competitions in netball, football, cricket, hockey, rugby and swimming, students in the Junior School took part in some key ISA (Independent Schools Association) tournaments this year: ISA U11 Football tournament, ISA Girls' football tournament, ISA Athletics (National finals in Manchester), ISA Swimming. Some children also attended the Boys' and Girls' Berkshire County Hockey tournament, and there were two sport-related trips – a sports tour to St. George's Park, home to all 23 of England's national football teams, and a day trip to watch Spurs vs Burnley.

Performing Arts

There were in-house productions and performances for nearly all our students this year, including 'Camelot', 'We Will Rock You' and 'Baubles'. There were also many competitions including Young Singer of the Year, House Performing Arts, House Music, LVS Ascot Performing Arts Festival and a House Poetry Competition. Students took part in local and national competitions against other schools and this included the ISA Drama competition, Young Dancer of the Year, Young Musician of the Year and the ISA Dance competition. Our students who have peripatetic lessons also had LAMDA exams and ABRSM music exams.

Trips

Students in every year group enjoyed a wide range of trips that reflected the curriculum topics for that term. Those trips included: Winkfield recycling plant, The Museum of Water and Steam, and the Brecon Beacons to name a few.

Other fundraising events, competitions, enrichment activities and celebrations

The children in the Infant and Junior School have many opportunities during the year to enjoy extra-curricular activities and themed days/weeks which serve to enrich their learning, as well as help to nurture their sense of empathy and understanding of the world around them. Some of these have included: Y3 Ancient Egypt Day, National Pride Day, International Day, EDI Week, Mental Health Champions training, Mayor's Jubilee party at the Guildhall in Windsor, and many more.

LVS Ascot Senior School

Academic

Students are, at the time of writing, preparing for the summer series of public exams. Our Year 13 A Level cohort did not sit GCSEs during the pandemic, so emphasis has been put on building exam stamina and practice with two sets of mocks, focused tutoring and exam support.

The school has undergone a complete transformation in the way its curriculum is delivered. The 4C's 21st Century Skills (collaboration, critical thinking, communication and creativity) and the use of digital technology are completely embedded in teaching, raising outcomes and improving the learning experience for all our students. In early 2023 LVS Ascot was awarded Microsoft Showcase School status, a huge achievement and reflection of the digital transformation within the school.

LVS Ascot has recently been awarded centre approval to run the NCUK International Foundation Year programme. A highly regarded, accredited qualification equivalent to A Levels designed exclusively for international students, this pathway allows students direct entry to over 200 universities.

2022 saw a return to the exam halls and students sat the summer series without disruption. Advance information and reduced content in exams ensured that the exam cohorts were compensated for loss of learning over the preceding years, due to the pandemic. We were delighted with our results, with a notable increase in overall pass rates for both GCSE and A Levels when compared to results pre-pandemic in 2019.

GCSE results 2022

Overall pass rates for GCSE (grades 9-4) were up by 6% in comparison to 2019, the last year students sat exams. Performance at GCSEs in 2022 was the highest ever for LVS Ascot. Notable successes were 100% pass rate for English Language and Triple Science.

A Level results 2022

Results at A Level exceeded expectations with a notable increase in top grades in comparison to pre-pandemic results in 2019. There was an increase of nearly 5% in the number of passes at grades A* to A and an increase of over 12% at grades A to B. The overall pass rate at A Level was up too compared to 2019, at 92.89%.

University destinations

We are proud to celebrate our students' successes. All students who applied to university or specialist colleges were placed. Nationally there was a shortage on university places due to the significant number of students deferring in the previous year, so this was a particular achievement for our 2022 cohort. Students are also supported if they choose alternative career pathways such as apprenticeships, with students in 2022 going into accounting, engineering, media, finance and law.

Level 3 BTEC pass rate 2022

100%

Sport

We hosted the annual ISA U11, U13 and U15 National Football Tournament, with over 200 girls on site. We also hosted the boys ISA U11, U13 and U15 National Football Tournament, with both the U11 and U13 teams becoming National Champions on a hugely successful day of football for the school.

Some sporting highlights of the year include: the U14 boys winning the Berkshire Go Perform League, success in hockey for both the U12 boys and U12 girls, where both qualified to represent Berkshire at the South Central Regional Tournaments where they performed superbly finishing 4th and 5th in the region. The U12 boys football team had a stellar season – they were EBSFA East League Winners and were part of the U13 team that won the ISA National Tournament. The U12 boys were runners up in the final of the Cricket County Cup.

Performing Arts

In 2022 we hosted our first ever **Performing Arts Festival** with instrumental, vocal, drama and dance performances from our own Junior & Senior students, who were joined by students from local schools. Performers competed all week in each discipline.

Other Performing Arts Events

Some performing arts highlights of the year include:

- Young Dancer (internal competition) – from KS1-KS5 – 35 dancers taking part
- Young Musician (internal competition) – from KS2-KS5 – 22 musicians taking part
- ISA Dance Competition – performances from KS2 and KS3 groups
- GCSE/A Level Music concert – showcasing these students and giving them performance practice
- Year 10-13 production of two performances in one - ‘Class’ and ‘Six’ the musical

Finally LVS Ascot was awarded first place in the **ISA National Debating Competition** in January 2022.

Other fundraising events, competitions, enrichment activities and celebrations

The school reached the finals of the Edtech National Awards for Innovation in the Use of Technology. We attended the House of Lords for the final in November 2022 where we were one of three finalists and the only independent school in this category.

LVS Perspectives has grown from strength to strength. Our series of online discussion talks are regularly watched outside of our community and are well known in our sector.

We are proud to have introduced the **Leith's Introductory Course** and from September 2022 offer the Leith's Level 3 Course to our Sixth Form students.

At LVS Ascot, we are always looking for creative ways to support our local and national charities and our students and school community always rise to the challenge. Fundraising throughout the year included events for Children in Need, Petworth Ukraine Relief, LGBTQ Mind Out Charity Rainbow Day and Macmillan Cancer Support to name a few.

Sector achievement in 2022

Specialist education

LVS Hassocks

2022 saw another positive year for LVS Hassocks as it continues to go from strength to strength. A successful unannounced ISI short inspection was followed by a successful CCRAG inspection carried out by West Sussex on behalf of all local authorities who send students to the school.

Academically, four students gained A Levels in Art and the EPQ (Extended Project Qualification), with students in Year 9 and 10 sitting their Art GCSE early with a 100% pass rate (grades 9-4).

16 students in Year 9 and 10 achieved Bronze in the Duke of Edinburgh Award and four students in the Sixth Form gained their Silver Duke of Edinburgh Award, continuing to demonstrate the skill range and independence our students have developed.

LVS Hassocks is proud to have achieved the Inclusion Quality Mark and be recognised as a Centre of Excellence, along with being recognised for its approach to supporting mental health by achieving the National College Mental Health and Wellbeing Accreditation for 2021-22. The whole school community celebrated when Principal Jen Weeks was one of eight finalists for the TES Headteacher of the Year Award 2022.

Growing partnerships with other schools and businesses resulted in the first ISA London South SEN football tournament hosted at LVS Hassocks, supported by Brighton and Hove Albion Football Club's charity arm, Albion in the Community.

Members from the Senior Leadership Team have provided training to businesses and other educational establishments on autism strategies as well as hosting sessions for the Department of Education's National Professional Qualification in Leading Behaviour and Change for the South Region.

Students have participated in a range of trips and activities to increase their understanding of the wider world, including undertaking blacksmith training at a local college, art exhibitions, theatre productions and sporting fixtures.

Sector achievement in 2022

Specialist education

LVS Oxford

LVS Oxford had a very successful year. A higher than usual proportion of Sixth Form and Year 11 students moved on to mainstream placements which is a testament to the work done at the school, but resulted in lower than anticipated student numbers for the latter part of 2022.

Exam results for the year were very positive with:

- 100% pass rate in GCSEs;
- 78% of these were at grades 4-9 or above; and
- 65% of students exceeded their predicted grades.

In December, some of the students who graduated in July came back to talk to their peers about the courses that they were undertaking at college. Many of them had spent time producing PowerPoint presentations detailing the positives about their courses, the things that they had initially found challenging and the strategies they had used to overcome these challenges.

Year 11 and Year 13 students moved on to a range of destinations including Derwent College (a special needs college), SOFEA (an organisation that sends out food parcels), City of Oxford College, Abingdon and Witney College, Berkshire College of Agriculture (all mainstream colleges), and one student moved straight into work.

Close working relationships have been established with Blenheim Palace resulting in work experience placements for four students every Friday from October half term to Christmas. This involved students undertaking a variety of roles across the site, including in the gardens, the collections museum and with the livestock and grounds teams.

Students visited the Begbroke village community coffee morning on a regular basis to talk to some of the elderly residents, and in the summer the residents came into the school so that students could host a coffee morning for them in the dining hall.

The catering team introduced a Special Events menu, with the highlight being during the World Cup, where food from each country participating in the competition was served on a different day, giving the students an opportunity to experience food from countries that they otherwise may not encounter.

Our 2022 apprentices

Sector achievement in 2022

Our People and Human Resources

The Licensed Trade Charity has, like employers across the country, been affected by significant changes in employment trends.

Following the pandemic, employees have had to adapt the way they work and interact with other organisations. Technology has contributed greatly to this changed way of working and the Charity was well equipped to embrace and adapt to that. The Charity is a digital workplace in all areas and upgrading our people's technology skills has been a priority. These new digital skills have helped us operate new systems within education, finance, human resources and payroll.

One of the trends has been a global shortage of staff and we have also faced recruitment challenges. With forward-thinking workforce planning, the Charity has launched recruitment initiatives to ensure the Charity's interests are met.

We operate a HR business partner method to support our business units giving our leaders and employees direct support, advice and HR presence in their workplace. We have supported our specialist schools with career guidance for their students attending career fairs.

HR has now fully embedded the digital HR and payroll system (CIPHR) which has operated successfully for over a year. As promised, more modules have been added and built during 2022. Our processes have been reviewed and streamlined to ensure the digital solution improved, not just replaced the administration process. The self-service module has been built and has been rolled out, enabling employees to access some of their personal records, manage timesheets, notify and see absence records, thus reducing administrative costs long term.

While digital progress has made a big difference, the HR responsibilities have not diminished. The team manage the four areas of human resources: employment relations, learning and development, recruitment and strategy.

We had 367 employees plus our catering and IT support services working with us across all our units.

Employee relations and employee well-being has been a priority post pandemic. Supporting personnel through mental, emotional, developmental, career, financial and general wellness has been important to enable them to look after our students, their work and our teams. Our Employee Assistance Programme in conjunction with the charity HSF Assist has provided an amazing service 24/7/365 for our employees, from a Virtual Doctor service and if required prescription services, counselling (online and face-to-face), and legal support services.

Recruiting and attracting skilled talent has been streamlined by the new HR system, CIPHR. Candidates can access the recruitment portal anytime from anywhere in the world to submit their details. Candidates can see our Charity and schools before they apply and understand the progress of their application. We have introduced online recruitment packs for each site showing candidates the benefits and a virtual tour. This has enriched the experience for the candidate.

To encourage talent to apply we can send a job alert and description to candidates within our library, attracting a wider talent pool. Existing employees are offered a 'recommend a professional' reward scheme so that we optimise our recruitment.

One of our initiatives is extending our working with new talent and apprenticeships. We work with a broad network of apprentice suppliers now, currently employing eight apprentices in conjunction with the Government apprenticeship funding programme. These include horticulture, maintenance and education apprenticeships.

We delivered 3,811 **learning and development units** that supported employees during 2022 which does not include all the digital training platforms and courses. We have supported our team members to attain numerous qualifications including a Doctorate, Masters and graduate degrees, apprenticeships and teacher training. Bespoke training for our employees' line of work is always available, whether they are teaching a subject or working on the Estates team, specialised training is provided.

Leadership and management development is key and we retain our Institute of Leadership and Management centre accreditation, enabling us to offer ILM Levels 2 to 7. All personnel can take part in the different levels of training – from developing people to understand effective teamwork, training middle and senior managers, together with coaching and mentoring teams.

Values

Our core values remain Pride, Passion, Care, Honesty and Responsibility and are delivered from our recruitment standards through to professional requirements. Equality and diversity is evident across all our sites and is incorporated throughout. We reinforce that it is the responsibility of all our teams and we run educational programmes on unconscious bias, equality and diversity.

Our staff population ages range from 17 to 80 and we offer numerous types of contracts from three hours to full time.

Our people are the life blood of our organisation. They are flexible, multi-functional, intelligent risk-takers, who are honest and able to embrace change with a 'can-do' attitude.

Our people drive all our interests – the combination of advancing technology, development of people's skills and supporting their personal well-being enable us to drive ahead. This gives us the competitive advantage within a challenging and changeable market place.

THE LTC WAY: Our core values

Pride

Doing things to the best of our ability

Being proud of achievements

Caring for our environment

Being smart

Having high standards

Being professional

Respecting our customers

Passion

A real love of our industry/ profession

Wanting to do our best

Enthusiastic about our service

Wanting to serve our customers

Having high standards

A focus on what we do

Excited and wanting to be part of an organisation

Care

Having respect for others

Being bothered

Customer focused

Wanting to help others

Being selfless

Making a difference

Honesty

Doing things properly

Having integrity

Being realistic

Being trustworthy

Respecting rules

Helping others

Allowing people to reach their potential

Respecting our customers

Responsibility

Taking decisions

Completing tasks

Getting results

Gaining customers' confidence

Being respected

Sector achievement in 2022

Estates and the environmental impact of our schools

2022 Estates Report

During 2022, the Estates teams successfully delivered various capital and operational projects to enhance the functionality and appearance of the LVS Schools. While the degree of expenditure was lower compared to pre-pandemic levels, the LVS Schools continue to be maintained to a high standard to meet the needs of the school communities. The following is a summary of some of the projects that were successfully delivered.

LVS Ascot

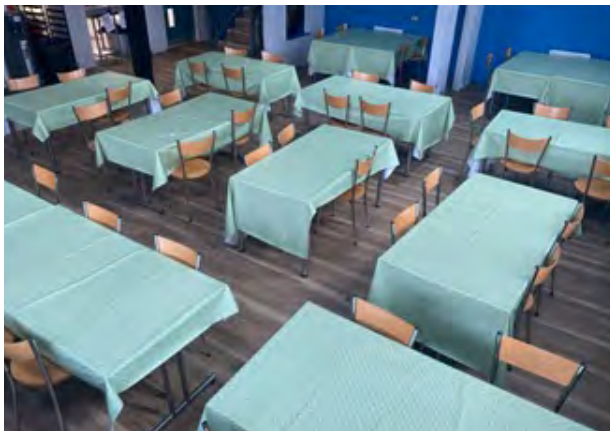
- The Key Stage 2 communal area was remodelled to provide an enriched learning area with better facilities and furniture.
- The Sports and Ancillary Halls have been modernised with a vibrant colour scheme, meeting Sport England guidance.
- Kew House was converted to provide high quality accommodation for Sixth Form girls.
- The lighting in the swimming pool area has been replaced with smart sensor-controlled LED lights to meet current standards.

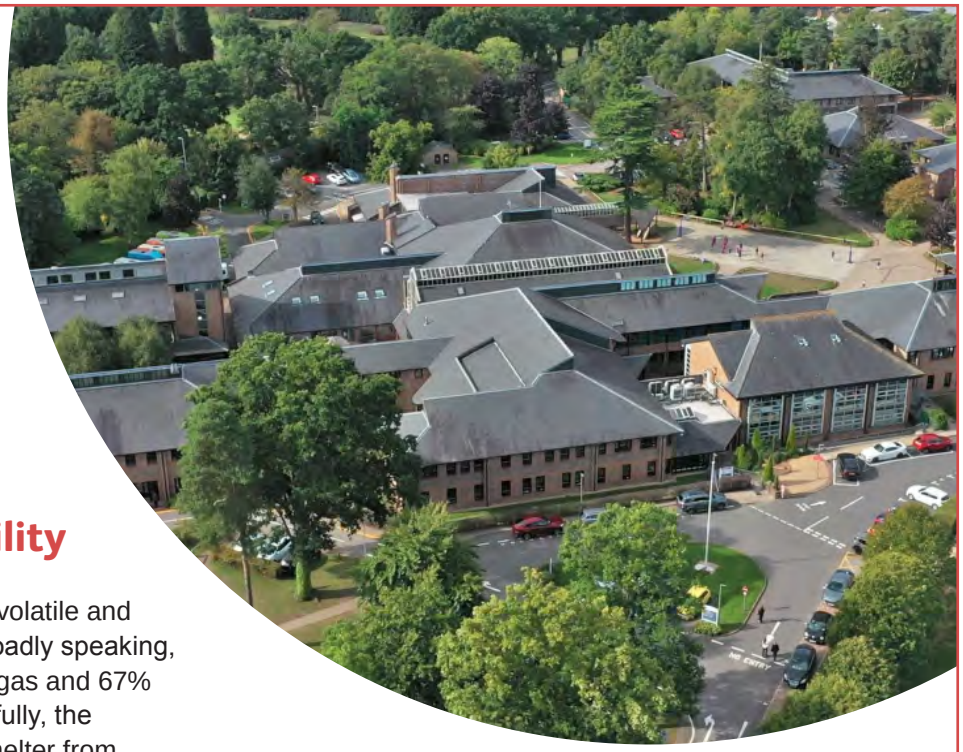
LVS Oxford

- Priory House, a detached 7-bedroom property adjacent to the school has been converted to provide additional residential accommodation for d'Overbroeck's (an indepedent school that leases LVS Oxford during evenings, nights and weekends).
- The Dining Hall Annex roof has been replaced with new Code 5 lead, giving it a life expectancy of 60+ years.

LVS Hassocks

- The flooring in the dining hall has been replaced with a modern vinyl safety floor and wet central-heating radiators replaced with electric ones to avoid the risk of leaks.





Energy and sustainability

The energy markets continue to be volatile and 2022 saw significant price rises. Broadly speaking, commercial rates rose by 130% for gas and 67% for electricity (source: ONS). Thankfully, the Charity is currently well placed to shelter from this volatility. We successfully secured long term contracts in September 2020 on low rates that are locked-in until April 2026 (electricity) and April 2027 (gas). We are also focusing on how to reduce our consumption at source, so that we are less susceptible to market instability, while helping us meet our sustainability and environmental objectives.

A summary of the initiatives we are already implementing, and those that may form part of the Charity's sustainability strategy follows:

LED lighting

Over the past few years we have replaced circa 75% of old candescent and fluorescent fittings with LED fittings and where possible the upgrade has included occupancy sensors.

Building Management Systems (BMS)

We are systematically introducing smart monitoring and control systems across LVS Ascot to ensure that heating and hot/cold water services operate more efficiently and in turn reduce energy consumption.

Boiler replacement and heating, ventilation and air-conditioning equipment (LVS Ascot)

We are implementing a programme of boiler replacements, which will finish in 2024. The original boilers are 34 years old and spare parts are sometimes difficult to source. The new condensing boilers meet current standards and are typically 25% more energy efficient.

Thermal insulation

Surveys have been carried out to determine existing levels of roof insulation, notably at LVS Oxford and Ascot, and we have found scope for further insulation.

Electric car charging

To encourage more sustainable forms of transport, the Charity has installed electric car charging stations at each LVS School and plans more for 2023.

Solar energy (LVS Ascot)

We have obtained proposals for solar panels to limit the impact of energy price rises and promote the school's green credentials.

Water conservation

During refurbishment work we introduced technology such as sensor taps, dual-flush toilets and restrictors, which proved to be a cost effective way of reducing water consumption.

Recycling (LVS Ascot)

In partnership with our waste contractors, 99% of the waste generated is diverted from landfill and recycled.

Sodexo Site Services Report 2022

Sodexo deliver facilities management, catering and food services at all of our sites.

LVS Ascot

Despite starting the year with some challenges when colleagues tested positive with COVID-19 and Government regulations recommended isolation for five days, we have a very resilient team who are proficient in multi-tasking and we were able to continue to provide seamless services to our customers.

The food service industry faces big challenges around sustainability, and the Licensed Trade Charity in partnership with Sodexo are aiming to excite more people about eating plant-based, sustainable dishes to lower the carbon footprint of daily menus as well as provide more nutrient-rich and flavourful dishes. Sodexo are now implementing initiatives to meet their bold mission: to reduce carbon emissions by 34%, reduce food waste by 50% and source 100% sustainable seafood by 2025. Sodexo's commitments to sustainable practices are not just ground-breaking, they are of the utmost importance, as food and agriculture are key tools for mitigating the climate crisis.

Towards the end of May, we all celebrated our patron the late HM Queen Elizabeth II Platinum Jubilee with all the razzmatazz it deserved, providing special lunches and afternoon tea to students and staff. Only 100 days later we all took time to reflect on her passing and glorious reign.

Nurturing talent always delivers rewards and we are proud that Lea Eastman-Thompson, our Executive Chef, was the winner of the Sodexo UK & Ireland Nurturing Talent Award. Lea is an outstanding role model, leading by example through his hard work and an unwavering commitment to his role. He remains cheerful with a can-do attitude, maintaining a high standard of delivery with high expectations of his team. The low turnover of staff in his department shows that he is the manager of a happy team.

Health and Safety is always at the top of the agenda, and never more so with the school's sizeable minibus fleet transporting very precious loads each day. In November, the whole transport team got involved in National Road Safety Week and Tom Farrell, our transport team leader, and Jim Gavin, the Group Manager, delivered a road safety presentation to both Infant and Junior School and Senior School students in their assemblies.

We also catered for numerous events throughout the year, including International Women's Day, Pride Day, and in June we provided services and catering for a host of end of year celebratory events. Needless to say, all thoroughly deserved after the hard work and challenges that 2022 delivered.

LVS Oxford

Never to miss an opportunity to get involved in an international event, the FIFA World Cup was no exception. To celebrate all the nations in the World Cup, we offered two weeks of specially designed menus and each day the menu reflected the exciting cuisines of the teams playing. This included foods such as Brazilian feijoada, Polish andrut, American quarter pounders with all the toppings, and Australian lamingtons.

As we embrace international cuisine, and with the rise in popularity of sushi, a sushi demonstration class was delivered for the whole school, where the students and teachers took great delight in creating their own bespoke sushi for lunch. Other popular events during 2022 were World Book Day, Smoothie Week and Disney Day.

LVS Hassocks

A key meeting with the Well-being Committee this year brought about an ADHD-friendly menu, which has been introduced on Wednesday each week. We are conscious of the importance of reducing simple sugars and featuring wholewheat and omega-3 rich foods, for a regulated release of energy throughout the afternoon and to boost and sustain concentration and focus.

Small steps for some but big steps for LVS Hassocks, they hosted the Independent Schools Association (ISA) London South Area meeting as well as hosting the ISA South London 5-a-side football tournament. Our students were all very proud of the buffet Sodexo laid on and one of the visiting teams asked Jen if they could buy our chef Laurence – "not for sale" was her reply!

Other popular events we catered for during the year were Valentine's Day, Christmas lunch and everyone's favourite – the arrival of Mr Whippy at the end of year BBQ.

Financial review

The full financial results for the year are dealt with in the Statement of Financial Activities on page 37.

Financial performance compared with the previous year

The results for 2022 are very positive in many regards, but in other aspects they bear out some of the challenges that the UK and much of the rest of the world have experienced.

The Charity's operations performed well in often challenging circumstances, however the Charity's investments suffered a significant fall in value, leading ultimately to a Net Deficit for the year of £3,499k. This compares to a Net Surplus of £6,526k in 2021, a swing of over £10m.

The value of investments fell by £5,700k (2021: gain of £3,268k), impacted by factors such as political turmoil in the UK, high inflation and rising interest rates.

Net Income before Net Gains / Losses on Investments, which is commonly referred to as Operating Surplus was £1,437k for the year, some £580k higher than the Operating Surplus of £857k in 2021.

Net income from the schools grew again in 2022, rising to £2,252k from £2,083k in 2021. This increase was driven by average pupil numbers across all three sites rising from 919 last year to 934 this year, coupled with continued focus on costs.

Net investment income increased by 20% to £641k, due to a combination of higher returns and lower fund management costs, which are usually charged as a fixed percentage of the fund value.

Elvian Limited was able to host international students at LVS Ascot in Summer 2022, for the first time since the COVID-19 pandemic. This, together with a new licence agreement for one of our properties in Oxford enabled Elvian to generate a net profit £374k in 2022, up from £161k in 2021.

Fundraising was lower this year at £314k, down from £636k in 2021. This reduction was not unexpected, given that 2021 still contained some very significant COVID-19 related donations. 2022 nevertheless contained some very generous corporate donations, and was further bolstered by our share of the proceeds from the amazingly successful Pedalling for Pubs initiative.

The Charity's investments had a torrid time in 2022, with all classes of asset within the portfolio suffering falls in value, recording net losses of £5,700k compared to net gains of £3,268k in 2021. This was comprised of losses of £3,435k on our general investment funds and £2,265k on property funds. The valuation of our residential property holdings remains unchanged from 2021.

The valuation of the defined benefit pension scheme liability was affected by many of the same factors which influenced the valuation of our investments. Whilst higher interest rates have significantly reduced the present value of the future liabilities, the valuations of the assets held to meet those future liabilities as they arise have also reduced considerably. The net effect is a small reduction in the value of the net liability, resulting in an

actuarial gain of £643k in the Statement of Financial Activities. In 2021, a gain of £2,358k was recorded.

Financial performance compared with expectations for the year

The result for the year was a deficit of £3,499k. This is £4,083k lower than the budgeted surplus of £584k.

No gain nor loss was budgeted for Investment or Pension Liability revaluations. Investments fell in value by £5,700k in total, reflecting market challenges brought about by the war in Ukraine and the cost of living crisis amongst other factors. The liability in respect of the LTC 1967 Pension and Life Assurance scheme reduced by £183k. This was a result of the underlying assets and the future liabilities both falling in value, the former as a result of the same factors affecting the Charity's investments and the latter due to rising interest rates reducing the present value of the Scheme's future liabilities.

At an operating surplus level, the result was £1,313k better than budget.

Net income from the schools overall was £105k lower than budget. It had been budgeted that LVS Ascot would re-build its community of boarders back to near pre-COVID-19 levels for the 2022-23 academic year. However, this effort was stymied somewhat by ongoing COVID-19 travel restrictions in some countries and travel difficulties posed by the war in Ukraine. This contributed to an underperformance against budget at LVS Ascot, which was only partly mitigated by the strong financial performance at LVS Hassocks and LVS Oxford.

Central costs were £501k lower than planned due to careful cost control and the deferral of a small number of projects into 2023 and 2024.

Fundraising income was £59k higher than budget due in part to the Pedalling for Pubs initiative raising more than had been budgeted, and in part due to the ongoing support from our corporate partners.

Charity Services' costs include financial grants awarded to beneficiaries, the costs of providing our helpline and other services to beneficiaries, and education bursaries and trade discounts awarded primarily to pupils at LVS Ascot. In total these costs were £602k lower than budgeted for 2022, however the Charity has continued to help a significant number of people in our industry, and is well placed to continue to do so through the current cost of living crisis and beyond.

Reserves policy

The financial statements show that at 31 December 2022, the unrestricted funds totalled £65,478k and restricted funds £310k. The unrestricted reserves include a liability of £1,360k calculated under FRS102 in respect of the notional funding deficit on the defined benefit pension plan for Charity staff. The Trustees believe that this notional funding calculation, which can vary between surplus and deficit depending upon the assumptions used at year end, will have no material effect on the Charity's cash flows in the short-term and that in the longer term its effects are manageable out of future income.

The Charity is an operational organisation and needs to hold sufficient reserves to fund its current operations, to provide for unforeseen events and to invest for the future. It also needs to sustain sufficient reserves to provide long-term support for its beneficiaries. The Trustees have developed the Reserves Policy with regard to the Charity Commission's guidelines. In the short-term, the Charity expects to fund any excess of charitable expenditure over income out of reserves. In the long-term, the Charity will aim to hold a level of general reserves equivalent to the number of months' operating costs relevant to each of its operating units. Currently this equates to approximately £18m.

The Reserves Policy is reviewed with the Strategic Plan to ensure they are consistent. In order to make a judgement on the reserves which should be held by the Charity, the Trustees have considered the risks in respect of expenditure, unrestricted income and where funds can only be released by the disposal of investments. The Trustees have also considered external identified potential risks to income and expenditure. The policy is monitored and reviewed annually.

During 2022 the Charity's investments fell sharply in value, leading to a net deficit for the year. Consequently the Charity's general reserves, defined as unrestricted reserves excluding fixed assets, directly owned investment property and the equity investment in the Morning Advertiser, have decreased from £32m to £29m. Despite this fall, general reserves are at a level significantly above the minimum level required by our Reserves Policy, and the Charity remains in a strong financial position.

The Charity reviews the finances of beneficiaries before approving the payment of grants to individuals. Historically, once a beneficiary reached 80 years of age, the Charity no longer performed

an annual review of the beneficiary's finances and continued to pay the awarded grant until the beneficiary died. This practice has now stopped and the finances of all beneficiaries are reviewed annually. Where the annual means testing has previously ceased, the Trustees have accepted that payment will be made until the death of the beneficiary and have, therefore, designated funds equivalent to the estimated value of these future payments in the financial statements. At 31 December 2022 the value of this designated fund was £137,779.

Investment policy and objectives

The Charity seeks to have a constructive and positive engagement with the corporate world and requires that Investment Managers, together with all underlying collective holdings, have signed up, or are in the process of signing up to the United Nations-supported Principles for Responsible Investment (PRI) Initiative.

No changes have been made to the structure of the Charity's investments during 2022.

Property investments were 45% of the Charity's total investment portfolio at the end of the year (2021: 44%).

The performance for 2022 resulted in an overall loss of £5,700k, with losses on both commercial paper and property funds. The value of directly owned investment properties remains unchanged from 31 December 2021.

Property fund investments total 33% (2021: 33%) of the portfolio, comprising investments in Mayfair Capital, Schroders, CCLA and Savills.

All funds fell in value during 2022, with declines in value between 6% and 15% from December 2021.

Directly owned property amounts to 12% (2021: 11%) of the portfolio, including land and residential properties. The portfolio was professionally valued during 2020 and continues to be held at those values.

Commercial paper investments, including equity, gilts and alternative investments are actively managed for the Charity by SG Kleinwort Hambros Bank and CCLA. These make up 55% (2021: 56%) of the total portfolio, and fell in value by £3,435k during 2022.

The Trustee Body has delegated oversight of the Charity's investment portfolio to the Investments Committee.

Pensions

The Charity contributes to two defined benefit schemes, one, a national Government-operated scheme for teaching staff, and the other, its own scheme, for non-teaching staff.

The Charity has no control over the national scheme but has continued to pay increased contributions into its own scheme. The Government increased employer contributions for the teachers' pension scheme from 16.48% to 23.68% in September 2019.

The Charity is subject to the automatic enrolment legislation introduced by the Government to encourage staff to save for their retirement.

All new employees have the option to join the appropriate final salary scheme. If they fail to do so, they are automatically enrolled into the group pension scheme, if eligible. All employees who subsequently opt out of the scheme are automatically re-enroled at three-yearly intervals, the latest re-enrolment taking place in April 2023.

Tax status

The Trustees are of the opinion that the Charity is not liable for taxation on its charitable activities.

Plans for the future

Expectations for 2023

The Charity expects that 2023 will be a year of continued solid operational performance, but one of increased demand from its beneficiaries and the licensed trade more widely. As the world continued to move on from the COVID-19 pandemic during 2022, a new set of challenges presented themselves which are likely to have a significant impact throughout 2023 and beyond.

The Bank of England has raised interest rates to levels not seen since before the global financial crisis of 2008, and annual inflation remains stubbornly high. This has put significant strain on the budgets of many households and businesses across the UK.

These factors are expected to have an impact on the Charity's finances in a number of ways. Firstly, the impact on both businesses and individuals within the licensed trade is likely to lead to a significant increase in demand from beneficiaries for emotional, practical and financial support. Secondly, constraints on household budgets may adversely affect recruitment and retention of pupils, particularly at LVS Ascot. And finally, whilst mitigated where possible, many of the organisation's costs have been impacted by high levels of inflation.

The Charity's budget for 2023 was finalised in November 2022 and shows a small operating surplus. This may be adversely affected by the factors set out above impacting on the financial performance of its three schools and further increasing the need to support its beneficiaries.

No gain or loss is budgeted for changes in valuations of the Charity's investments and the LTC 1967 pension scheme deficit. Therefore any changes in these valuations will affect the net surplus or deficit recorded by the Charity.

The strategic plan

The Charity's Strategic Plan originally covered the period 2017-2021 and was subsequently extended for a further two years to incorporate a Covid-19 recovery plan. The Trustees and Executive management are currently developing the next Strategic Plan alongside how the current economic circumstances will impact upon the trade, our beneficiaries and our organisation. This new plan will be produced involving executive management, senior staff and Trustees and against relevant external benchmarks, in order to determine the direction of travel of the Charity for a further five years.

The Charity's existing five-year Strategic Plan commenced in 2017. When setting the plan, the Charity was very clear in reviewing the potential areas for expansion and a quest to deliver more services in line with the recent changes in the organisation's objects. This allows for the provision of education to a wider population, to the general public but with preference to those having worked or still working in the licensed trade and now to any age group. Whilst the Charity can provide residential care to the general public but with preference to the trade, it was decided not to pursue this.

The Charity set a target to assist in a number of ways and aimed to help around 13,000 individuals by the year 2021. The number of individuals helped during 2022 was 36,000, considerably above this target.

The organisation continues to invest in the recruitment and development of staff, as well as in its material assets. Our staff are at the forefront of what we do, ensuring that the growing demands placed on the organisation by beneficiaries and customers can continue to be met effectively.

The Charity continues to build on the work done during the COVID-19 pandemic to accelerate automation, to improve efficiency and to optimise ways of working which will allow the organisation to evolve to meet the changing needs of its beneficiaries and pupils.

Risk management

The Trustees are responsible for the management of the risks faced by the Charity and have examined the major strategic, business and operational risks to which the organisation is and may potentially be exposed. The Trustees are satisfied that the systems, controls and policies are in place to mitigate and manage exposure to such major risks.

The Charity's comprehensive risk register is reviewed and updated annually, or more regularly if necessary, prior to review and discussion by the Trustees. In assessing the risks, the impact on Charity activity disruption, injury or property damage, loss of income, reputation, management focus, missed opportunity and strategic direction change are all considered.

There are five principal areas of risk which have the potential to significantly affect the operations of the Charity:

- **Government policy** – Independent schools have been the subject of ongoing discussions by Government. There is a risk that changes to Government policy (such as amendments to VAT legislation on educational supplies, business rates relief, levy charges, and Teachers Pension contribution levels) would have a significant impact on the Charity's ability to operate. The Charity seeks to mitigate this by reviewing the Reserves Policy, preparing long-term forecasts and contingency planning.
- **Affordability** – LVS Ascot operates in a very competitive market with many fee payers' disposable incomes coming under pressure from cost of living increases. Places at LVS Hassocks and LVS Oxford are primarily funded by local authorities which are under financial pressure with reduced budgets and increasing demands for services. This is causing local authorities to consider alternative means of fulfilling services such as the development of specialist hubs attached to mainstream secondary schools. The Schools all look to ensure that they offer value for money whilst providing an excellent well-balanced education to mitigate this risk as far as possible.
- **Economic environment** – The Charity has investments across commercial paper and property which have been exposed to increasing volatility over recent times. The Charity aims to operate a long-term diversified investment strategy at low to medium risk and regularly reviews the performance of investments.
- **Safety and security of pupils, staff, volunteers and vulnerable grantees** – The Charity aims to provide a safe and secure environment by having in place policies and procedures including in the areas of safeguarding children, anti-bullying, health and safety, physical security, cyber security, data protection, well-being and critical incident management.
- **Pandemic** – Whilst the impact of the COVID-19 pandemic has passed, the risk of another global pandemic remains. The risks of a pandemic may include increased support needed by beneficiaries, volatile performance of investments, reduced ability for Elvian Limited to hire out school facilities, fee remissions given at LVS Ascot and lower pupil numbers due to international travel restrictions and pressure on fee payers' finances. The Charity may receive additional donations from licensed trade participants to cover increased demand from beneficiaries. The Charity's assessment of this risk is that whilst it cannot be totally mitigated, the Charity has learned from its experiences during the COVID-19 pandemic and continues to hold strong levels of liquid reserves which would be available for it to draw upon in the event of another pandemic.

Trustees' responsibility statement

The Trustees are responsible for keeping proper accounting records that disclose, with reasonable accuracy at any time, the financial position of the Charity. These records also allow the Trustees to make sure the financial statements comply with the requirements of the Charities Act 2011.

Charity law also requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Charity and of the results for that period.

In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud.

Auditor

James Cowper Kreston Audit offers itself for re-appointment as auditor for the year beginning 1 January 2023.

Approval of the financial statements

The Trustees confirm this report and accounts comply with the requirements of the Charities Act 2011 and the Charities SORP (FRS102).

The Trustee Body approves the financial statements.

BY ORDER OF THE TRUSTEE BODY

Mr Michael Hill
Chairman of Trustees
Dated: 13th July 2023

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LICENSED TRADE CHARITY

Opinion

We have audited the financial statements of Licensed Trade Charity (the 'parent charity') and its subsidiary (the 'Group') for the year ended 31 December 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, 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 Group's and of the parent charity's affairs as at 31 December 2022 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom including the Financial Reporting Council'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 Group's or the parent 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 Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Part 4 of the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or

- the parent charity's financial statements are not in agreement with the accounting records and returns; or

- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent 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 Group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

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

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

Use of our report

This report is made solely to the 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 members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.
this report, or for the opinions we have formed.

James Cowper Kreston Audit

James Cowper Kreston Audit Chartered Accountants and Statutory Auditor

Reading Bridge House, George Street, Reading, Berkshire, RG1 8LS
Date: 13th July, 2023

James Cowper Kreston Audit is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
INCOME FROM:					
Donations and legacies	4	192,384	100,321	292,705	629,439
Charitable activities:					
School fees		-	22,662,871	22,662,871	20,918,153
Grants		-	83,377	83,377	21,104
Other trading activities:					
Fundraising and events income	5	-	21,594	21,594	7,031
Gross income trading subsidiaries	2	-	675,535	675,535	400,320
Investments	6	-	1,140,112	1,140,112	1,089,769
Other income	7	-	200,759	200,759	306,018
TOTAL		192,384	24,884,569	25,076,953	23,371,834
EXPENDITURE ON:					
Raising funds:					
Costs of generating voluntary income	8	-	124,770	124,770	158,285
Expenditure trading subsidiaries	2	-	301,432	301,432	239,426
Investment management costs	10	-	498,861	498,861	556,373
Cost of events	9	-	65,616	65,616	78,338
Charitable activities:					
Schools	11	57,835	20,352,725	20,410,560	18,835,151
Grants		139,753	490,762	630,515	1,024,188
Bursaries		-	300,950	300,950	362,188
Charity Services	12	-	819,233	819,233	816,486
Support costs	13	-	488,408	488,408	444,741
TOTAL	14	197,588	23,442,757	23,640,345	22,515,176
NET INCOME BEFORE NET (LOSSES)/GAINS ON INVESTMENTS		(5,204)	1,441,812	1,436,608	856,658
Net (losses)/gains on investments	16	-	(5,700,165)	(5,700,165)	3,268,408
NET (EXPENDITURE)/INCOME		(5,204)	(4,258,353)	(4,263,557)	4,125,066
Transfer of funds		(58,100)	58,100	-	-
Income from associate company	3	-	121,557	121,557	42,950
Actuarial gains on defined benefit pension schemes		-	643,000	643,000	2,358,000
NET MOVEMENT IN FUNDS		(63,304)	(3,435,696)	(3,499,000)	6,526,016
RECONCILIATION OF FUNDS:					
TOTAL FUNDS AT 1 JANUARY		373,114	68,913,516	69,286,630	62,760,614
TOTAL FUNDS AT 31 DECEMBER		309,810	65,477,820	65,787,630	69,286,630

All activities relate to continuing operations. The notes on pages 41 to 60 form part of these financial statements.

CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2022

	Note	£	2022 £	£	2021 £
FIXED ASSETS					
Tangible assets	17		**29,729,292**		30,670,307
Investments at market value	20		**39,414,746**		44,601,514
Investment in associate company	18		**1,405,055**		1,308,501
			70,549,093		76,580,322
CURRENT ASSETS					
Debtors	21	**5,528,683**		4,983,499	
Cash at bank		**9,137,390**		5,795,671	
		14,666,073		10,779,170	
CREDITORS: Amounts falling due within one year	22	**(11,999,400)**		(9,937,321)	
NET CURRENT ASSETS			**2,666,673**		841,849
TOTAL ASSETS LESS CURRENT LIABILITIES			**73,215,766**		77,422,171
CREDITORS: amounts falling due after more than one year	23		**(6,068,136)**		(6,592,541)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			**67,147,630**		70,829,630
Defined benefit pension scheme liability	27		**(1,360,000)**		(1,543,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			**65,787,630**		69,286,630
CHARITY FUNDS					
Restricted funds	24		**309,810**		373,114
Unrestricted funds:	24				
Unrestricted funds excluding pension liability		**66,837,820**		70,456,516	
Pension reserve		**(1,360,000)**		(1,543,000)	
Total unrestricted funds			**65,477,820**		68,913,516
TOTAL FUNDS			**65,787,630**		69,286,630

The financial statements were approved by the Trustees on 13th July, 2023 and signed on their behalf by:

.....

Mr Michael Hill

The notes on pages 41 to 60 form part of these financial statements.

CHARITY BALANCE SHEET
AS AT 31 DECEMBER 2022

	Note	£	2022 £	£	2021 £
FIXED ASSETS					
Tangible assets	17		**29,729,292**		30,670,307
Investment in subsidiary	19		**5,000**		5,000
Investments at market value	20		**39,414,746**		44,601,514
Investment in associate company	18		**500,025**		500,025
			69,649,063		75,776,846
CURRENT ASSETS					
Debtors	21	**5,917,502**		5,404,579	
Cash at bank		**9,028,980**		5,349,307	
		14,946,482		10,753,886	
CREDITORS: amounts falling due within one year	22	**(12,290,115)**		(9,917,038)	
NET CURRENT ASSETS			**2,656,367**		836,848
TOTAL ASSETS LESS CURRENT LIABILITIES			**72,305,430**		76,613,694
CREDITORS: amounts falling due after more than one year	23		**(6,068,136)**		(6,592,541)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			**66,237,294**		70,021,153
Defined benefit pension scheme liability	27		**(1,360,000)**		(1,543,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			**64,877,294**		68,478,153
CHARITY FUNDS					
Restricted funds	24		**309,810**		373,114
Unrestricted funds:					
Unrestricted funds excluding pension liability		**65,927,484**		69,648,039	
Pension reserve		**(1,360,000)**		(1,543,000)	
Total unrestricted funds			**64,567,484**		68,105,039
TOTAL FUNDS			**64,877,294**		68,478,153

The financial statements were approved by the Trustees on 13th July, 2023 and signed on their behalf by:

.....

Mr Michael Hill

The notes on pages 41 to 60 form part of these financial statements.

CONSOLIDATED CASH FLOW STATEMENT
AS AT 31 DECEMBER 2022

	Note	2022 £	2021 £
NET CASH PROVIDED BY OPERATIONS		**4,186,012**	1,159,513
CASH FLOWS FROM INVESTING ACTIVITIES			
Dividends, interest and rents from investments		**1,140,112**	1,089,769
Purchase of fixed assets	**17**	**(950,157)**	(979,173)
Proceeds from the sale of fixed assets		**83,500**	7,740
Purchase of investments	**20**	**(5,374,339)**	(7,435,755)
Proceeds from the sale of investments		**4,860,942**	7,583,322
Net cash (used in) / generated by investing activities		**(239,942)**	265,903
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of loans		**(604,351)**	(588,663)
Net cash used in financing activities		**(604,351)**	(588,663)
Change in cash and cash equivalents in the year		**3,341,719**	836,753
Cash and cash equivalents brought forward		**5,795,671**	4,958,918
Cash and cash equivalents carried forward		**9,137,390**	5,795,671
NET MOVEMENT IN FUNDS		**(3,499,000)**	6,526,016
Adjustments for:			
Dividends, interest and rents from investments		**(1,140,112)**	(1,089,769)
Depreciation charges	**17**	**1,862,527**	1,967,377
(Gain)/loss on disposal of fixed assets		**(54,855)**	118,510
Fair value losses/(gains) made on investments		**5,700,165**	(3,268,408)
Increase in debtors	**21**	**(545,184)**	(519,323)
Increase/(decrease) in creditors	**22 / 23**	**2,142,025**	(158,940)
Decrease in provision for defined benefit pension scheme		**(183,000)**	(2,373,000)
Income from associate company	**3**	**(96,554)**	(42,950)
NET CASH PROVIDED BY OPERATIONS		**4,186,012**	1,159,513

The notes on pages 41 to 60 form part of these financial statements.

1 . ACCOUNTING POLICIES

Licensed Trade Charity is an unincorporated charity. It is registered in England and Wales with Charity Registered number 230011. The principal address of the Charity is Heatherley, London Road, Ascot, Berkshire, SL5 8DR.

1.1 Basis of Accounting

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition issued on 1 January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

These provisions mean that the consolidated financial statements have been prepared to aggregate the Charity together with its trading subsidiary, Elvian Limited.

The Charity constitutes a public benefit entity as defined by FRS 102.

1.2 Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenditure during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Tangible Fixed Assets (see note 17)

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values may vary depending upon the type of asset and its use and management use historic experience to assess these factors.

Pension Commitments (see note 27)

Various assumptions are made in reporting the performance of the Charity's pension scheme.
A valuation is carried out for reporting purposes by a qualified independent actuary. The principal actuarial assumptions made are disclosed in note 27.

Investment Properties (see note 20)

Residential investment property valuations are made annually by management, based upon external indications of value and consideration of market conditions. Commercial investment properties are valued annually by qualified independent Chartered Surveyors.

1.3 Basis of Consolidation

The Licensee & Morning Advertiser and the assets of the Pub, Club and Leisure Show Limited were incorporated into The Morning Advertiser Limited (MA Ltd) in January 2000. At that time the Charity owned £75 shares and William Reed Holdings Limited owned £25 shares. The financial statements of MA Ltd were consolidated into William Reed Holdings Limited financial statements as a subsidiary since it had a majority representation on the Board of Directors. The Charity's investment was shown as an investment in a joint venture.

1 . ACCOUNTING POLICIES (continued)

1.3 Basis of Consolidation (continued)

In March 2002, William Reed Holdings Limited bought £50 of the Charity's shares and the Charity became a minority shareholder with a 25% shareholding.

Under the Charities SORP (FRS102), the Charity treats MA Ltd as an associate company in its financial statements (see note 3) and consolidates that percentage of its shareholding (25%) of its income and expenditure into its Consolidated Statement of Financial Activities.
The MA Ltd's year end is 31 March and so unaudited management accounts have been taken for the company's financial year. The Charity's investment is shown as an investment in an associate company (see note 18).

1.4 Going Concern

Based on a review of financial projections and taken together with existing group financing facilities the Trustees believe that the financial statements have been prepared appropriately on the going concern basis.

1.5 Fund Accounting

The Charity's funds consist of general funds which the Charity may use for its purposes at its discretion. When donors indicate that an amount is for a specific purpose, such amounts are treated as restricted funds.

1.6 Donation Income

Donation income is accounted for on a cash received basis.

1.7 Gift Aid

Voluntary income by way of gift aid is credited in the year it is receivable. Corporate gift aid is received gross of tax, but the Charity is able to recover basic rate income tax from UK individual tax payers and such gift aid donations are shown gross of the relevant credit.

1.8 Income from Investments

Investment income comprises dividends received during the accounting period and interest received on listed and unlisted investments.

1.9 School Fees

School fees are accounted for in the period to which they relate and are shown gross, including bursaries paid by the Charity, on the Statement of Financial Activities.

1.10 Government Grants

Government Grants relating to the Coronavirus Job Retention Scheme included within other income are recognised as receivable in the period in which the corresponding expense has been incurred.

1 . ACCOUNTING POLICIES (continued)

1.11 Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

School Buildings	-	at 2.00% on cost
Building Improvements	-	at various rates between 6.67% and 20.00%
Motor Vehicles	-	at 25.00% on cost
Furniture & Fittings	-	at various rates between 6.67% and 20.00%
IT Equipment	-	at 33.33% on cost
Land	-	not depreciated

Items costing less than £1,000 are written off as an expense when acquired.

1.12 Allocation of Central Support Costs

Central costs are allocated between the following categories: Investments, Schools, Fundraising, Event costs, Charity Services, Subsidiary and Support (including governance costs).

The method of allocation for costs, which cannot be specifically allocated to each category, is based on the time spent on each category by each management function. Allocations for the year ending 31 December 2022 are as follows:-

Type of expense	Management	Professional	Establishment	Other	Total
Method of allocation	Time	Usage	Usage	Per capita	
Functions	£000's	£000's	£000's	£000's	£000's
Investments	83	197	-	218	498
Schools	344	147	3	360	854
Generating Voluntary Income	92	9	-	23	124
Events	48	5	-	12	65
Charity Services	604	62	2	152	820
Subsidiary	16	9	-	24	49
Support	298	5	1	185	489
Total	1,485	434	6	974	2,899

Support costs comprise the costs of running the Charity including strategic planning, internal and external audit, legal advice, Trustees expenses and all of the costs of complying with statutory requirements such as the preparation of statutory financial statements and meetings of the Trustee Body and its sub committees (note 13).

Charity Services costs comprise staff and other costs incurred in helping those in need including advising on their qualification for state benefits, preparing their cases for submission to the Charity Services committee, giving emotional support and arranging payments for agreed grants.

1 . ACCOUNTING POLICIES (continued)

1.13 Pension Costs

Teaching staff employed by the Licensed Trade Charity are eligible for membership of the Teachers' Pension Scheme, which is a national statutory contributory, defined benefit scheme administered by the Teachers' Pension Scheme, an agency of the Department for Education. Pension costs are assessed in accordance with the advice of the Government Actuary. Although this is a multi-employer scheme whose assets and liabilities are not separately identifiable, under the Charities SORP (FRS 102) it is treated as a defined contribution scheme with a charge to the accounts for the contributions paid and relevant disclosures about the scheme as a whole provided in note 27.

In addition, the Charity operates a defined benefit pension scheme for its non teaching staff. This is funded by contributions at rates determined by independent, qualified actuaries. These contributions are invested separately from the Charity's assets and are charged to the Statement of Financial Activities and relevant disclosures about the scheme are provided in note 27.

The Charity is subject to the automatic enrolment legislation. All eligible employees of the Charity that do not join the appropriate final salary scheme are automatically enrolled into a group pension plan, with employer pension contributions charged to the Statement of Financial Activities in the year in which they arise.

1.14 Investments

Listed Investments
Investments are included in the financial statements at mid-market value as at the year end. Realised and unrealised gains and losses are recognised as they arise and are included separately in the Statement of Financial Activities.

Investment in Associate
As at 31 December 2022, the Charity holds a minority shareholding in an associate company, The Morning Advertiser Limited. The share of the associate's profits are shown as income from associate in the Consolidated Statement of Financial Activities.

The Charity's interest is recorded as follows:
In the Consolidated Balance Sheet, shares at cost and minority reserves accumulated to date.
In the Charity's Balance Sheet, the cost of the shares in the associated company is shown.

1.15 Investment Properties

Investment properties are stated at open-market valuation. Realised and unrealised gains and losses are recognised as they arise and are included separately in the Statement of Financial Activities.

1.16 Stocks

School books and other teaching materials are written off in the year of acquisition.

1.17 Debtors

Trade debtors, other debtors and prepayments are recognised at their settlement amount.

1 . ACCOUNTING POLICIES (continued)

1.18 Creditors and Provisions

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

1.19 Advance Fee Plan Scheme Payments

Amounts received under the school's advance fee plan scheme which have not been used to settle school fees are recognised as deferred income within current liabilities where education will be provided within one year of the reporting date and within non-current liabilities where education will be provided in subsequent years.

1.20 Financial Instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. The basic instruments are held at amortised cost and at fair value (note 31).

2 . NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARIES

The Charity has one wholly owned trading subsidiary, Elvian Limited. Elvian Limited pays its taxable profits to the Charity under a deed of covenant and its audited financial statements are filed with the Registrar of Companies. The Company has not recognised a corporation tax charge in the year as taxable profits will be distributed in full to the parent charity within nine months of the year end and charitable donations relief will be claimed under Part 6 (s189) of the Corporation Tax Act 2010 .

Elvian Limited's audited results are as follows:

Profit and Loss Account	2022 £	2021 £
Turnover	**675,535**	400,320
Cost of sales	**(142,982)**	(86,356)
Gross profit	**532,553**	313,964
Administration costs	**(158,450)**	(153,070)
Net profit	**374,103**	160,894
Profit gifted to parent charity under deed of covenant	**(374,103)**	(160,894)
Profit retained in subsidiary	**-**	-

3 . NET INCOME FROM TRADING ACTIVITIES OF ASSOCIATE COMPANY

The Charity has a 25% shareholding in The Morning Advertiser Limited (MA Ltd). The principal activity of this company is the publication of a fortnightly trade journal "The Morning Advertiser" which the Charity had managed for 200 years before transferring its management to William Reed Publishing Ltd in 2000.

The Morning Advertiser Limited's unaudited results are as follows:

	2022 £	2021 £
Revenue	**2,358,025**	1,441,571
Cost of sales	**(578,091)**	(990,815)
Gross profit	**1,779,934**	450,756
Overhead costs	**(1,293,705)**	(278,956)
Profit for the year	**486,229**	171,800
Reserves brought forward	**5,234,004**	5,062,204
Dividend paid in year	**(100,005)**	-
Reserves carried forward	**5,620,228**	5,234,004

The Charity's share of the total profit for the year resulting from its investment in MA Ltd is £121,557 (2021: £42,950). The Charity received £25,000 (2021: £nil) dividend income from MA Ltd during the year.

4 . DONATIONS AND LEGACIES

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Donations	**192,384**	**100,321**	**292,705**	629,439

In 2021, of the donations and legacies income, £544,754 related to restricted funds and £84,685 related to unrestricted funds.

5 . FUNDRAISING AND EVENTS INCOME

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Fundraising and events income	**-**	**21,594**	**21,594**	7,031

In 2021, all amounts related to unrestricted funds.

6 . INVESTMENT INCOME

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Rental income	**-**	**119,676**	**119,676**	133,539
Income from investments	**-**	**997,687**	**997,687**	956,190
Bank deposit interest	**-**	**22,749**	**22,749**	40
	-	**1,140,112**	**1,140,112**	1,089,769

In 2021, all amounts related to unrestricted funds.

7 . OTHER INCOME

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Coronavirus job retention scheme	**-**	**-**	**-**	67,486
Other	**-**	**200,759**	**200,759**	238,532
	-	**200,759**	**200,759**	306,018

In 2021, all amounts related to unrestricted funds.

8 . COSTS OF GENERATING VOLUNTARY INCOME

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Staff costs	**-**	**91,932**	**91,932**	75,356
Administration and depreciation	**-**	**32,838**	**32,838**	82,929
	-	**124,770**	**124,770**	158,285

In 2021, all amounts related to unrestricted funds.

9 . COST OF EVENTS

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Staff costs	-	48,347	48,347	57,781
Administration and depreciation	-	17,269	17,269	20,557
	-	65,616	65,616	78,338

In 2021, all amounts related to unrestricted funds.

10 . INVESTMENT MANAGEMENT COSTS

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Investment advice	-	157,160	157,160	171,587
Property charges	-	21,102	21,102	37,429
Interest paid on loan for investments	-	196,631	196,631	232,231
Staff costs	-	82,765	82,765	82,730
Administration and depreciation	-	41,203	41,203	32,396
	-	498,861	498,861	556,373

In 2021, all amounts related to unrestricted funds.

11 . COST OF RUNNING SCHOOLS

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Staff costs	-	12,047,299	12,047,299	11,314,140
Catering and cleaning	-	1,810,581	1,810,581	1,546,207
Establishment costs	-	492,516	492,516	475,748
Administration, loss on disposal and depreciation	57,835	4,821,352	4,879,187	4,439,739
Other costs	-	1,180,977	1,180,977	1,059,317
	57,835	20,352,725	20,410,560	18,835,151

In 2021, of the cost of running schools, £58,634 related to restricted funds and £18,776,517 related to unrestricted funds.

12. CHARITY SERVICES

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Staff costs	-	603,624	603,624	530,990
Administration and depreciation	-	215,609	215,609	285,496
	-	819,233	819,233	816,486

In 2021, all amounts related to unrestricted funds.

13. SUPPORT COSTS

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Governance costs				
Auditor's remuneration	-	24,300	24,300	26,760
Auditor's remuneration - non audit	-	1,890	1,890	3,174
Other committee expenses	-	2,207	2,207	3,559
Trustees' allowances - chairman	-	-	-	1,590
Trustees' travel expenses	-	38,549	38,549	14,951
Other support costs				
Legal and professional	-	30,521	30,521	62,730
Bank charges and interest	-	1,408	1,408	429
Staff costs	-	296,524	296,524	239,887
Administration and depreciation	-	93,009	93,009	91,661
	-	488,408	488,408	444,741

In 2021, all amounts related to unrestricted funds.

14. TOTAL RESOURCES EXPENDED

	Staff Costs £	Depreciation £	Other Costs £	2022 £	2021 £
School running costs	11,703,044	1,705,909	6,146,855	19,555,808	18,081,469
School support costs	344,255	84,666	425,831	854,752	753,682
Investment costs	82,765	4,903	411,193	498,861	556,373
Cost of trading subsidiary	17,205	5,415	278,812	301,432	239,426
Fundraising events	48,347	2,864	14,405	65,616	78,338
Support costs	296,524	17,566	174,318	488,408	444,741
Grants	-	-	630,515	630,515	1,024,188
Bursaries	-	-	300,950	300,950	362,188
Charity Services costs	603,624	35,758	179,851	819,233	816,486
Costs generating voluntary income	91,932	5,446	27,392	124,770	158,285
	13,187,696	1,862,527	8,590,122	23,640,345	22,515,176

All grants are paid to individuals in line with our objectives.

15. STAFF COSTS

	2022 £	2021 £
Wages and salaries	10,016,290	9,005,396
Social security	1,030,810	884,843
Pension costs	2,084,964	1,996,524
Re-organisation costs	8,288	28,795
Other staff costs	47,344	409,195
	13,187,696	12,324,753

15 . STAFF COSTS (continued)

Employee emoluments	2022	2021
£ 60,000 - £ 70,000	5	5
£ 70,000 - £ 80,000	3	2
£ 80,000 - £ 90,000	0	1
£ 90,000 - £100,000	0	1
£100,000 - £110,000	2	2
£110,000 - £120,000	2	0
£130,000 - £140,000	0	1
£150,000 - £160,000	0	1
£160,000 - £170,000	1	0
£230,000 - £240,000	0	1
£240,000 - £250,000	1	0

Employee emoluments include remuneration and benefits-in-kind, as defined for taxation purposes. All the employees except for six in the above emolument bands are members of defined benefit pension scheme.

The Charity considers its key management personnel to comprise of the Trustees and the Chief Executive, Executive Director Education and Operations, Finance Director, HR Director, Director of SEN and Principal of LVS Ascot. The total employment benefits including employer national insurance and pension contributions of the key management personnel were £994,015 (2021: £951,120).

No Trustees received any remuneration in 2022 or 2021. During the year expenditure of £38,549 (2021: £16,541) was re-imbursed to or paid on behalf of fifteen Trustees.

The average number of employees analysed by function is as follows:

	2022	2021
Direct charitable expenditure:		
School	294	273
Other	1	1
	295	274
Fundraising and publicity	4	4
Welfare	7	6
Management and administration	21	22
	32	32
	327	306

16 . REALISED AND UNREALISED INVESTMENT GAINS & LOSSES

	2022 £	2021 £
Unrealised (losses)/gains on investment revaluation	(5,995,411)	1,566,765
Realised gains on sale of investments	295,246	1,701,643
	(5,700,165)	3,268,408

17 . TANGIBLE FIXED ASSETS

	Land and Buildings £	Building Improvements £	Motor Vehicles £	Equipment, Fixtures and Fittings £	Total £
Group					
Cost					
At 1 January 2022	28,146,873	21,188,970	372,985	3,612,635	53,321,463
Additions	-	428,699	176,138	345,320	950,157
Disposals	-	-	(135,332)	-	(135,332)
At 31 December 2022	28,146,873	21,617,669	413,791	3,957,955	54,136,288
Depreciation					
At 1 January 2022	14,146,783	6,115,041	253,476	2,135,856	22,651,156
Charge for the year	547,460	871,495	65,508	378,064	1,862,527
On disposals	-	-	(106,687)	-	(106,687)
At 31 December 2022	14,694,243	6,986,536	212,297	2,513,920	24,406,996
Net book value					
At 31 December 2022	13,452,630	14,631,133	201,494	1,444,035	29,729,292
At 31 December 2021	14,000,090	15,073,929	119,509	1,476,779	30,670,307

	Land and Buildings £	Building Improvements £	Motor Vehicles £	Equipment, Fixtures and Fittings £	Total £
Charity					
Cost					
At 1 January 2022	28,146,873	21,188,970	372,985	3,612,635	53,321,463
Additions	-	428,699	176,138	345,320	950,157
Disposals	-	-	(135,332)	-	(135,332)
At 31 December 2022	28,146,873	21,617,669	413,791	3,957,955	54,136,288
Depreciation					
At 1 January 2022	14,146,783	6,115,041	253,476	2,135,856	22,651,156
Charge for the year	547,460	871,495	65,508	378,064	1,862,527
On disposals	-	-	(106,687)	-	(106,687)
At 31 December 2022	14,694,243	6,986,536	212,297	2,513,920	24,406,996
Net book value					
At 31 December 2022	13,452,630	14,631,133	201,494	1,444,035	29,729,292
At 31 December 2021	14,000,090	15,073,929	119,509	1,476,779	30,670,307

18 . INVESTMENT IN ASSOCIATE COMPANY

In 2000, the Charity incorporated the assets of its publishing division The Licensee and Morning Advertiser and its trading company Pub, Club and Leisure Show Limited into The Morning Advertiser Limited.

The funding for the company was raised by the issue of shares and debentures. The shareholding at 31 December 2001 was £75 held by the Charity and £25 held by William Reed Holdings Limited.

In March 2002, William Reed Holdings Limited exercised its option to buy £50 of the Charity's shares in The Morning Advertiser Limited for £465,000 and both parties agreed to defer the maturity dates on their debentures from 2005 to 2010.

In March 2003, The Morning Advertiser Limited de-merged Pub, Club and Leisure Show Company Limited which has been dormant since its integration into The Morning Advertiser Limited and the Charity bought it for £1. The Pub, Club and Leisure Show Company Limited was dissolved on 21 August 2012.

Between 2001 and the rights issue in 2009, the losses incurred by The Morning Advertiser Limited were funded by the debentures and unsecured funding from William Reed Holdings Limited.

In 2009, shareholders decided to recapitalise The Morning Advertiser Limited by repaying its debentures and issuing a rights issue under the new percentage split of the shareholding. The Charity owned £404,813 of the debentures and its share of the £2million rights issue was £500,000. The net payment into The Morning Advertiser Limited was therefore £95,117 with the Charity accepting £500,000 shares in exchange for surrendering £408,813 debentures. This has been used partly to finance The Morning Advertiser Limited and partly to repay the unsecured loan to William Reed Holdings Limited.

In the Consolidated Balance Sheet, the value of the Charity's investment in The Morning Advertiser Limited as at 31 December 2022 is represented by the cost of its shares of £500,025 and its minority share of reserves at 31 December 2022 of £905,030 totalling £1,405,055. In the Charity's Balance Sheet, only the cost of £500,025 is shown.

Initially the Trustees considered the venture with William Reed Holdings Limited to be a joint venture but following the disposal of their majority holding, now regard it as an associate company and adopt the treatment required by the Charities SORP (FRS102).

The Morning Advertiser Limited has a 31 March year end and therefore results shown in note 3 are based on management accounts and statutory financial statements information to bring them in line with the Charity's year end.

19 . INVESTMENT IN SUBSIDIARY

As detailed in note 2, the Charity is the parent company of Elvian Limited with a shareholding of £5,000.

20 . INVESTMENTS AND INVESTMENT PROPERTIES

	2022 £	2022 £	2021 £
STOCK MARKET			
The mid-market value of the investments were:		**21,677,429**	24,950,771
Details of cost are shown below:			
At 1 January 2022	**22,117,178**		
Additions	**5,162,263**		
Disposals	**(4,860,942)**		
At 31 December 2022	**22,418,499**		
PROPERTY FUNDS			
The mid-market value of the investments were:		**12,904,817**	14,818,243
Details of cost are shown below:			
At 1 January 2022	**12,939,892**		
Additions	**212,075**		
Disposals	**-**		
At 31 December 2022	**13,151,967**		
TOTAL INVESTMENTS		**34,582,246**	39,769,014
INVESTMENT PROPERTIES			
The mid-market value of the investments were:		**4,832,500**	4,832,500
Details of cost are shown below:			
At 1 January 2022	**2,024,519**		
Additions	**-**		
Disposals	**-**		
At 31 December 2022	**2,024,519**		
TOTAL INVESTMENTS AND INVESTMENT PROPERTIES		**39,414,746**	44,601,514

All residential investment properties were professionally valued during the year to 31 December 2020, and their values have remained unchanged in the year to 31 December 2022.

21 . DEBTORS

	Group		Charity	
	2022	2021	**2022**	2021
	£	£	**£**	£
Trade debtors	**4,008,779**	3,781,028	**4,285,462**	3,760,612
Due from subsidiary	**-**	-	**113,379**	442,472
Other debtors	**58,327**	249,516	**58,327**	248,540
Prepayments and accrued income	**1,461,577**	952,955	**1,460,334**	952,955
	5,528,683	4,983,499	**5,917,502**	5,404,579

Debtors include a loan of £47,647 (2021: £47,647) to the Hilda Webber Trust. This loan is to provide capital repairs to a property from which the Charity will benefit in the will, to which the Charity's Chief Executive is an Executor.

22 . CREDITORS

Amounts falling due within one year

	Group		Charity	
	2022	2021	**2022**	2021
	£	£	**£**	£
Bank loans	**658,006**	608,742	**658,006**	608,742
Trade creditors	**410,831**	448,939	**416,137**	448,939
Other taxation and social security	**291,861**	254,681	**291,861**	254,681
Other creditors and accruals	**2,569,717**	2,113,414	**2,855,126**	2,093,131
Deferred income	**8,068,985**	6,511,545	**8,068,985**	6,511,545
	11,999,400	9,937,321	**12,290,115**	9,917,038

23 . Amounts falling due after more than one year

	Group		Charity	
	2022	2021	**2022**	2021
	£	£	**£**	£
Bank loans	**5,353,969**	6,007,584	**5,353,969**	6,007,584
Deferred income	**714,167**	584,957	**714,167**	584,957
	6,068,136	6,592,541	**6,068,136**	6,592,541

Creditors include amounts not wholly repayable within 5 years as follows:

	Group		Charity	
	2022	2021	**2022**	2021
	£	£	**£**	£
Repayable by instalments	**5,353,969**	6,007,584	**5,353,969**	6,007,584

23 . Amounts falling due after more than one year (continued)

The Allied Irish bank loan is secured on the Charity's Ascot site which represents 37% of the net book value of the property, which is included in the financial statements at £13,716,142. The Lloyds Bank loan is secured on the Charity's Hassocks site which represents 9% of the net book value of the property, which is included in the financial statements at £7,650,276

Changes in the balance of deferred income are recognised in the Statement of Financial Activities during the year.

In 2022 the Charity held an overdraft facility with SG Hambros for £1.5million. This facility was not used during the year.

24 . SUMMARY OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Gains / (Losses) £	Transfers	Carried Forward £
General funds	**68,717,849**	24,884,569	(23,442,757)	(4,935,608)	115,988	**65,340,041**
Designated funds	**195,667**	-	-	-	(57,888)	**137,779**
Total unrestricted funds	**68,913,516**	24,884,569	(23,442,757)	(4,935,608)	58,100	**65,477,820**
Restricted funds	**373,114**	192,384	(197,588)	-	(58,100)	**309,810**
	69,286,630	25,076,953	(23,640,345)	(4,935,608)	-	**65,787,630**

Designated funds relate to amounts set aside by the Trustees for potential future payments to certain beneficiaries and does not meet the conditions to be recorded as a liability. During 2018 Sodexo made a capital investment of £399,000, which is being depreciated over the length of the contract.

Restricted Funds 2022	Bought Forward £	Income £	Expenditure £	Transfer to unrestricted funds £	Carried Forward £
Hardship Fund 2*	**82,446**	-	-	(82,446)	**-**
Hardship Fund 4*	**794**	-	-	-	**794**
Hardship Fund 5*	**30**	-	-	-	**30**
Hardship Fund 6*	**344**	-	-	-	**344**
Hardship Fund 7*	**-**	150,000	(122,324)	82,446	**110,122**
Grant 2	**6,805**	-	-	(6,805)	**-**
Grant 3	**30,000**	20,000	(15,000)	(30,000)	**5,000**
Welfare Grant	**-**	10,000	-	(10,000)	**-**
Scholarships	**5,333**	-	-	(5,333)	**(0)**
Ascot School	**2,000**	2,429	(2,429)	-	**2,000**
Oxford School	**5,962**	-	-	(5,962)	**0**
Sodexo Capital grants	**239,400**	-	(47,880)	-	**191,520**
Oxford dining room	**-**	9,955	(9,955)	-	**-**
	373,114	192,384	(197,588)	(58,100)	**309,810**

24 . SUMMARY OF FUNDS (continued)

Restricted Funds 2021	Brought Forward	Income	Expenditure	Transfer to unrestricted funds	Carried Forward
	£	£	£	£	£
Hardship Fund 2*	21,238	500,000	(438,792)	-	**82,446**
Hardship Fund 4*	794	-	-	-	**794**
Hardship Fund 5*	-	1,000	(970)	-	**30**
Hardship Fund 6*	-	5,000	(4,656)	-	**344**
Grant 2	6,805	-	-	-	**6,805**
Grant 3	15,000	15,000	-	-	**30,000**
Grant 4	-	1,000	(1,000)	-	-
Welfare Grant	-	10,000	(10,000)	-	-
Scholarships	5,333	-	-	-	**5,333**
Ascot School	-	2,600	(600)	-	**2,000**
Hassocks School	-	100	(100)	-	-
Oxford School	5,962	100	(100)	-	**5,962**
Sodexo Capital grants	287,280	-	(47,880)		**239,400**
Oxford dining room	-	9,954	(9,954)	-	-
	342,412	544,754	(514,052)	0	**373,114**

Hardship Funds *
Donations received to be used to alleviate poverty and hardship endured by employees of the donors and their families.

Grant 2
Restricted to the provision of mental health training for managers in the licensed trade.

Grant 3
Restricted to funding the cost of awards made to sixth form pupils.

Grant 4
Restricted to funding a contribution towards the accommodation costs of an individual.

Welfare Grant
Restricted to grants awarded to individuals living in London.

Sodexo Capital Grant
Restricted expenditure relates to depreciation charges in respect of capital investment made by Sodexo.

25 . ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Tangible fixed assets	191,520	29,537,772	29,729,292	30,670,307
Fixed asset investments	-	40,819,801	40,819,801	45,910,015
Current assets	118,290	14,547,783	14,666,073	10,779,170
Creditors due within one year	-	(11,999,400)	(11,999,400)	(9,937,321)
Creditors due in more than one year	-	(6,068,136)	(6,068,136)	(6,592,541)
Pension scheme liability	-	(1,360,000)	(1,360,000)	(1,543,000)
	309,810	65,477,820	65,787,630	69,286,630

26 . CONTINGENT ASSETS

The Hilda Webber Trust was set up to allow for Hilda Florence Webber's niece to benefit from the accommodation and income generated from two properties in Hove, Sussex. On the death of her niece, the full ownership of the properties will be left to the Charity in Hilda Florence Webber's will to which the Charity's Chief Executive is an Executor.

27 . PENSION COMMITMENTS

The Charity participates in the Teachers' Pension Scheme (TPS) and the Licensed Trade Charity 1967 Life Assurance and Pension Scheme (LTC). The Charity makes contributions to both in accordance with recommended rates. These are both defined benefit schemes. In 2022, the cost of the contributions to these schemes was £2,264,416 (2021: £1,872,530) being £1,551,289 (2021: £966,783) to the TPS and £713,127 (2021: £905,747) to the LTC.

The schemes are accounted for differently as the assets and liabilities of the LTC scheme can be separately identified as belonging to the Licensed Trade Charity. This is not the case for the TPS scheme and only summary information as a whole is provided. During the year, the Charity contributed £156,724 (2021: £119,660) to their defined contribution scheme with Legal & General.

Teachers' Pension Scheme

The Charity participates in the TPS for its teaching staff. This is a multi-employer defined benefits pension scheme and it is not possible or appropriate to identify the assets and liabilities of the TPS which are attributable to the Charity. As required by FRS 102 "Retirement Benefits", the Charity accounts for this scheme as if it were a defined contribution scheme.

The pension charge for the year includes contributions paid to the TPS of £1,551,351 (2021 : £952,917) and contributions accrued at the year end £130,216 (2021: £128,537).

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

The employer contribution rate is set following scheme valuations undertaken by the Government Actuary Department every 4 years. The latest valuation report for the TPS was prepared as at 31 March 2016 and published in March 2019. The report confirmed an employer contribution rate for the TPS of 23.6% from 1 September 2019. A new valuation as at 31 March 2020 is now underway but has yet to be published. Any changes required to contribution rates as a result of the 2020 valuation will be made in 2023.

27 . PENSION COMMITMENTS (continued)

Teachers' Pension Scheme (continued)

The Department for Education has also devolved the scheme administration costs to scheme employers in the form of an administration charge of 0.08% of the employers' salary costs which has resulted in a total employer payment of 23.68%.

Licensed Trade Charity 1967 Life Assurance and Pension Scheme

The Charity operates a defined benefit pension scheme providing benefits based on final pensionable pay. The assets of the Scheme are held separately from those of the Charity, and are invested in a range of funds. Contributions to the scheme are charged to the Statement of Financial Activities so as to spread the cost of pensions over employees' working lives with the Charity. The contributions are determined by a qualified actuary on the basis of triennial valuations based on the projected unit method.

The triennial valuation in April 2020 showed a deficit of £1,761,000. Following this valuation the Charity agreed a deficit recovery plan. The Charity made an additional payment of £500,000 in February 2021, and agreed to make further additional payments of £250,000 in February 2022 and £250,000 in February 2023 should the scheme be in deficit at those time points. The scheme was not in deficit in February 2022 and therefore no additional contribution was required. Following the valuation the employer contribution rate was increased to from 20.00% to 26.00% of pensionable earnings from 1 April 2021. The employer contribution rate will further increase to 31.00% in 2023.

In 2022, the FRS 102 valuation shows a deficit of £1,360,000 (2021: £1,543,000). The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the change in discount rate. The assumptions adopted for the most recent actuarial valuation assumed that investment returns would increase by 3.27% per annum, pensionable salary increases would be 4% in 2022 respectively and 3.27% per annum thereafter, future increases in pension payments would be 3.27% per annum and the discount rates would be 4.77% per annum.

The normal contribution for the period was £715,496 (2021: £405,747). During 2022, the Charity paid contributions to the Scheme at a rate of 26.00% of pensionable salaries.

	2022	2021
	£	£
Fair value of scheme assets	**12,757,000**	21,221,000
Present value of unfunded obligations	**(14,117,000)**	(22,764,000)
Net liability	**(1,360,000)**	(1,543,000)

Changes in the present value of the defined benefit obligation were as follows:

	2022	2021
	£	£
Opening defined benefit obligation	**22,764,000**	23,336,000
Actuarial gains	**(9,442,000)**	(1,383,000)
Current service cost	**1,117,000**	1,045,000
Employee contributions	**22,000**	18,000
Interest costs	**434,000**	316,000
Benefits paid	**(778,000)**	(568,000)
Closing defined benefit obligation	**14,117,000**	22,764,000

27 . PENSION COMMITMENTS (continued)

Changes in the fair value of scheme assets were as follows:

	2022	2021
	£	£
Opening fair value of scheme assets	**21,221,000**	19,420,000
Actual return on scheme assets less expected return	**(8,799,000)**	975,000
Expected return	**400,000**	264,000
Benefits paid	**(778,000)**	(568,000)
Contributions paid by the Charity	**691,000**	1,112,000
Employee contributions	**22,000**	18,000
	12,757,000	21,221,000

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

	2022	2021
Equities	**34.00%**	24.00%
Diversified Growth Fund	**6.00%**	35.00%
Bonds	**4.00%**	2.00%
Other assets and cash	**56.00%**	39.00%

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2022	2021
Discount rate	**4.77%**	1.89%
Inflation	**3.27%**	3.48%
Rate of increase in salaries - year 1	**4.00%**	6.00%
Rate of increase in salaries - year 2 onwards	**3.27%**	3.48%
Limited price indexation pension increase capped at 5.0%	**3.17%**	3.35%
Limited price indexation pension increase capped at 2.5%	**2.20%**	2.26%

Amounts for the current and previous four periods are as follows:

Defined benefit pension schemes

	2022	2021	2020	2019	2018
	£	£	£	£	£
Defined benefit obligation	**(14,117,000)**	(22,764,000)	(23,336,000)	(19,563,000)	(17,034,000)
Scheme assets	**12,757,000**	21,221,000	19,420,000	17,096,000	15,587,000
Deficit	**(1,360,000)**	(1,543,000)	(3,916,000)	(2,467,000)	(1,447,000)
Experience adjustments on scheme liabilities	**(300,000)**	(300,000)	156,000	59,000	(9,000)
Experience adjustments on scheme assets	**(8,799,000)**	975,000	1,898,000	1,106,000	(758,000)

28 . RELATED PARTY TRANSACTIONS

There were no related party transactions between the Charity and the Trustees during the year.

29 . OPERATING LEASES COMMITMENTS

At 31 December 2022 the Group had future minimum lease payments under non-cancellable operating leases.

	2022	2021
	£	£
Within one year	**183,884**	240,140
Later than one year but within five years	**88,815**	239,071
	272,699	479,211

30 . CAPITAL COMMITMENTS

At 31 December 2022 the Group had no capital commitments.

31 . FINANCIAL INSTRUMENTS

	Group		**Charity**	
	2022	2021	**2022**	2021
	£	£	**£**	£
Cash and cash equivalents	**9,137,390**	5,795,671	**9,028,980**	5,349,307
Financial assets measured at amortised cost	**4,067,106**	4,030,544	**4,457,168**	4,451,624
Financial assets measured at fair value	**34,582,246**	39,769,014	**34,582,246**	39,769,014
	47,786,742	49,595,229	**48,068,394**	49,569,945
Financial liabilities measured at amortised cost	**(9,284,384)**	(9,433,360)	**(9,575,099)**	(9,413,077)

Financial assets measured at amortised cost comprise trade debtors, amounts owed by group undertakings and other debtors. Financial assets measured at fair value comprise listed investments.
Financial liabilities measured at amortised costs comprise bank loans, trade creditors, amounts owed to group undertakings and other creditors.

LICENSED TRADE CHARITY

Licensed Trade Charity
Heatherley, London Road
Ascot, Berkshire SL5 8DR

Telephone
01344 884440

Email
info@ltcharity.org.uk

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Helpline
0808 801 0550
now open 24 hours 365 days per year

Registered Charity No. 230011

Design: Wave
Printed on recycled paper

THE LICENSED TRADE CHARITY

England & Wales - Charity number 230011

Accounts

LICENSED TRADE CHARITY

Trustees' Report

and Financial Statements for the year ended 31 December 2021

Working together

LICENSED TRADE CHARITY

Patron HM The Queen

LVS

Ascot

A Co-educational Day & Boarding School for young people aged 4 - 18

Patron HM The Queen

LVS

Hassocks

A unique, positive education for young people on the autism spectrum

Patron HM The Queen

LVS

Oxford

A unique, positive education for young people on the autism spectrum

Reference and administrative details of the Charity, its Trustees and advisors for the year ended 31 December 2021

Trustees

Anita Adams (Chair – Ascot Governing Body)

Tracy Bird

Roy Boulter (Immediate Past Chairman)

Toby Brett (Chair – Membership)

Gerry Cleary

Mike Clist (Vice Chair of Governors – Hassocks Governing Body)

Pat Duddy (Vice Chair – Charity Services)

Ludovick Halik (Vice Chair – Oxford Governing Body)

Mike Hill (Chairman appointed 7th October 2021 and Chair of Governors – Hassocks Governing Body)

Ian Inder

Annette King (Chair – Charity Services)

Ajith Jayawickrema (appointed 7th October 2021)

Anthony Mears (resigned 7th October 2021)

Jeremy Phillips QC

Peter Raynsford (Chair – Pension Committee)

Pauline Ross (Chair – Oxford Governing Body and Vice Chair – Ascot Governing Body)

Trevor Sparks

Paul Wigham (Chair – Investment Committee)

George Wishart (appointed 7th October 2021)

Chief Executive Officer

James Brewster

Charity Registered Number

230011

Registered Office

Heatherley, London Road, Ascot, Berkshire SL5 8DR

Auditors

James Cowper Kreston, Reading Bridge House, George Street, Reading, Berkshire RG1 8LS

Bankers

Lloyds Bank Plc, 10 High Street, Bracknell, RG12 1BT

Solicitors

Hunters, 9 New Square, Lincolns Inn, London WC2A 3QN

Contents

Message from the Chairman

Mike Hill
Chairman of Trustees

This is the first year that I write the introduction to the Trustees' Report and Financial Statements.

I would like to pay tribute to Roy Boulter, who served as Chairman of the Licensed Trade Charity for seven years until October 2021. I am delighted that Roy will remain as a Trustee and has now become a Governor at LVS Oxford. He also continues as a Director of the Morning Advertiser. Under Roy's guidance, the Charity has faced some difficult periods, particularly during the last two years due to the COVID-19 pandemic. He, along with my fellow Trustees, the Executive team and senior leaders, have all steered the organisation through this period with outstanding results. It is a privilege for me to now take on the mantle of Chairman and I thank the Trustees for their confidence in me and their unwavering support.

The results for the year ended 31st December 2021 have been quite remarkable. Our 'Objects' of helping those from the licensed trade who are facing ill health, hardship or needing educational support I am proud to say, have been met and exceeded expectations. This is in addition to providing education at our three schools.

My admiration goes to all our schools – with the combination of online teaching and face to face delivery of lessons, LVS Ascot has been seen as the benchmark by many in their peer group. The Principal, Christine Cunniffe, has become well known for her regular online presentations to parents and her media coverage on programmes such as "This Morning" as a voice of authority in education. The academic results continue to be excellent, with pupils completing their education as well-rounded individuals.

Our specialist schools, LVS Hassocks and LVS Oxford, delivered the majority of their teaching on site and remained open during the lockdown periods. I have to say, our Principals, Jen Weeks at LVS Hassocks and Ian Peters at LVS Oxford, under the guidance of Sarah Sherwood, Director of SEN, continued to provide excellent teaching and vocational activities for their learners, during what was a very anxious time for many of these students. Both schools brought on board a number of new staff during this time and they continued to innovate with several awards being won by LVS Hassocks. We are very proud of their achievements.

The heart of the Charity is the delivery of support to those in need by our Charity Services team. I applaud them for dealing with the vast volume of requests for help and their engagement with our Volunteers. I would like to thank all those companies that have helped us raise awareness and given us financial support which has enabled us to help so many individuals.

Often it is the support departments that are forgotten, but are very much the backbone in delivering services to our customers, staff, supporters and Volunteers, whether that be HR, catering, cleaning, maintenance and facilities management, administration, finance, IT and marketing. All of these departments are, at times, having to work remotely yet have ensured the smooth running of the organisation. I pass on my sincere thanks to these highly professional teams.

Both the operational and financial results for the year ending December 2021 are quite outstanding

and my heartfelt thanks go to all at the Licensed Trade Charity for this achievement. I would also like to thank those who have left the organisation during 2021 but who have also contributed to these results.

I was delighted to welcome two new Trustees to the board – Ajith Jayawickrema and George Wishart – at our AGM and Court in October 2021. I know that they will both add great value to the organisation.

Sadly, since starting to write this introduction, we have lost three former Trustees who have been the backbone of the Charity – Eric Morgan, Barbara Williams and Jeff Booth. Our thoughts and prayers go to all their families. We should never underestimate the dedication and input that they gave to the Licensed Trade Charity.

Chief Executive's Report

James Brewster
Chief Executive

I concur with the Chairman that 2021 has, again, been an extraordinary year, not only in the level of support we have given to the industry but in maintaining the financial and operational results of the Licensed Trade Charity.

I had hoped that 2021 would be less frenetic than the previous year and that the COVID-19 pandemic would be behind us, enabling a return to a sense of normality. However, we continued to face the escalation of COVID-19 with new variants, further lockdowns and businesses continuing to be badly affected. The reintroduction of working from home and remote learning for a period of time, together with further demands put on our Charity Services team, is a testament to the agility of the organisation.

Demand for our services remained high and we have been proud to play our part in continuing to support licensed hospitality people helping over 120,000 since the start of COVID-19 and giving over £3.3million in grants and services.

The lessons learnt from the previous year stood us in good stead to handle the difficulties of 2021. With the actions taken to ensure a smooth management of both our educational services and the delivery of charity support to the industry, we were able to adapt to the changing environment rapidly. Our teams all rose to the various challenges with enthusiasm and true professionalism. We should all have great pride in the work undertaken.

During the year ending December 2021, we set ourselves the goal of commencing a two-year recovery plan to enable the Charity to be in a more positive financial position, in line with pre-pandemic levels. This began with reviewing both operational and capital costs. Whilst we had set realistic budgets for all areas of the organisation, we still faced many challenges and it was evident that, with the cost controls that had been put in place, a further re-forecast would need to be undertaken. We achieved a much better financial result than anticipated. This is a credit to all involved, particularly whilst continuing to meet the demands from those in the trade requiring more support. The whole organisation, with the assistance of our committee members and Trustees, are delighted to present these results which demonstrate a remarkable turnaround.

Our three schools have achieved some amazing results – at LVS Ascot we were seen as one of the leaders in the hybrid method of teaching onsite as well as online. LVS Hassocks and LVS Oxford remained open throughout the lockdowns, due to the nature of the cohort of students who face a number of challenges and require in-person teaching wherever possible. The support departments continued to deliver exceptional services, albeit in many cases remotely.

The essence of the Charity has always been the support we give to individuals facing difficulties – the financial, emotional or practical support required grew with intensity and our services were a real lifeline for many. Our teams dealt with the high level of demands in the most sensitive way.

I would also like to pay tribute to all the companies and individuals who donated money to and helped us raise awareness of the Charity to assist many

colleagues in getting through some very tough times. It has certainly made a big difference and been life-changing to many.

We sadly lost several people during the year due to the pandemic, and many of our staff and Volunteers also suffered both family bereavements and ill health. Our thoughts go to all those affected and I would like to pay particular tribute to our Human Resources team, who ensured that the welfare of all colleagues remained at the top of our priorities.

As I write this introduction, we are facing a humanitarian crisis in the Ukraine and our thoughts must go to all the families suffering at this time. Very often in conflicts such as this, it is the children who suffer the greatest, whether they be Ukrainian or Russian, who have no voice. This will inevitably bring more challenges to the Charity for 2022 with the economy being affected and investments challenged.

The numbers of pupils attending our schools and our commercial operations will also be impacted, together with more requests for support from those facing difficulties in the trade.

I am confident that the Charity, and all those who work and volunteer, will rise to these challenges as they have, in particular, over the past years. I would like to thank all our Volunteers, supporters, staff members, contractors and our Trustees for their continued, unwavering support and guidance over the last year.

Whilst this Trustees' Report reflects on 2021, I cannot miss the opportunity to thank everyone involved in Pedalling for Pubs 2022. Initially planned for 2020 and postponed to 2022 due to COVID-19, the support for this initiative has been nothing short of astonishing.

At the time of writing, 26 riders from across the sector have completed a 335km challenge cycle ride across Jordan. Teams across the UK collectively rode over 8,200km and together raised over £260,000 (believed to be the largest amount raised in a single event for hospitality charities). Everyone involved donated a huge amount of time and effort to make this initiative a success. It has raised awareness of our Charity and our charity partner, Only A Pavement Away, that has seen the hospitality sector come together in a way that many have not seen before. My thanks go to each and everyone involved.

Trustees' Report for 2021

The Trustees are pleased to present their Report and Financial Statements for the Licensed Trade Charity, its associate company and trading subsidiary for the year ended 31 December 2021.

Objectives and activities

The Charity continues to be committed to helping those who have previously worked or are currently working in the licensed drinks industry to alleviate poverty and distress. Its key objectives during the year were:

- helping those who are sick, infirm or distressed;
- aiding those experiencing financial hardship;
- offering relief to those suffering from the ills, consequent of old age; and
- helping those impacted by the COVID-19 pandemic either financially or by offering other support services.

The Charity educates children of the general public, but with preference to those working in the licensed trade, through its schools.

In setting its objectives and planning its activities, the Trustees have given careful consideration to the Charity Commissioners' general guidance on public benefit and, in particular, to its guidance on advancing education and fee charging in accordance with Section 4 of the Charities Act 2006.

The Trustees apply the funds of the Charity at their discretion and in accordance with the charitable purposes and objectives of the Charity to provide financial assistance, support and advice to those who are currently working in, have previously worked in, or are retired from the licensed drinks trade.

All applications for help are means tested and vetted by the Charity Services Committee, which has delegated powers from the Trustee Body to administer the grant making policy.

During 2021, the Charity committed £1,386k to provide:

- regular financial assistance to help with essential living costs;
- grants to provide one-off assistance, such as deposits for housing, disability aids or convalescent breaks;
- emergency COVID-19 grants to assist those financially impacted;
- bursaries at LVS Ascot; and
- grants to help with education and training.

The Charity also:

- assists people to claim benefits and grants that are available from Government and other agencies;
- co-funds with other charities to make grants that a single charity would not be able to fund;
- provides information via its website and telephone helpline on a range of issues including housing, debt, employment support and relationship breakdown;
- trains regional volunteers who visit new applicants and existing beneficiaries to consider their position; and

- trains telephone Befrienders to call isolated people from the trade who are suffering from loneliness, to offer support and companionship on a regular basis.

The aim of the schools is to inspire independence.

The Charity delivers a high level of education and care for children through its non-selective, co-educational schools; LVS Ascot, LVS Hassocks and LVS Oxford.

Thanks to the addition of LVS Hassocks and LVS Oxford, for children with a diagnosis of autism, the Charity is able to offer education to children with a broad range of educational abilities.

LVS Hassocks and LVS Oxford are predominantly supported via local authority funding for learners with Education, Health and Care plans (EHCP's).

During 2021, bursaries of £362k were awarded to children from the licensed trade, who have either an educational or emotional need that cannot be met through their existing state provision, compared to £301k in 2020. To apply for a bursary, parents must have worked in the licensed trade for at least five years. Awards are also means tested and therefore are dependent on parental income.

LVS Ascot also offers scholarships to recognise academic, sport, music, art and drama potential. These are advertised to parents and prospective parents and awarded in the above categories, or according to the specific requirements of the external bodies that gave the funding. The value of these awards was £420k during 2021, compared to £312k in 2020.

Further details of the Charity's bursary and scholarship policies and how to apply for both are available at **www.lvs.ascot.sch.uk**.

At LVS Ascot, fee discounts of up to 20% are available for fee payers who have been working in the trade for at least five years; discounts are also available to members of the Armed Forces, Diplomatic services and for local senior academic staff. In 2021, the value of these discounts amounted to £549k, compared to £306k in 2020.

As part of the emphasis placed on attracting and retaining high-calibre staff, a discount which increases with length of tenure is offered to staff members who educate their children at LVS Ascot. Also, to reinforce the value placed on continuity for families, a discount is offered where a family has more than two children at the Ascot school.

During the first quarter of 2021, due to the ongoing COVID-19 pandemic and having given regard to guidance on advancing education and fee charging in accordance with Section 4 of the Charities Act 2006, the Charity offered a number of fee remissions in order to enable children to continue their education with LVS Ascot.

Structure, governance and management

Constitution

The Licensed Trade Charity was established in 1793 by publicans who wanted to provide support and a safety net for fellow publicans and their families. For more than two centuries, the Charity has worked to improve people's lives by providing a range of support, from setting up schools to educate children, providing houses for the elderly, to awarding financial grants for people in need and continuing to run independent schools today.

The Charity operates under the Royal Charter of the Society of Licensed Victuallers, dated 3rd May 1836, and a Supplemental Charter dated 5th February 1999.

Following the merger of the Society of Licensed Victuallers and the Licensed Victuallers National Homes in 2004, a further Supplemental Charter, dated 29th June 2012, was approved by the Privy Council.

During 2017, the Charity applied to the Charity Commission and the Privy Council to widen its objects in order that it could provide education for all ages (previously this was restricted to children) and to provide increased care to the elderly with both these provisions maintaining preference to those from the licensed trade. Both these requests were agreed by The Queen's Most Excellent Majesty in Council on February 8th, 2018 and the objects of the Charity amended accordingly.

Charitable status

The Charity helps all those in the licensed trade and operates under the Charity registration number 230011.

Governing body

The Trustee Body consists of between 12 and 18 Trustees (the number being at the discretion of the Trustees), two thirds of whom must be licensed victuallers with the remainder, members of the Charity.

Trustees must be a member of the Charity before they can stand for election. Each term of office is three years, although Trustees who are aged 70 or older must seek re-election every year. Two general meetings (or courts) are held each year, one in April and one in October, to which all members are invited.

The Trustees are responsible for overall governance and strategic direction. The Trustee Body delegates power within agreed budgets and responsibilities to committees that oversee the delivery of its Charity Services policy, Education policy, Fundraising activities and Membership.

The Trustees formed an Investment subcommittee in 2021 which has responsibility for governance and performance management of its investment portfolio.

The Trustees consider the Trustee Body along with the Executive team, which includes the Chief Executive and five senior staff members, comprises the key management personnel of the Charity, in charge of directing and controlling the Charity and running the operations on a day to day basis.

The Chief Executive regularly meets with the Chief Operating Officers of a number of occupational charities to discuss issues faced, share initiatives and best working practices.

The Charity also liaises closely with a number of other occupational based charities to share grant awards in order that funding is awarded that could otherwise not be made.

The Charity's regional fundraisers have been unable to raise any material sums in 2021 due to the pandemic and some have now decided to close.

Induction and training of trustees

As part of its strategic planning process, the Charity conducts a skills audit of the Trustees on a regular basis and has compared it to the skills required by the Charity now and in the future. In addition, the Charity actively co-opts people with the desired skills to the Trustee Body and subcommittees, as well as actively recruiting new Trustees.

On joining the Charity, all Trustees follow a general induction programme with specific training, either provided in-house or externally, to prepare them for whichever committee they are appointed to. There is also an on-going training programme for all Trustees.

Key management personnel remuneration

The pay of the Charity's Chief Executive is reviewed annually by the Trustee Body. The pay of the Executive Team is reviewed annually by the Chief Executive. Pay is normally increased in accordance with average earnings, although in both 2020 and 2021 a pay freeze was implemented. Remuneration is also bench-marked with charities of a similar size and activity, to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses are disclosed in note 13 to the accounts. There were no related party transactions in the year.

Trustees are required to disclose all relevant interests, register them with the Chief Executive and, in accordance with the Charity's policy, withdraw from decisions where a conflict of interest arises.

Group structure

The Licensed Trade Charity has a wholly owned non-charitable trading subsidiary, Elvian Limited, which makes available the facilities of the schools to various organisations for events, educational and leisure purposes. The Charity also holds 25% of the equity of The Morning Advertiser Limited which is treated as an associate company in line with the Charities SORP (FRS102).

Sector achievement in 2021

Educational performance

LVS Ascot Infant and Junior School

Report 2021

The return to online schooling in January 2021 was not an ideal way to start the new year, however the experience of previous online learning in 2020 meant that the staff and pupils were able to make the switch quickly and efficiently, with a full timetable of lessons taking place from day one.

Throughout this lockdown, the Infant and Junior School remained open for the children of key workers and those pupils identified as vulnerable, either due to family circumstances or their learning needs, and we had approximately 70 children in school each day. During this period, the school also offered the pupils some co-curricular activities online to support their mental well-being, and members of the management team had regular calls with parents to ensure all was well.

Our school counsellor continued to offer support to those pupils on her list via Teams calls. The children returned to school in March, however they were still restricted to working in 'bubbles' and the school was divided into zones. The impact of this was seen, as while academic progress remained good, their social development was not as advanced as we would have expected it to be. Pupils were having to learn about effective communication, simple conflict resolution and collaboration all over again.

At the end of the summer term, we were delighted that the academic progress of pupils was in line with our expectations. Our end of year results outstripped the national averages from 2019, which was the last year of reported assessments at Key Stages One and Two – a testament to the dedication of the staff and the willingness of our pupils and parents to work together during this period to achieve the best possible outcomes.

On return to school in September 2021, life was almost normal and all co-curricular activities resumed. School visits took place to the Living Rainforest in Newbury and Butser Ancient Farm, as well as the resumption of sporting fixtures against other schools. In November, all pupils in Years 5 and 6 took to the stage to perform the musical 'Born for a Life at Sea' which was written, in its entirety, by staff at the school. The musical score, lyrics and script were outstanding and the pupils played to a packed theatre for three consecutive nights. To end the year, we were able to hold most of our traditional Christmas events in person – as ever the Key Stage One Nativity performances heralded the start of the festive season and the youngest pupils also enjoyed a visit from Father Christmas and a Christmas party. It was also wonderful to take the entire Infant and Junior School to the pantomime in Windsor. For some of our children, this was their first ever visit to a theatre and the wide eyes and smiling faces were a joy to see.

While 2021 had its challenges, the strength of the community at LVS Ascot and the values of the Licensed Trade Charity meant that our pupils and staff felt supported throughout and we emerged stronger than ever to embrace the new calendar year in 2022.

LVS Ascot Senior School

Academic results summary 2021

Overview

2021 was a year like no other for our exam year cohorts. Whilst it was the second year that exams had been cancelled, the process of Teacher Assessed Grades (TAGs) was much more in-depth and prescriptive than the previous year, when Centre Assessed Grades (CAGs) were used.

As a Centre, we were bound by the strict protocol set out by the Joint Council for Qualifications (JCQ) and the process of calculating and submitting final grades took place over a period of four months.

The Teacher Assessed Grades (TAGs) process

Final grades awarded were based on a portfolio of collated evidence which ranged from internal exams, reporting grades and assessed coursework to a full suite of internal assessments conducted in exam conditions. Once grades were decided by academic Heads of Department, we entered into a period of internal quality assurance where all evidence and grades awarded were moderated and then put to Head of Centre and an academic panel in the senior management team. Comparisons of grades were made to previous years, Cognitive Ability Test (CAT) data and year group profiles to ensure consistency.

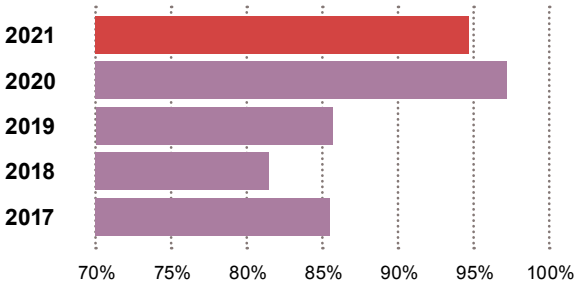
All results submitted as TAGs were awarded as final by exam boards. On Results Day in mid-August 2021, pupils were pleased overall with results. As a Centre, we were delighted with the outcome and the clear decisions at the appeals stage were evidence that a robust and consistent process of validation of grades had been employed.

GCSE Results 2021

There was a disparity in overall results compared to 2020, when results were decided by CAGs. For GCSEs in 2021, we saw an overall decrease in good passes (grades 9-4) by 2.5%. This was expected due to the academic profile of the cohort compared to 2020. The results also compared favourably to the national average, being 17.6%, above the national pass rate (as opposed to 18% in 2019 when exams last went ahead), further demonstrating that pass grades awarded were not inflated on other years and reflected the expected outcomes of the cohort.

Value added for GCSEs in 2021 was 0.9 on average, demonstrating that grades awarded were in line with, if not slightly above, predicted outcomes taken from CAT data.

GCSE pass rate (Grades 9-4) 2017 – 2021



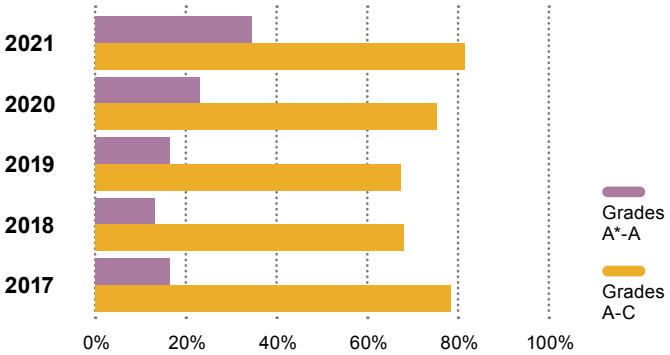
Breakdown by grades and comparison

	2017	2018	2019	2020	2021
A* (grades 9-8) or equivalent	8.1%	9.4%	17.56%	26.6%	**22.5%**
A*-A (grades 9-7) or equivalent	30.3%	24%	33.1%	46.7%	**39.36%**
A*-B (grades 9-6) or equivalent	–	61.5%	71.22%	67.6%	**60.4%**
A*-C (grades 9-4) or equivalent	85.5%	81.5%	85.67%	97.2%	**94.7%**

A-Level Results 2021

For A-Levels, we saw an increase of 6.2% in the pass rate (grades A*-C) in comparison to 2020 and the academic profile of the year group accounted for this expected increase. Top grades were notably up but the percentage of top grades (A to A*) awarded was below the national average. Again, this demonstrated that the grades awarded reflected the actual outcomes and that we had not taken part in the grade inflation so widely reported in the press.

A-Level passes grades A-C 2017 – 2021



Breakdown by grades and comparison

	2017	2018	2019	2020	2021
Grade A*	4.6%	5.7%	4.6%	8.05%	**12.31%**
Grade A	11.8%	7.5%	11.8%	14.94%	**22.05%**
Grade A*-A	16.4%	13.2%	16.4%	22.99%	**34.4%**
Grade A*-B	48.2%	39.4%	35.9%	49.43%	**56.4%**
Grade A*-C	78.4%	67.9%	67.3%	75.29%	**81.5%**

University Destinations

We are proud to celebrate our pupils' successes. 100% of pupils who applied to university in 2021 received a firm offer after Results Day, with nearly a third of the cohort gaining places at Russell Group universities. This was a fantastic achievement for our Year 13 pupils in a year when there was a shortage of university places due to an increase in top grades awarded and the 2020 cohort deferring places.

Progress in other Key Stages

The beginning of the 2021 year saw school closed for the first half of the Spring term. We returned to online learning and continuity of education was ensured. A model of blended learning is now fully established and a focus has also been placed on developing fine motor skills for the younger years in the classroom. Moving forward, emphasis will be placed on monitoring and measuring progress, in order to target increased value added in the next two years.

Well-Being Report for the calendar year 2021

LVS Ascot has a dedicated Head of Well-Being. The Head of Well-Being line manages the six Day Housemasters and Housemistresses (of which Boarders are also members with respect to their daily *in-school* life).

The school has established a Well-Being Hub (finalist in the TES Independent School Awards for Well-Being Initiative of the Year 2021) that offers a range of support: Disordered Eating, LGBTQ+, anxiety, depression and self-harm. Referrals are also made to the safeguarding team and external agencies as appropriate. LVS Ascot is a diverse and inclusive school and to support the well-being of our LGBTQ+ community, we have entered the Educate and Celebrate LGBTQ+ Award programme (outcome expected in 2022), which will structure the support (on a macro and micro level).

The Hub delivers well-being related clubs such as meditation and mindfulness and also acts as a triage for other well-being services within the school, including counselling and referral to Housemasters and Housemistresses, who lead the pastoral care of the members of their Houses.

Boarding

COVID-19 restrictions on travel meant our boarding numbers fell from 185 to 143 during 2021. We anticipate this figure will begin to recover from September 2022. Our boarding students enjoyed a wide range of trips including:

- Regular trips to local town centres
- Liquid Leisure
- Go Karting
- Winchester Christmas Market
- Rock Climbing
- Gravity Force (indoor trampoline park)
- Axe throwing, archery and air rifle shooting day
- Brighton seaside trip
- Oriental Supermarket
- Paintballing
- Brooklands Aviation Museum
- Natural History Museum
- Footgolf
- Kew trip to PGL Adventure Weekend in Dorset
- Thorpe Park for students as they finished work submissions for TAGs instead of sitting GCSE and A-Level exams

Boarding Houses stayed open during February half term, Easter and May half term to offer care and security for international pupils who were unable to get flights home. The usual routine of the day was changed to facilitate lessening the impact of the lockdown for those boarding students.

The students enjoyed their:

- End of year BBQ with inflatables on the school field.
- BBQs with Slip 'n' Slide by individual boarding houses regularly during the summer term.
- Celebration of Nepalese Festival including traditional music, dancing and food, led by the Head Boarder.
- Boarders' Christmas Dinner was able to go ahead in 2021 despite the issues being posed by the pandemic at the time.

Sector achievement in 2021

Specialist education

LVS Hassocks

LVS Hassocks remained open throughout lockdowns. While there were a number of students who struggled to attend due to their anxieties regarding the virus, work was sent home to ensure continuity of education and therapist sessions were held on-line. The curriculum was adapted to ensure that as much learning as possible took place outside and there were regular opportunities for physical exercise, as many students were unable to access any leisure facilities.

LVS Hassocks won several awards and achieved a number of quality marks during 2021 including:

- Winner – The ISA Award for Outstanding Provision for Learning Support 2020 was awarded in February 2021
- Winner – The National Children & Young People Awards 2020, The Children with Disabilities Award was awarded in August 2021
- Finalist – Independent Schools Award for Outstanding Response to COVID-19
- The Sleep Right Accreditation
- Level 4 RHS Schools Gardening Award
- Gold Award – Spiritual, Moral, Social and Cultural Development.

Academic results summary 2021

Sitting formal exams can be especially challenging for young people with a diagnosis of autism. Managing their preparation and environment to support them overcoming their anxiety and sit those exams is an important part of our specialist educational provision. GCSE results were positive with the following grades achieved:

- 8 students entered for Maths GCSE, of which 63% achieved grade 4 or above
- 7 students entered for English Language GCSE, of which 57% achieved grade 4 or above
- 10 Level 2 BTEC Home Cooking skills awarded
- 11 Level 2 Cambridge Technical Awards in Science
- GCSE Art pass rate 75%
- 100% pass rate for ICT & Art Level 1 BTEC
- 7 entered for History GCSE with 4 students gaining above a 4
- 7 students successfully achieved the Duke of Edinburgh Award (Bronze)
- All Key Stage 3 students completed Entry Level (levels 1-3) in English, Maths and ICT

Destinations

Year 11 and Year 13 leavers went on to multiple destinations including Brighton Metropolitan College, Plumpton, NESCOT and Brinsbury, which are all mainstream colleges, and DV8 which is a creative college for SEN students.

The school continued its successful partnership with Albion in the Community (the official charity of Brighton & Hove Albion, helping people to get active and learn new skills) which enabled students to gain valuable experiences with an external organisation once COVID-19 restrictions were eased. In December 2021, Sixth Form students visited the Sky Bar in London as a thank you for the mentoring roles that they have undertaken with some of the school's younger students. While the trip was a celebration for all, students were given the opportunity to travel on trains and tubes and experience a busy environment, further developing social skills and independence.

Progress

As the school remained fully open, we were able to continue with delivering our normal curriculum. Students completed internal and external assessments and we were able to support Education, Health & Care Plan (EHCP) outcomes, demonstrating progress made through the AQA Unit Award Scheme and other awards.

Well-being

The Well-being Centre opened in September 2021 and hosts the school nurse and the Well-being Classroom. In this area the mental health of students is supported along with developing understanding through health studies lessons. Students can use this area as a safe space and in addition our COVID-19 testing occurs here.

Sector achievement in 2021

Specialist education

LVS Oxford

LVS Oxford remained open throughout lockdowns. For those students whose anxieties about COVID-19 meant they struggled to attend in person, online learning was available to ensure their continuity of education. An adapted curriculum facilitated outdoor learning as much as possible and the students helped construct a wildflower meadow as one of their projects.

Following the departure of two members of the senior leadership team in the early part of 2021, the school appointed a new Principal, Vice-Principal and Deputy Head. The incoming team worked hard to implement new systems and procedures, ensuring that the school was compliant with ISI (Independent Schools Inspectorate) standards, in preparation for an inspection.

Academic results summary 2021

In addition to the usual revision, students at the school are supported to prepare for the exam environment and structure. GCSE results in the summer of 2021 were positive with the following results:

- 92% overall pass rate
- 72% of the passes were at grades 9-5 (A*-B)
- 100% pass rate in English Language, Drama and History
- 24 students achieved Entry Level qualifications in Maths, English and Science

Destinations

Destinations for leavers included Abingdon and Witney College, Stratford on Avon College, Berkshire College of Agriculture (all mainstream colleges) and work placements.

In November, students visited Le Manoir aux Quat'Saisons and had a 40-minute tour of the kitchens, followed by a demonstration from the Executive Head Chef, Gary Jones. Work experience was offered, and one student has taken part in this to date.

A celebratory Prom was held for Sixth Form students, with a barbecue and balloon arch for photographs. Students elected their Prom King and Queen who were duly presented with sashes.

Progress

New curriculum documents and assessment grids were introduced to provide breadth to the curriculum and greater detail to the assessment of progress. Students now follow two learning pathways concurrently. The academic pathway focusses students on qualifications and academic achievement toward their aspiring destination, while the learning for life curriculum develops the social, communication and employability skills required for them to succeed beyond LVS Oxford.

Well-being

The School has refined its aims and ethos to encompass well-being as one of its central aims. The overriding ethos of building confident individuals, successful learners and responsible citizens remains the same, but a more direct focus on well-being as the core value, with the aim of supporting aspiration toward their chosen destination. This has led to a more refined and purpose driven focus on well-being. Early indicators suggest a significantly positive impact on focussed achievement and attendance.

Sector achievement in 2021

Our people and Human Resources

2020 and 2021 brought us one of the biggest challenges for any organisation facing a pandemic head on. With political and economic changes around the world, the UK Government brought in different solutions to protect people from COVID-19, adding to the workloads of everyone within the Charity.

We had 376 employees plus Sodexo and our IT services working in all our units. Our education teams were testing pupils and themselves whilst continuing to provide an education to pupils. Charity teams and support services took up the everyday challenge and supported their fellow colleagues, students and people in need. Everyone embraced the new digital world which has transformed the way we work and increased our ability to collaborate.

For HR, the link between people and the Charity's outcomes was ever more apparent. The team were exceptional at continuing the high levels of legislative administration and HR services in Employee Relations, Learning and Development, Recruitment and HR Strategy for the Charity. The team worked throughout the pandemic at Ascot and launched a new HR system in April 2021. CIPHR is a HR system hosted in the cloud that manages payroll, learning management and recruitment, includes timesheets, absence management, safeguarding checks management, and interfaces with iSAMS, National College and Educare training platforms.

The team worked hard to get the system up and running in time for the new tax year. More modules will be added in the future.

THE LTC WAY: Our core values

Pride

Doing things to the best of our ability

Being proud of achievements

Caring for our environment

Being smart

Having high standards

Being professional

Respecting our customers

Passion

A real love of our industry/ profession

Wanting to do our best

Enthusiastic about our service

Wanting to serve our customers

Having high standards

A focus on what we do

Excited and wanting to be part of an organisation

Care

Having respect for others

Being bothered

Customer focused

Wanting to help others

Being selfless

Making a difference

Honesty

Doing things properly

Having integrity

Being realistic

Being trustworthy

Respecting rules

Helping others

Allowing people to reach their potential

Respecting our customers

Responsibility

Taking decisions

Completing tasks

Getting results

Gaining customers' confidence

Being respected

The new HR management system will provide a self-service section for employees to view their details and will be able to give more detailed statistics, information and trends.

The HR team have supported people going through changes due to the pandemic, placing personnel on furlough where required, liaising with staff who needed protecting, contacting employees to support them whilst working from home, understanding that resilience, goodwill and common purposes were underpinning the organisation. We signposted people to external services to support their financial, physical and mental well-being thanks to our Employee Assistance Programmes and occupational health.

During 2021 many people have reflected on their lives and the changes to their lives brought about by pandemic restrictions. Some have made decisions about how they want to work post pandemic.

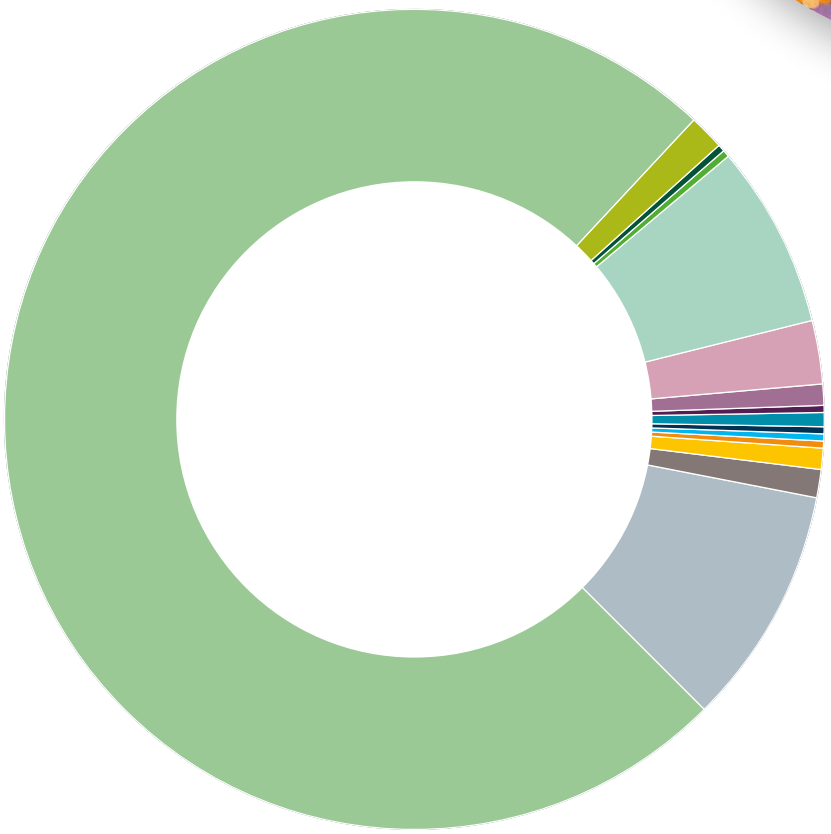
Recruitment and retention were the two significant issues facing all employers within the UK as we exited 2021 and headed into 2022. The job market is now a very different landscape, as too are the expectations of employees, post pandemic. Managing people's expectations whilst fulfilling the Charity's needs have been a constant theme throughout the year.

We continued to offer training and personal learning and development throughout the year to encourage our teams to upskill, some of that delivered online and some in person.

Our core values are important and we strive to represent them through every interaction with our internal and external customers. We employ the right people, in the right jobs, with the right attitude and 2021 gave us the opportunity to further focus efforts to live by those values, always encouraging our people so that their strengths and capabilities moved the boundaries of what was possible.

Diversity and Inclusion

As an employer we understand the importance of a diverse and inclusive talent pool within our organisation to support employee retention, financial performance and an exciting culture to work in.



Ethnicity across all sites

White - British	257
White - Irish	5
White and Asian	1
White and Black Caribbean	1
White - any other White background	25
Asian or Asian British - Indian	9
Asian or Asian British - any other Asian	2
Chinese	1
Black or Black British - Black - African	2
Black or Black British - any other Black	1
Mixed - White and Black African	1
Mixed - any other Mixed Background	1
Any other ethnic group	3
Information not yet obtained	4
Information not provided	32

Apprenticeships

The LTC is part of the Government's Apprenticeship Levy. The levy is only be paid on annual pay bills in excess of £3 million, so less than 2% of UK employers pay it. It was introduced in April 2017 to create a pot of money those organisations can use for apprenticeship training. The money can be used for new or current employees of any age.

In 2021, we used our allocation to train 14 of our employees. Examples of people we have trained plus our traditional apprentices are LVS Hassocks and LVS Ascot Junior School Learning Support Assistants, Headteacher, Senior management and Maintenance services. The Charity has benefitted from incentive payments for taking apprentices on and over £80,000 of funding in 2021.

Sector achievement in 2021

Estates and the environmental impact of our schools

2021 Estates Report

During 2021, the Estates teams successfully managed to deliver a programme of meaningful capital and operational projects to enhance the functionality and appearance of the LVS schools. While the level of expenditure was lower compared to previous years due to the impact of the pandemic, the LVS schools continued to be maintained to a high standard to meet the needs of their communities.

Using both in-house and contractor resource, here are some examples of the projects that were delivered:

LVS Ascot

Hampton House was refurbished, which comprised redecoration, flooring and new lighting to all the bedrooms, common rooms, staff accommodation and circulation areas. We also replaced all the kitchenettes, washrooms and toilets. This project was the last of a series of Boarding House refurbishments, which started with Blenheim House in 2015.

The Learning Resource Centre received a light refurbishment and a change to the furniture layout. All the lighting was replaced by our in-house team, proving more cost effective and helping us transition to more energy efficient LED lighting.

As part of the security enhancements programme, a new CCTV system was installed, providing improved coverage with the benefit of 60+ cameras. The system can provide advanced analytics such as human motion detection and remote notification. Furthermore, a new visitor management system was implemented in the receptions to improve the accountability and the induction of visitors and contractors.

The Junior School playground was revamped with new play equipment, trim trails, artificial grass, and repairs to the existing apparatus. The aim was to create a natural woodland play area to promote outdoor learning.

LVS Hassocks

The Kingsland building, comprising of classrooms and office accommodation, was externally and internally redecorated during the summer, modernising the appearance of the building. While the scaffolding was in place, we took the opportunity to undertake essential repairs to the fascias, soffits, roof and replace all the guttering.

The student toilets next to the dining hall benefited from a much-needed refurbishment. New flooring, wall cladding, lighting, toilets and vanity units were installed to modernise these areas.

Part of the ground floor of Ditchling was converted to create a new Health and Well-being Centre. The accommodation includes a consultation/treatment room, office and learning space.

The horticulture facility has been rejuvenated. New raised beds, polytunnel, workshop, and a chicken coop were installed to deliver a rich outdoor education to the students.

LVS Oxford

Many smaller estates related projects were delivered to enhance the safeguarding of students and staff and the operation of the school. The key projects included the replacement of water heaters and heating controls, new CCTV and intruder alarm systems and fire protection works such as the installation of compartmentation, fire doors, and a new detection and alarm system.

In terms of outdoor projects, the Estates team created a wild-flower meadow maze, which was designed by one of the students.

Sustainability

To encourage more sustainable forms of transport, the Charity has installed electric car charging stations at each site. Uptake of staff using these chargers has been good and we plan to install more in the future to meet the growing demand.

We continue to implement other energy saving initiatives. LED lighting replacement, thermally insulating buildings, installing energy-efficient boilers and building management systems are helping us reduce our carbon impact.

Sodexo – site services

LVS Ascot

We spent the first part of the year reacting to the ever-changing rules and regulations imposed because of COVID-19. All service team members were very flexible and we managed to keep the catering and domestic service departments up and running at all sites.

In September, when restrictions were relaxed and hospitality events allowed, a marquee was installed at LVS Ascot to provide an outside venue for key school events (13 events were held over 9 days) including, the Year 11 Ball, Year 13 Leavers event, Open Days and the parents and students being welcomed back on-site for the start of term. The team catered for over 3,000 people with a varying array of refreshments, hot and cold buffets, afternoon teas, cakes and drinks.

LVS Oxford

In late October, a small group of sixth form students from LVS Oxford had the chance to go behind the scenes at one of the UK's finest gastronomic experiences, Le Manoir aux Quat'Saisons. This was organised by Samantha Edwards, Sodexo's General Services Manager at LVS Oxford. The eight teenagers, who are studying BTECs in Hospitality, Travel and Tourism, sampled delicious food and observed the exquisite preparation behind food service at the restaurant, where the multi award-winning Raymond Blanc is the Chef Patron.

Le Manoir's Executive Head Chef, Gary Jones, the holder of two Michelin stars, gave the students a 40-minute insight into how its kitchen operates and showed them around the butchery and bakery sections.

LVS Hassocks

The Sodexo team supported the students with the Oast Café, which is open on Fridays to all those looking forward to a treat after a busy week. The students have raised money for Children in Need, Macmillan Cancer, and National Hospitality Day to name a few.

Four students from LVS Hassocks went on a one-day barista training course at our patron's very own racetrack, Ascot Racecourse. This venue is known all over the world and is also in partnership with Sodexo to supply a wide range of hospitality and catering. The students got the opportunity to make and understand what went into the different drinks and experience dealing with real customers.

As part of our Carbon Reduction responsibility, our preferred catering partner, Sodexo, is committed to sourcing Red Tractor assured products, sustainable fish and products that are in season wherever possible. Sodexo were the first catering company to ensure that its fresh meat, sourced from British farms, is Red Tractor accredited.

There was an array of special events held throughout the year at the schools – the most popular were:

- Children in Need – LVS Hassocks
- Pizza Demo Day – LVS Oxford
- Great Teacher Bake Off – LVS Oxford
- Barista Training at Ascot Racecourse for LVS Oxford & LVS Hassocks Students

Fundraising

As we continue to develop the Charity's relationships across the sector with operators, associations and individuals, and raise the profile of the Charity as an integral part of the hospitality community, we benefit from an ever-increasing number of fundraising opportunities.

We work hard to deliver value to fundraising partners through shared PR and social media and to recognise that their support for the LTC must also meet their own Corporate Social Responsibility (CSR) and PR objectives.

COVID-19 continued to impact our usual fundraising channels for our Regional Supporters, LVAs (Licensed Victuallers Associations) and LAs (Ladies Auxiliaries). Despite restrictions meaning their usual fundraising events could not take place, they were still able to collectively donate over £10,000 to the Charity and we thank them for their contribution.

Our collaboration with well-known and respected household brand, Tyrrells, continued with shared PR and social media around their launch of a new flavour and a donation of £50,000 to the Charity.

Support from associations, operators and their people continues to grow. During 2021 we were grateful to receive donations from:

- Licensees Unite
- Mischief Theatre
- Hogs Back Brewery
- Greene King
- Heineken
- Sodexo
- Stonegate

The team at Stonegate used some of their lockdown time to write short stories of their experiences in pubs and, under the leadership of Mr Colin Hawkins, published a book 'Short Stories from Down the Pub'. This book is being sold through Amazon with all profits coming to the LTC. The book is a great read and a great gift.

National Hospitality Day saw a collaboration of four charities, including the LTC, come together to promote a day 'celebrating the places we love' in September 2021 to raise funds for the Charity.

In 2019, Pedalling for Pubs was launched. This was a collaboration between KAM Media, Licensed Trade Charity and Only A Pavement Away to undertake a challenge cycle ride with the goals of raising awareness and funds for both charities. The ride was postponed in 2020 and then again in 2021 due to COVID-19. That ride has now taken place in 2022, with 26 riders from across the hospitality sector having completed 335km across Jordan. At the time of writing, they had raised over £260,000. The profits will be split equally between the two charities. We believe this is the largest amount raised in a single event for hospitality charities.

Interest in, and support for, the event grew beyond all expectations, with one rider saying that the initiative has brought the sector together like no other before it.

Plans are in place for a 2023 ride and our thanks must go to all of the riders and especially to Katy Moses from KAM Media, the driving force behind this initiative.

We are also proud to have continued our relationship with Greene King, delivering their second Team Member Support Fund for those most harshly impacted by COVID-19. Through 2021, their donation of almost £500,000 funded the distribution of small hardship grants to Greene King staff members in need.

As we look to the future for our fundraising, we will continue to grow Pedalling for Pubs. The location for the 2023 ride has been announced and a waiting list of riders has been established.

We are always grateful for invitations to events that allow us raise awareness and even more so for those that allow us to fundraise for the Charity. Those invitations continue to grow and we will pursue those opportunities.

Charity Services

At the start of 2021 we could not have foreseen that COVID-19 restrictions would last almost another year and a large proportion of licensed hospitality people would remain furloughed on 80% pay for the majority of that time.

In the summer, when their doors opened for business again, the sector was faced with further challenges. Staff shortages were evident across the sector as a result of many people re-evaluating their work life balance and deciding to leave hospitality in favour of logistics, retail, and the care sector. Some were not returning to hospitality having found alternative employment during lockdowns and many international staff chose to remain in their home countries, as their lives moved on or they were unable to return due to COVID-19 restrictions or Government policy.

A deterioration in the behaviour of customers coming out of lockdown was reported, with changed expectations and an over-exuberant approach to their consumption and celebrations. These challenges led to an increased pressure on licensed trade workers and their mental well-being.

There were 2,061 calls made to our helpline during 2021. Our helpline provider, Care First, reported a steep rise in the percentage of people needing support for emotional issues. In 2020, the split between practical and emotional support had been 50/50 and 2021 saw that change to 70% of calls for emotional support and 30% for practical guidance from our information specialists.

COVID-19 also placed people's relationships under immense pressure and this was reflected in our grant applications. As our current helpline provider does not offer couples counselling, we approached Relate and formed a partnership with them in April 2021 to offer counselling for couples and children, filling a gap in the support available to the sector and our services.

Alongside our strategy to offer support that helps people before they reach a crisis point, we wanted to offer this service to people working less than our usual criteria of five years in the trade. We believe that if people can address their relationship issues earlier, it may reduce the chance those issues will spiral into crisis that includes housing, debt, and wider family relationships.

We streamlined and improved our application process to be easier for applicants and reduce the fall out rate from initial enquiry to application. We reduced the number of questions on our application form and allowed people to apply online, saving their application as they went. This proved successful and the conversion rate increased from approximately 20% to 51% in 2021.

We set-up a data project to look at the patterns in how people interact and communicate with us. We found that younger applicants use websites less and prefer using their mobile device and apps. In November 2021 we launched the LTC App, a condensed version of the website that gives instant access to our support and heavily promotes the helpline. In November and December, 513 people downloaded the App. We were very pleased with these results and that number continues to increase in 2022.

We did not expect the number of people we helped in 2021 to be as high as 2020 for obvious reasons. We helped 46,626 people, double the amount of people that we supported in 2019 at 23,030.

Within those figures we helped 623 people with housing issues, 803 people with money issues (this included short term hardship grants) and 98 families with an educational grant.

We awarded a total of £1,024,188 in grant awards and an extra £215,254 in support provided via the partnerships we have formed during 2020-2021 including: -

- Shelter
- Renovo
- Relate
- Care First
- CPL Training
- Nudge (financial well-being)
- Law Express
- Create Results (coaching support)
- HJUK (Hospitality job partner)
- The Fire Fighters Charity (physical health well-being)
- Anchor Hanover Housing

We also partnered with Greene King to launch and deliver their second Team Member Support Fund to award emergency COVID-19 grants for their people. We awarded 2,259 families a small grant funded by Greene King amounting to £438,792. At the time of writing, we are working with Greene King to deliver a longer-term fund for employees who have worked for them for 6 months or more.

During 2021, we awarded 23 licensed trade pupils with a bursary to attend our school LVS Ascot. These pupils were given an additional grant to supply them with laptops to support home schooling due to COVID-19.

In November 2021 we celebrated winning the ACO (Association of Charitable Organisations) 2021 Charity of the Year award (£5million + income). The award recognised our work during COVID-19. We were delighted to have been recognised in this way, and having scoured our records, believe this to be the first award that Licensed Trade Charity has won.

In the same month Carolyn Jenkinson was awarded 'Companion of the BII' to recognise the work that LTC had done to increase awareness within the Leased and Tenanted side of the industry. November was a fantastic month for us.

While 2021 was a challenging year for all, we were able to fast forward the introduction of new support services and our plans to streamline our process. The 'need' created across the sector by COVID-19 supported our efforts to raise awareness and reach more people whom we could help.

Volunteering in 2021

2021 was a very different year for the large majority of our Volunteers. The only team largely unaffected were our Telephone Befrienders who continued to call their Befriendees, although for some their conversations weren't as regular as usual due to people being too unwell because of COVID-19 or too busy caring for children, grandchildren or sick relatives to make or receive their usual calls.

Our Volunteers play an important role in supporting and promoting the Licensed Trade Charity's work, reaching out to the community and helping deliver a holistic service for the people we support. They continued to do this as much as they could virtually or by phone. Most of our Volunteers have a history in the licensed hospitality trade in various guises from Licensee to Owner/Director, giving them valuable insight into the rewards and challenges a career in the licensed trade offers.

We have five categories of Volunteers:

- Trustees
- Charity Services Volunteers
- Telephone Befrienders
- Charity Ambassadors
- Regional Fundraisers

Our Charity's Trustees play a vital role in decisions that shape the future direction of the Charity, donating their time to attend Trustee and Committee meetings and sharing their skills and experience. During 2021, the large majority of these were conducted virtually, to keep people safe whilst still being able to give their much-needed input.

All Committee meetings continued to take place virtually, and the Trustees managed to hold three of their meetings in person from September onwards. Our AGM in October was held in person and two new Trustees were elected, George Wishart and Ajith Jayawickrema. Eric Morgan, who had been a Trustee, the Executive Chair of the Charity Services Committee and supporter of the Charity for decades, sadly passed away in December after a period of ill health.

At the time of writing, we are also sad to share the loss of two more life-long and valued supporters, Barbara Williams and Jeff Booth, our thoughts are with their loved ones.

Our Charity Services Volunteers continued to call applicants whose cases were complex and where a deeper understanding of their situation was needed. Most applications were more straightforward and for those needing grants of up to £1,500, our Charity Services Advisors were able to get the information they needed directly from the applicants themselves in order to make a decision in the office.

We trained four new people to join the Volunteer team, in the hope that we'd be able to get the whole team back out and visiting people again. That is now happening in 2022.

Our Telephone Befrienders continued to call people throughout the year and for most, both the Befriendee and the Befriender found this a lifeline during the lockdown periods, especially those who live on their own. For some, the Volunteer would be the only person they would speak to in a week.

As there were no events or exhibitions for us to attend during 2021, our Charity Ambassadors were unable to go out and about to help promote us. However, they, and we, are excited that 2022's calendar is looking extremely busy and we will be needing their help to man stands at the various events around the country.

We still have six people who are yet to complete training and hope to be able to do that during 2022. With those six we will have a team of Volunteers that cover the whole country.

We sadly lost the South West Regional Fundraising Committee due to COVID-19 and dwindling numbers, taking the number of Regional Fundraising Committees down to six. The Committees started meeting again when they were finally able to and began planning their fundraising events for 2022.

As the country opened up in 2022, our Volunteers have been as keen and as excited as we are to get back out there, doing what they love best and sharing our passion for helping and supporting people in the industry who find themselves down on their luck. We are incredibly grateful that they have remained committed to us and we look forward to seeing them all again in person at various times throughout the year.

Financial review

The full financial results for the year are dealt with in the Statement of Financial Activities on page 39.

Financial performance compared with the previous year

2021 results show a significant turnaround from 2020. 2020 was greatly impacted by the COVID-19 pandemic across almost all areas of the Charity's finances, culminating in a deficit of £2,226k. Whilst the impact of the pandemic has still been felt strongly this year, particularly in our charitable activities and in the operation of LVS Ascot, the Executive and senior management teams have, with the unwavering support of the Trustees, implemented a series of strategies to return the operating units of the Charity to delivering a financial surplus. The net surplus, after gains on investments, income from an associate company, and actuarial gains on defined benefit pension schemes, is £6,526k for 2021, an improvement of £8,752k on last year.

The Charity's net income, after charitable donations and before changes in the value of investments, is a surplus of £857k, compared to a deficit in 2020 of £1,634k.

Net income from the schools, which had 919 pupils, a decrease of 20 pupils when compared to the previous year, was £3,186k higher due to the fee remissions granted last year and strong cost control employed across the organisation throughout 2021.

Net investment income was £533k, £9k lower than last year following a small reduction in distributions received.

Profit from the subsidiary, Elvian Limited, was £161k, an increase of £110k due to partial easing of the COVID-19 restrictions which enabled some letting of school facilities although travel restrictions continued to prevent the hosting of international students during the summer.

Fundraising reduced considerably this year to £636k, from the record level in 2020 of £1,284k. Whilst this was expected in line with the lessening impact of the COVID-19 pandemic, with less time spent under lockdown than in 2020, the Charity was extremely grateful to continue to receive very generous corporate donations which enabled us to continue provide support across the licensed trade during what continued to be a very difficult environment.

The Charity's investments performed very strongly during 2021, recording net gains of £3,268k compared to a net gain of £459k in 2020. This was comprised of gains of £1,420k on commercial paper investments and £1,848k on property funds. Residential property holdings have been held at their 2020 valuations.

Actuarial gain on defined benefit pension schemes resulted in a credit of £2,358k in the year, compared to a charge of £1,154k in 2020. The gain this year was in part due to an additional cash contribution of £500k made to the LTC 1967 scheme in February 2021.

Financial performance compared with expectations for the year

The surplus of £6,526k is £6,873k better than the budgeted deficit of £347k.

No gain nor loss was budgeted for Investment or Pension Liability revaluations, which contributed £3,268k and £2,358k respectively to the overperformance against budget. At an operating surplus level, the result was £1,204k better than budget.

Net income from the schools overall was £460k ahead of budget, in spite of further unbudgeted COVID-19 fee remissions of £325k being granted at LVS Ascot. This result was due to careful cost management across all three schools, and strong pupil numbers particularly at LVS Hassocks and LVS Oxford.

Central costs were £739k lower than planned due to the deferral of certain projects to 2022 and beyond whilst the Charity continues to navigate through the challenges presented by COVID-19, and a smaller amount of cost savings through continuance of hybrid working arrangements for both employees and Trustees.

Fundraising income was £282k higher than budget primarily due to continued COVID-19 hardship restricted donations from corporations within the industry during the third national lockdown and beyond.

Whilst Charity Services' costs were £250k lower than budgeted, the Charity has continued to help a significant number of people in our industry, and is well placed to continue to do so as increases in the cost of living start to have a very real impact on people's finances.

Reserves policy

The financial statements show that at 31 December 2021, the unrestricted funds totalled £68,914k and restricted funds £373k. The unrestricted reserves include a funding deficit of £1,543k calculated under FRS102 in respect of the notional funding deficit on the defined benefit pension plan for Charity staff. The Trustees believe that this notional funding calculation, which can vary between surplus and deficit, depending upon the assumptions used at year end, will have no material effect on the Charity's cash flows in the short term and that in the longer term its effects are manageable out of future income.

The Charity is an operational organisation and needs to hold sufficient reserves to fund its current operations, to provide for unforeseen events and to invest for the future. It also needs to sustain sufficient reserves to provide long-term support for its beneficiaries. The Trustees have developed the reserves policy with regard to the Charity Commission's guidelines. In the short-term, the Charity expects to fund the excess of charitable expenditure over income out of reserves. In the long-term, it is anticipated that the Charity will aim to hold a level of general reserves equivalent to 18 months operating expenditure, equating to approximately £35m.

The reserves policy is reviewed with the strategic plan to ensure they are consistent. In order to make a judgement on the reserves which should be held by the Charity, the Trustees have considered the risks in respect of expenditure, unrestricted income and where funds can only be released by the disposal of investments. The Trustees have also considered external identified potential risks to income and expenditure. The policy is monitored and reviewed annually.

Following the strong financial performance in 2021, the Charity's general reserves, defined as unrestricted reserves excluding fixed assets, directly owned investment property and the equity investment in the Morning Advertiser, have increased to £32m. This equates to just under 18 months' operating expenditure, which compares to £25m, or just over 12 months' operating expenditure at the end of 2020. 2022 is expected to see continued impacts of COVID-19 on both the licensed trade and on the education environment as Government and other support measures end, together with wide-ranging impacts from increasing cost of living and the war in Ukraine. In light of this the Charity may need to draw on its reserves in 2022. The Charity would then seek to maintain its reserves in line with the requirements of its strategic plan.

The Charity reviews the finances of beneficiaries before approving the payment of grants to individuals. Historically, once a beneficiary reached 80 years of age, the Charity no longer performed an annual review of the beneficiary's finances and continued to pay the awarded grant until the beneficiary died. This practice has now stopped and the finances of all beneficiaries are reviewed annually. Where the annual means testing has previously ceased, the Trustees have accepted that payment will be made until the death of the beneficiary and have, therefore, designated funds equivalent to the estimated value of these future payments in the financial statements. At 31 December 2021 the value of this designated fund was £195,667.

Investment policy and objectives

The Trustees have reviewed their Investment policy with regard to the Charity Commission's guidance on social, ethical and responsible investment.

The Charity's assets should be invested in line with its aims. The Trustees do not wish to adopt an exclusionary policy, but individual investments may be excluded if perceived to conflict with the Charity's purposes.

The investment strategy is set out in the governance handbook and is consistent with the cash flow requirements of the current strategic plan.

The Charity seeks to produce the best financial return within an acceptable level of risk. The investment objectives are to generate a sustainable income stream which at least maintains both its real value in future years and the real capital value of the investment portfolio over the long term.

The Charity seeks to have a constructive and positive engagement with the corporate world and requires that Investment Managers, together with all underlying collective holdings, have signed up, or are in the process of signing up to the United Nations-supported, Principles for Responsible Investment (PRI) Initiative.

No changes have been made to the structure of the Charity's investments during 2021. Property investments were 44% of the Charity's total investment portfolio at the end of the year (2020: 43%).

The performance for 2021 resulted in an overall gain of £3,268k, including a gain on both commercial paper and property funds. The value of directly owned investment properties remains unchanged from 31 December 2020.

Property fund investments total 33% (2020: 31%) of the portfolio, comprising investments in Mayfair Capital, Schroders, CCLA and Savills. All funds performed well during 2021, increasing in value between 10% and 16% from December 2020 values.

Directly owned property amounts to 11% (2020: 12%) of the portfolio, including land and residential properties. The portfolio was professionally valued during 2020 and continues to be held at those values.

Commercial paper investments, including equity, gilts and alternative investments are actively managed for the Charity by SG Kleinwort Hambros Bank and CCLA. These total 56% (2020: 57%) of the total portfolio and generated a gain of £1,420k.

During 2021, an Investment subcommittee of the Trustee Body was formed in order to increase governance and to review the investment portfolio in line with the strategic plan and funding needs of the Charity.

Pensions

The Charity contributes to two defined benefit schemes, one, a national Government-operated scheme for teaching staff, and the other, its own scheme, for non-teaching staff.

The Charity has no control over the national scheme but has continued to pay increased contributions into its own scheme. The Government increased employer contributions for the teachers' pension scheme from 16.48% to 23.68% in September 2019.

The Charity is subject to the automatic enrolment legislation introduced by the Government to encourage staff to save for their retirement. All employees not currently in one of the schemes mentioned above, were automatically enrolled into a group personal pension plan in May 2014. Those that had subsequently opted out of the scheme were automatically re-enrolled in February 2017 and were re-enrolled once again in April 2020.

All new employees have the option to join the appropriate final salary scheme. If they fail to do so, they are automatically enrolled into the group pension scheme, if eligible.

Tax status

The Trustees are of the opinion that the Charity is not liable for taxation on its charitable activities.

Plans for the future

Expectations for 2022

The Charity expects that 2022 will be a year of uncertainty. Whilst the restrictions imposed on our lives as a result of COVID-19 have been almost entirely lifted, at least in the UK, there still remains risk that infection levels may increase once again and restrictions may need to be reimposed. Even if that risk does not materialise, international travel remains less straightforward than it was pre-pandemic, which continues to suppress international boarding numbers at LVS Ascot.

As many of the support packages made available by Government and the private sector during the pandemic are removed, many businesses and individuals in the licensed trade and the general population find their finances under increasing strain. This is of course being exacerbated by increasing costs of living, and the Russian invasion of Ukraine has introduced another level of unforeseen uncertainty.

All of these factors are expected to have an impact on the Charity's finances, either by increasing demand from beneficiaries for emotional, practical and financial support, and by adversely affecting recruitment and retention of pupils particularly at LVS Ascot.

The Charity finalised its budget for 2022 in November 2021, which projected a small operating surplus. This may be adversely affected by the factors set out above, and furthermore the uncertainty introduced into the financial markets by the war in Ukraine may result in adverse revaluations in both the Charity's investments and in the valuation of the LTC 1967 pension scheme deficit.

The strategic plan

The Charity's Strategic plan 2017-2021 will continue for a further two years, supported with a two year plan for recovery from the effects of the COVID-19 pandemic. During the second half of 2022, the Charity will commence work on a new Strategic plan. This will be produced involving staff, Trustees and externally benchmarking the Charity, in order to determine the direction of travel of the Charity for a further five years.

The Charity's existing five-year strategic plan commenced in 2017 and progress is reviewed annually. When setting the plan, the Charity was very clear in reviewing the potential areas for expansion and a quest to deliver more services in line with the recent changes in the organisation's objects. This allows for the provision of education to a wider population, to the general public but with preference to those having worked or still working in the licensed trade and now to any age group. Whilst the Charity can provide residential care to the general public but with preference to the trade, it was decided not to pursue this.

The Charity set a target to assist in a number of ways and aimed to help around 13,000 individuals by the year 2021. Through the pandemic, the Charity's marketing, communication and engagement plan has been so successful that the Charity assisted over 73,000 individuals during 2020 and nearly 47,000 during 2021.

Whilst the organisation will continue to invest in its material assets, further investment in the recruitment and development of staff will be at the forefront, to ensure the increasing demands placed on the organisation can be achieved and that beneficiaries' and customers' expectations can be met.

The Charity continues to build on the work done during the COVID-19 pandemic to accelerate automation, to improve efficiency and to optimise ways of working which will allow the organisation to evolve to meet the changing needs of its beneficiaries and pupils.

Risk management

The Trustees are responsible for the management of the risks faced by the Charity and have examined the major strategic, business and operational risks to which the organisation is and may potentially be exposed. The Trustees are satisfied that the systems, controls and policies are in place to mitigate and manage exposure to such major risks.

The Charity's comprehensive risk register is reviewed and updated annually, or more regularly if necessary, prior to review and discussion by the Trustees. In assessing the risks, the impact on Charity activity disruption, injury or property damage, loss of income, reputation, management focus, missed opportunity and strategic direction change are all considered.

There are four principal areas of risk as well as COVID-19 which have the potential to significantly affect the operations of the Charity:

- **Government policy** – Independent schools have been the subject of ongoing discussions by Government. There is a risk that changes to Government policy (such as amendments to VAT legislation on educational supplies, business rates relief, levy charges, and Teachers Pension contribution levels) would have a significant impact on the Charity's ability to operate. The Charity seeks to mitigate this by reviewing the reserves policy, preparing long-term forecasts and contingency planning.
- **Affordability** – LVS Ascot operates in a very competitive market with many fee payers' disposable incomes coming under pressure

from cost of living increases. Places at LVS Hassocks and LVS Oxford are primarily funded by local authorities which are under financial pressure with reduced budgets and increasing demands for services. This is causing local authorities to consider alternative means of fulfilling services such as the development of specialist hubs attached to mainstream secondary schools. The Schools all look to ensure that they offer value for money whilst providing an excellent well-balanced education to mitigate this risk as far as possible.

- **Economic environment** – The Charity has investments across commercial paper and property which have been exposed to increasing volatility over recent times. The Charity aims to operate a long-term diversified investment strategy at low to medium risk and regularly reviews the performance of investments.

- **Safety and security of pupils, staff, volunteers and vulnerable grantees** – The Charity aims to provide a safe and secure environment by having in place policies and procedures including in the areas of safeguarding children, anti-bullying, health and safety, physical security, cyber-security, data protection, well-being and critical incident management.

- **COVID-19** – Many of the risks associated with COVID-19 have already impacted the Charity's financial reserves and will continue to do so. These include increased support needed by beneficiaries, volatile performance of investments, reduced ability for Elvian Limited to hire out school facilities, fee remissions given at LVS Ascot and lower pupil numbers due to international travel restrictions and pressure on fee payers' finances. The Charity has received additional donations from licensed trade participants to cover increased demand from beneficiaries. The Charity's assessment of this risk is that it will continue to impact in the short-term but that the Charity has sufficient liquid reserves to manage this period.

Trustees' responsibility statement

The Trustees are responsible for keeping proper accounting records that disclose, with reasonable accuracy at any time, the financial position of the Charity. These records also allow the Trustees to make sure the financial statements comply with the requirements of the Charities Act 2011.

Charity law also requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Charity and of the results for that period.

In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud.

Auditor

James Cowper Kreston offers itself for re-appointment as auditor for the year beginning 1 January 2022.

Approval of the financial statements

The Trustees confirm this report and accounts comply with the requirements of the Charities Act 2011 and the Charities SORP (FRS102).

The Trustee Body approves the financial statements.

BY ORDER OF THE TRUSTEE BODY

Mr Michael Hill
Chairman of Trustees
Dated: 9th June 2022

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LICENSED TRADE CHARITY

Opinion

We have audited the financial statements of Licensed Trade Charity (the 'parent charity') and its subsidiary (the 'Group') for the year ended 31 December 2021 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, 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 Group's and of the parent charity's affairs as at 31 December 2021 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom including the Financial Reporting Council'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 Group's or the parent 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 Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Part 4 of the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or

- the parent charity's financial statements are not in agreement with the accounting records and returns; or

- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent 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 Group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

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

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

Use of our report

This report is made solely to the 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 members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

James Cowper Kreston Chartered Accountants and Statutory Auditor

Reading Bridge House, George Street, Reading, Berkshire, RG1 8LS

Date: 9th June 2022

James Cowper Kreston is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
INCOME FROM:					
Donations and legacies	4	544,754	84,685	629,439	1,253,833
Charitable activities:					
School fees		-	20,918,153	20,918,153	18,059,660
Grants		-	21,104	21,104	76,864
Other trading activities:					
Fundraising and events income	5	-	7,031	7,031	30,541
Gross income trading subsidiaries	2	-	400,320	400,320	243,706
Investments	6	-	1,089,769	1,089,769	1,107,085
Other income	7	-	306,018	306,018	771,440
TOTAL		544,754	22,827,080	23,371,834	21,543,129
EXPENDITURE ON:					
Raising funds:					
Costs of generating voluntary income	8	-	158,285	158,285	141,998
Expenditure trading subsidiaries	2	-	239,426	239,426	192,614
Investment management costs	10	-	556,373	556,373	565,206
Cost of events	9	-	78,338	78,338	47,907
Charitable activities:					
Schools	11	58,634	18,776,517	18,835,151	19,162,388
Grants		455,418	568,770	1,024,188	1,561,033
Bursaries		-	362,188	362,188	301,115
Charity Services	12	-	816,486	816,486	828,593
Support costs	13	-	444,741	444,741	376,160
TOTAL	14	514,052	22,001,124	22,515,176	23,177,014
NET INCOME/(EXPENDITURE) BEFORE NET GAINS ON INVESTMENTS		30,702	825,956	856,658	(1,633,885)
Net gains on investments	16	-	3,268,408	3,268,408	458,816
NET INCOME/(EXPENDITURE)		30,702	4,094,364	4,125,066	(1,175,069)
Income from associate company	3	-	42,950	42,950	103,059
Actuarial gains / (losses) on defined benefit pension schemes		-	2,358,000	2,358,000	(1,154,000)
NET MOVEMENT IN FUNDS		30,702	6,495,314	6,526,016	(2,226,010)
RECONCILIATION OF FUNDS:					
TOTAL FUNDS AT 1 JANUARY		342,412	62,418,202	62,760,614	64,986,624
TOTAL FUNDS AT 31 DECEMBER		373,114	68,913,516	69,286,630	62,760,614

All activities relate to continuing operations. The notes on pages 43 to 62 form part of these financial statements.

CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	£	2021 £	£	2020 £
FIXED ASSETS					
Tangible assets	**17**		**30,670,307**		31,784,761
Investments at market value	**20**		**44,601,514**		41,480,673
Investment in associate company	**18**		**1,308,501**		1,265,551
			76,580,322		74,530,985
CURRENT ASSETS					
Debtors	**21**	**4,983,499**		4,464,176	
Cash at bank		**5,795,671**		4,958,918	
		10,779,170		9,423,094	
CREDITORS: Amounts falling due within one year	**22**	**(9,937,321)**		(10,265,331)	
NET CURRENT ASSETS / (LIABILITIES)			**841,849**		(842,237)
TOTAL ASSETS LESS CURRENT LIABILITIES			**77,422,171**		73,688,748
CREDITORS: amounts falling due after more than one year	**23**		**(6,592,541)**		(7,012,134)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			**70,829,630**		66,676,614
Defined benefit pension scheme liability	**27**		**(1,543,000)**		(3,916,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			**69,286,630**		62,760,614
CHARITY FUNDS					
Restricted funds	**24**		**373,114**		**342,412**
Unrestricted funds:	**24**				
Unrestricted funds excluding pension liability		**70,456,516**		66,334,202	
Pension reserve		**(1,543,000)**		(3,916,000)	
Total unrestricted funds			**68,913,516**		62,418,202
TOTAL FUNDS			**69,286,630**		62,760,614

The financial statements were approved by the Trustees on 9th June, 2022 and signed on their behalf by:

.....

Mr Michael Hill

The notes on pages 43 to 62 form part of these financial statements.

CHARITY BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	£	2021 £	£	2020 £
FIXED ASSETS					
Tangible assets	17		**30,670,307**		31,784,761
Investment in subsidiary	19		**5,000**		5,000
Investments at market value	20		**44,601,514**		41,480,673
Investment in associate company	18		**500,025**		500,025
			75,776,846		73,770,459
CURRENT ASSETS					
Debtors	21	**5,404,579**		4,574,215	
Cash at bank		**5,349,307**		4,825,654	
		10,753,886		9,399,869	
CREDITORS: amounts falling due within one year	22	**(9,917,038)**		(10,247,106)	
NET CURRENT ASSETS / (LIABILITIES)			**836,848**		(847,237)
TOTAL ASSETS LESS CURRENT LIABILITIES			**76,613,694**		72,923,222
CREDITORS: amounts falling due after more than one year	23		**(6,592,541)**		(7,012,134)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			**70,021,153**		65,911,088
Defined benefit pension scheme liability	27		**(1,543,000)**		(3,916,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			**68,478,153**		61,995,088
CHARITY FUNDS					
Restricted funds	24		**373,114**		342,412
Unrestricted funds:					
Unrestricted funds excluding pension liability		**69,648,039**		65,568,676	
Pension reserve		**(1,543,000)**		(3,916,000)	
Total unrestricted funds			**68,105,039**		61,652,676
TOTAL FUNDS			**68,478,153**		61,995,088

The financial statements were approved by the Trustees on 9th June, 2022 and signed on their behalf by:

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Mr Michael Hill

The notes on pages 43 to 62 form part of these financial statements.

CONSOLIDATED CASH FLOW STATEMENT
AS AT 31 DECEMBER 2021

	Note	2021 £	2020 £
NET CASH PROVIDED BY OPERATIONS		**1,159,513**	286,631
CASH FLOWS FROM INVESTING ACTIVITIES			
Dividends, interest and rents from investments		**1,089,769**	1,107,085
Purchase of fixed assets	**17**	**(979,173)**	(870,834)
Proceeds from the sale of fixed assets		**7,740**	-
Purchase of investments	**20**	**(7,435,755)**	(6,026,975)
Proceeds from the sale of investments		**7,583,322**	7,209,448
Net cash used in investing activities		**265,903**	1,418,724
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of loans		**(588,663)**	(566,618)
Net cash used in financing activities		**(588,663)**	(566,618)
Change in cash and cash equivalents in the year		**836,753**	1,138,737
Cash and cash equivalents brought forward		**4,958,918**	3,820,181
Cash and cash equivalents carried forward		**5,795,671**	4,958,918
NET MOVEMENT IN FUNDS		**6,526,016**	(2,226,010)
Adjustments for:			
Dividends, interest and rents from investments		**(1,089,769)**	(1,107,085)
Depreciation charges	**17**	**1,967,377**	1,947,194
Loss on disposal of fixed assets		**118,510**	876,419
Fair value gains made on investments		**(3,268,408)**	(458,816)
Increase in debtors	**21**	**(519,323)**	(3,177,582)
(Decrease)/Increase in creditors	**22**	**(158,940)**	3,086,570
(Decrease)/Increase in provision for defined benefit pension scheme		**(2,373,000)**	1,449,000
Income from associate company	**3**	**(42,950)**	(103,059)
NET CASH PROVIDED BY OPERATIONS		**1,159,513**	286,631

The notes on pages 43 to 62 form part of these financial statements.

1 . ACCOUNTING POLICIES

Licensed Trade Charity is an unincorporated charity. It is registered in England and Wales with Charity Registered number 230011. The principal address of the Charity is Heatherley, London Road, Ascot, Berkshire, SL5 8DR.

1.1 Basis of Accounting

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition issued on 1 January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

These provisions mean that the consolidated financial statements have been prepared to aggregate the Charity together with its trading subsidiary, Elvian Limited.

The Charity constitutes a public benefit entity as defined by FRS 102.

1.2 Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenditure during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Tangible Fixed Assets (see note 17)

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values may vary depending upon the type of asset and its use and management use historic experience to assess these factors.

Pension Commitments (see note 27)

Various assumptions are made in reporting the performance of the Charity's pension scheme.
A valuation is carried out for reporting purposes by a qualified independent actuary. The principal actuarial assumptions made are disclosed in note 27.

Investment properties (see note 20)

Residential investment property valuations are made annually by management, based upon external indications of value and consideration of market conditions. Commercial investment properties are valued annually by qualified independent Chartered Surveyors.

1.3 Basis of Consolidation

The Licensee & Morning Advertiser and the assets of the Pub, Club and Leisure Show Limited were incorporated into The Morning Advertiser Limited (MA Ltd) in January 2000. At that time the Charity owned £75 shares and William Reed Holdings Limited owned £25 shares. The financial statements of MA Ltd were consolidated into William Reed Holdings Limited financial statements as a subsidiary since it had a majority representation on the Board of Directors. The Charity's investment was shown as an investment in a joint venture.

1 . ACCOUNTING POLICIES (continued)

1.3 Basis of Consolidation (continued)

In March 2002, William Reed Holdings Limited bought £50 of the Charity's shares and the Charity became a minority shareholder with a 25% shareholding.

Under the Charities SORP (FRS102), the Charity treats MA Ltd as an associate company in its financial statements (see note 3) and consolidates that percentage of its shareholding (25%) of its income and expenditure into its Consolidated Statement of Financial Activities.
The MA Ltd's year end is 31 March and so unaudited management accounts have been taken for the company's financial year. The Charity's investment is shown as an investment in an associate company (see note 18).

1.4 Going Concern

The Trustees have considered the impact of both the COVID-19 pandemic and the Russian invasion of Ukraine on the ability of the Group to continue trading for the foreseeable future. This review has included considering the impact of both situations to the date of signing the financial statements and updating financial projections in respect of income and expenses. Based on this review and taken together with existing group financing facilities the Trustees believe that the financial statements have been prepared appropriately on the going concern basis.

1.5 Fund Accounting

The Charity's funds consist of general funds which the Charity may use for its purposes at its discretion. When donors indicate that an amount is for a specific purpose, such amounts are treated as restricted funds.

1.6 Donation Income

Donation income is accounted for on a cash received basis.

1.7 Gift Aid

Voluntary income by way of gift aid is credited in the year it is receivable. Corporate gift aid is received gross of tax, but the Charity is able to recover basic rate income tax from UK individual tax payers and such gift aid donations are shown gross of the relevant credit.

1.8 Income from Investments

Investment income comprises dividends received during the accounting period and interest received on listed and unlisted investments.

1.9 School Fees

School fees are accounted for in the period to which they relate and are shown gross, including bursaries paid by the Charity, in the Statement of Financial Activities.

1.10 Government Grants

Government Grants relating to the Coronavirus Job Retention Scheme included within other income are recognised as receivable in the period in which the corresponding the expense has been incurred.

1 . ACCOUNTING POLICIES (continued)

1.11 Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

School Buildings*	-	at 2.00% on cost
Building Improvements*	-	at various rates between 6.67% and 20%
Motor Vehicles	-	at 25.00% on cost
Furniture & Fittings	-	at various rates between 6.67% and 20%
IT Equipment	-	at 33.33% on cost
Land	-	not depreciated

* - Reported in Land and Buildings (see Note 17 Tangible Fixed Assets)

A project is underway to separately disclose Building Improvements in the accounts for the year ended 31 December 2022.

Items costing less than £1,000 are written off as an expense when acquired.

1.12 Allocation of Central Support Costs

Central costs are allocated between the following categories: Investments, Schools, Fundraising, Event costs, Charity Services, Subsidiary and Support (including governance costs).

The method of allocation for costs, which cannot be specifically allocated to each category, is based on the time spent on each category by each management function. Allocations for the year ending 31 December 2021 are as follows:-

Type of expense	Management	Professional	Establishment	Other	Total
Method of allocation	Time	Usage	Usage	Per capita	
Functions	£000's	£000's	£000's	£000's	£000's
Investments	83	224	1	248	556
Schools	318	79	10	347	754
Generating Voluntary Income	75	12	1	70	158
Events	58	9	-	11	78
Charity Services	531	84	3	198	816
Subsidiary	23	8	1	19	51
Support	241	99	2	103	445
Total	1,329	515	18	996	2,858

Support costs comprise the costs of running the Charity including strategic planning, internal and external audit, legal advice, Trustees expenses and all of the costs of complying with statutory requirements such as the preparation of statutory financial statements and meetings of the Trustee Body and its sub committees (note 13).

Charity Services costs comprise staff and other costs incurred in helping those in need including advising on their qualification for state benefits, preparing their cases for submission to the Charity Services committee, giving emotional support and arranging payments for agreed grants.

1 . ACCOUNTING POLICIES (continued)

1.13 Pension Costs

Teaching staff employed by the Licensed Trade Charity are eligible for membership of the Teachers' Pension Scheme, which is a national statutory contributory, defined benefit scheme administered by the Teachers' Pension Scheme, an agency of the Department for Education. Pension costs are assessed in accordance with the advice of the Government Actuary. Although this is a multi-employer scheme whose assets and liabilities are not separately identifiable, under the Charities SORP (FRS 102) it is treated as a defined contribution scheme with a charge to the accounts for the contributions paid and relevant disclosures about the scheme as a whole provided in note 27.

In addition, the Charity operates a defined benefit pension scheme for its non-teaching staff. This is funded by contributions at rates determined by independent, qualified actuaries. These contributions are invested separately from the Charity's assets and are charged to the Statement of Financial Activities and relevant disclosures about the scheme are provided in note 27.

The Charity is subject to the automatic enrolment legislation. All eligible employees of the Charity that do not join the appropriate final salary scheme are automatically enrolled into a group pension plan, with employer pension contributions charged to the Statement of Financial Activities in the year in which they arise.

1.14 Investments

Listed investments
Investments are included in the financial statements at mid-market value as at the year end. Realised and unrealised gains and losses are recognised as they arise and are included separately in the Statement of Financial Activities.

Investment in Associate
As at 31st December 2021, the Charity holds a minority shareholding in an associate company, The Morning Advertiser Limited. The share of the associate's profits are shown as income from associate in the Consolidated Statement of Financial Activities.

The Charity's interest is recorded as follows:
In the Consolidated Balance Sheet, shares at cost and minority reserves accumulated to date.
In the Charity's Balance Sheet, the cost of the shares in the associated company is shown.

1.15 Investment Properties

Investment properties are stated at open-market valuation. Realised and unrealised gains and losses are recognised as they arise and are included separately in the Statement of Financial Activities.

1.16 Stocks

School books and other teaching materials are written off in the year of acquisition.

1.17 Debtors

Trade debtors, other debtors and prepayments are recognised at their settlement amount.

1 . ACCOUNTING POLICIES (continued)

1.18 Creditors and provisions

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

1.19 Advance Fee Plan Scheme payments

Amounts received under the school's advance fee plan scheme which have not been used to settle school fees are recognised as deferred income within current liabilities where education will be provided within one year of the reporting date and within non-current liabilities where education will be provided in subsequent years.

1.20 Financial Instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments The basic instruments are held at amortised cost and at fair value (note 31).

2 . NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARIES

The Charity has one wholly owned trading subsidiary, Elvian Limited. Elvian Limited pays its taxable profits to the Charity under a deed of covenant and its audited financial statements are filed with the Registrar of Companies. The Company has not recognised a corporation tax charge in the year as taxable profits will be distributed in full to the parent charity within nine months of the year end and charitable donations relief will be claimed under Part 6 (s189) of the Corporation Tax Act 2010 .

Elvian Limited's audited results are as follows:

Profit and Loss Account	**2021**	2020
	£	£
Turnover	**400,320**	243,706
Cost of sales	**(86,356)**	(81,769)
Gross profit	**313,964**	161,937
Administration costs	**(153,070)**	(110,845)
Net profit	**160,894**	51,092
Profit gifted to parent charity under deed of covenant	**(160,894)**	(51,092)
Profit retained in subsidiary	**-**	-

3 . NET INCOME FROM TRADING ACTIVITIES OF ASSOCIATE COMPANY

The Charity has a 25% shareholding in The Morning Advertiser Limited (MA Ltd). The principal activity of this company is the publication of a fortnightly trade journal "The Morning Advertiser" which the Charity had managed for 200 years before transferring its management to William Reed Publishing Ltd in 2000.

The Morning Advertiser Limited's unaudited results are as follows:

	2021	2020
	£	£
Revenue	**1,441,571**	2,268,245
Cost of sales	**(990,815)**	(942,972)
Gross profit	**450,756**	1,325,273
Overhead costs	**(278,956)**	(913,033)
Profit for the year	**171,800**	412,240
Reserves brought forward	**5,062,204**	4,649,964
Dividend paid in year	**-**	-
Reserves carried forward	**5,234,004**	5,062,204

The Charity's share of the total profit for the year resulting from its investment in MA Ltd is £42,950 (2020: £103,059). No dividend income was received from MA Ltd during the year.

4 . DONATIONS AND LEGACIES

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Donations	**544,754**	**84,685**	**629,439**	1,253,833

In 2020, of the donations and legacies income, £1,155,684 related to restricted Funds and £98,149 related to unrestricted Funds.

5 . FUNDRAISING AND EVENTS INCOME

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Fundraising and events income	**-**	**7,031**	**7,031**	30,541

In 2020, all amounts related to unrestricted Funds.

6 . INVESTMENT INCOME

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Rental income	**-**	**133,539**	**133,539**	130,586
Income from investments	**-**	**956,190**	**956,190**	971,751
Bank deposit interest	**-**	**40**	**40**	4,748
	-	**1,089,769**	**1,089,769**	1,107,085

In 2020, all amounts related to unrestricted Funds.

7 . OTHER INCOME

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Coronavirus job retention scheme	**-**	**67,486**	**67,486**	544,425
Other	**-**	**238,532**	**238,532**	227,015
	-	**306,018**	**306,018**	771,440

In 2020, all amounts related to unrestricted Funds.

8 . COSTS OF GENERATING VOLUNTARY INCOME

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Staff costs	**-**	**75,356**	**75,356**	78,748
Administration and depreciation	**-**	**82,929**	**82,929**	63,250
	-	**158,285**	**158,285**	141,998

In 2020, all amounts related to unrestricted Funds.

9 . COST OF EVENTS

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Staff costs	-	57,781	57,781	35,147
Administration and depreciation	-	20,557	20,557	12,760
	-	78,338	78,338	47,907

In 2020, all amounts related to unrestricted Funds.

10 . INVESTMENT MANAGEMENT COSTS

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Investment advice	-	171,587	171,587	163,396
Property charges	-	37,429	37,429	36,140
Interest paid on loan for investments	-	232,231	232,231	251,474
Staff costs	-	82,730	82,730	77,306
Administration and depreciation	-	32,396	32,396	36,890
	-	556,373	556,373	565,206

In 2020, all amounts related to unrestricted Funds.

11 . COST OF RUNNING SCHOOLS

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Staff costs	-	11,314,140	11,314,140	11,764,415
Catering and cleaning	-	1,546,207	1,546,207	1,282,144
Establishment costs	-	475,748	475,748	352,754
Administration, loss on disposal and depreciation	57,834	4,381,905	4,439,739	4,827,596
Other costs	800	1,058,517	1,059,317	935,479
	58,634	18,776,517	18,835,151	19,162,388

In 2020, of the cost of running schools, £69,032 related to restricted Funds and £19,093,356 related to unrestricted Funds.

12 . CHARITY SERVICES

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Staff costs	-	530,990	530,990	515,069
Administration and depreciation	-	285,496	285,496	313,524
	-	816,486	816,486	828,593

In 2020, £6,000 related to restricted Funds and £822,593 related to unrestricted Funds.

13 . SUPPORT COSTS

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Governance costs				
Auditor's remuneration		26,760	26,760	27,036
Auditor's remuneration - non audit		3,174	3,174	5,514
Other committee expenses		3,559	3,559	3,066
Trustees' allowances - chairman		1,590	1,590	765
Trustees' travel expenses		14,951	14,951	10,625
Other support costs				
Legal and professional		62,730	62,730	48,818
Bank charges and interest		429	429	655
Staff costs		239,887	239,887	225,242
Administration and depreciation		91,661	91,661	54,439
	-	444,741	444,741	376,160

In 2020, all amounts related to unrestricted Funds.

14 . TOTAL RESOURCES EXPENDED

	Staff Costs £	Depreciation £	Other Costs £	2021 £	2020 £
School running costs	10,995,860	1,759,851	5,325,758	18,081,469	18,338,293
School support costs	318,280	116,923	318,479	753,682	824,095
Investment costs	82,730	6,908	466,735	556,373	565,206
Cost of trading subsidiary	23,869	8,209	207,348	239,426	192,614
Fundraising events	57,781	4,825	15,732	78,338	47,907
Support costs	239,887	20,031	184,823	444,741	376,160
Grants	-	-	1,024,188	1,024,188	1,561,033
Bursaries	-	-	362,188	362,188	301,115
Charity Services costs	530,990	44,338	241,158	816,486	828,593
Costs generating voluntary income	75,356	6,292	76,637	158,285	141,998
	12,324,753	1,967,377	8,223,046	22,515,176	23,177,014

All grants are paid to individuals in line with our objectives.

15 . STAFF COSTS

	2021 £	2020 £
Wages and salaries	9,005,396	9,652,554
Social security	884,843	935,008
Pension costs	1,996,524	1,483,992
Re-organisation costs	28,795	188,985
Other staff costs	409,195	442,151
	12,324,753	12,702,690

15 . STAFF COSTS (continued)

Employee emoluments	**2021**	2020
£ 60,000 - £ 70,000	**5**	5
£ 70,000 - £ 80,000	**2**	3
£ 80,000 - £ 90,000	**1**	1
£ 90,000 - £100,000	**1**	1
£100,000 - £110,000	**2**	3
£130,000 - £140,000	**1**	0
£150,000 - £160,000	**1**	1
£230,000 - £240,000	**1**	0
£240,000 - £250,000	**0**	1

Employee emoluments include remuneration and benefits-in-kind, as defined for taxation purposes. All the employees except for three in the above emolument bands are members of defined benefit pension schemes.

The Charity considers its key management personnel to comprise of the Trustees and the Chief Executive, Executive Director Education and Operations, Finance Director, HR Director, Director of SEN and Principal of LVS Ascot. The total employment benefits including employer national insurance and pension contributions of the key management personnel were £951,120 (2020: £947,714).

No Trustees received any remuneration in 2021 and 2020. During the year expenditure of £16,541 (2020: £11,390) was re-imbursed to or paid on behalf of nineteen Trustees.

The average number of employees analysed by function is as follows:

	2021	2020
Direct charitable expenditure:		
School	**273**	283
Other	**1**	1
	274	284
Fundraising and publicity	**4**	5
Welfare	**6**	6
Management and administration	**22**	26
	32	37
	306	321

16 . REALISED AND UNREALISED INVESTMENT GAINS & LOSSES

	2021	2020
	£	£
Unrealised gains on investment revaluation	**1,566,765**	3,085,786
Realised gains/(losses) on sale of investments	**1,701,643**	(2,626,970)
	3,268,408	458,816

17 . TANGIBLE FIXED ASSETS

	Land and Buildings £	Motor Vehicles £	Equipment, Fixtures and Fittings £	Total £
Group				
Cost				
At 1 January 2021	**49,101,425**	**409,799**	**3,331,766**	**52,842,990**
Additions	**481,806**	**70,899**	**426,468**	**979,173**
Disposals	**(247,388)**	**(107,713)**	**(145,599)**	**(500,700)**
At 31 December 2021	**49,335,843**	**372,985**	**3,612,635**	**53,321,463**
Depreciation				
At 1 January 2021	**19,052,891**	**269,027**	**1,736,311**	**21,058,229**
Charge for the year	**1,389,930**	**64,376**	**513,071**	**1,967,377**
On disposals	**(180,997)**	**(79,927)**	**(113,526)**	**(374,450)**
At 31 December 2021	**20,261,824**	**253,476**	**2,135,856**	**22,651,156**
Net book value				
At 31 December 2021	**29,074,019**	**119,509**	**1,476,779**	**30,670,307**
At 31 December 2020	30,048,534	140,772	1,595,455	31,784,761

	Land and Buildings £	Motor Vehicles £	Equipment, Fixtures and Fittings £	Total £
Charity				
Cost				
At 1 January 2021	**49,101,425**	**409,799**	**3,331,766**	**52,842,990**
Additions	**481,806**	**70,899**	**426,468**	**979,173**
Disposals	**(247,388)**	**(107,713)**	**(145,599)**	**(500,700)**
At 31 December 2021	**49,335,843**	**372,985**	**3,612,635**	**53,321,463**
Depreciation				
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Charge for the year	**1,389,930**	**64,376**	**513,071**	**1,967,377**
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Net book value				
At 31 December 2021	**29,074,019**	**119,509**	**1,476,779**	**30,670,307**
At 31 December 2020	30,048,534	140,772	1,595,455	31,784,761

18 . INVESTMENT IN ASSOCIATE COMPANY

In 2000, the Charity incorporated the assets of its publishing division The Licensee and Morning Advertiser and its trading company Pub, Club and Leisure Show Limited into The Morning Advertiser Limited.

The funding for the company was raised by the issue of shares and debentures. The shareholding at 31 December 2001 was £75 held by the Charity and £25 held by William Reed Holdings Limited.

In March 2002, William Reed Holdings Limited exercised its option to buy £50 of the Charity's shares in The Morning Advertiser Limited for £465,000 and both parties agreed to defer the maturity dates on their debentures from 2005 to 2010.

In March 2003, The Morning Advertiser Limited de-merged Pub, Club and Leisure Show Company Limited which has been dormant since its integration into The Morning Advertiser Limited and the Charity bought it for £1. The Pub, Club and Leisure Show Company Limited was dissolved on 21 August 2012.

Between 2001 and the rights issue in 2009, the losses incurred by The Morning Advertiser Limited were funded by the debentures and unsecured funding from William Reed Holdings Limited.

In 2009, shareholders decided to recapitalise The Morning Advertiser Limited by repaying its debentures and issuing a rights issue under the new percentage split of the shareholding. The Charity owned £404,813 of the debentures and its share of the £2 million rights issue was £500,000. The net payment into The Morning Advertiser Limited was therefore £95,117 with the Charity accepting £500,000 shares in exchange for surrendering £408,813 debentures. This has been used partly to finance The Morning Advertiser Limited and partly to repay the unsecured loan to William Reed Holdings Limited.

In the Consolidated Balance Sheet, the value of the Charity's investment in The Morning Advertiser Limited as at 31 December 2021 is represented by the cost of its shares of £500,025 and its minority share of reserves at 31 December 2021 of £808,476 totalling £1,308,501. In the Charity's Balance Sheet, only the cost of £500,025 is shown.

Initially the Trustees considered the venture with William Reed Holdings Limited to be a joint venture but following the disposal of their majority holding, now regard it as an associate company and adopt the treatment required by the Charities SORP (FRS102).

The Morning Advertiser Limited has a 31 March year end and therefore results shown in note 3 are based on management accounts and statutory financial statements information to bring them in line with the Charity's year end.

19 . INVESTMENT IN SUBSIDIARY

As detailed in note 2, the Charity is the parent company of Elvian Limited with a shareholding of £5,000.

20 . INVESTMENTS AND INVESTMENT PROPERTIES

	2021 £	2021 £	2020 £
STOCK MARKET			
The mid-market value of the investments were:		**24,950,771**	23,678,431
Details of cost are shown below:			
At 1 January 2021	**20,536,850**		
Additions	**7,392,032**		
Disposals	**(5,811,704)**		
At 31 December 2021	**22,117,178**		
PROPERTY FUNDS			
The mid-market value of the investments were:		**14,818,243**	12,969,742
Details of cost are shown below:			
At 1 January 2021	**12,939,892**		
Additions	**-**		
Disposals	**-**		
At 31 December 2021	**12,939,892**		
TOTAL INVESTMENTS		**39,769,014**	36,648,173
INVESTMENT PROPERTIES			
The mid-market value of the investments were:		**4,832,500**	4,832,500
Details of cost are shown below:			
At 1 January 2021	**2,050,771**		
Additions	**43,723**		
Disposals	**(69,975)**		
At 31 December 2021	**2,024,519**		
TOTAL INVESTMENTS AND INVESTMENT PROPERTIES		**44,601,514**	41,480,673

All residential investment properties were professionally valued during the year to 31 December 2020, and their values have remained unchanged in the year to 31 December 2021.

21 . DEBTORS

	Group		Charity	
	2021	2020	**2021**	2020
	£	£	**£**	£
Trade debtors	**3,781,028**	3,414,427	**3,760,612**	3,404,830
Due from subsidiary	**-**	-	**442,472**	130,634
Other debtors	**249,516**	183,616	**248,540**	183,616
Prepayments	**952,955**	866,133	**952,955**	855,135
	4,983,499	4,464,176	**5,404,579**	4,574,215

Debtors include a loan of £47,647 (2020: £47,647) to the Hilda Webber Trust. This loan is to provide capital repairs to a property from which the Charity will benefit in the will, to which the Charity's Chief Executive is an Executor.

22 . CREDITORS

Amounts falling due within one year

	Group		Charity	
	2021	2020	**2021**	2020
	£	£	**£**	£
Bank loans	**608,742**	588,959	**608,742**	588,959
Trade creditors	**448,939**	478,379	**448,939**	478,379
Due to subsidiary	**-**	-	**-**	-
Other taxation and social security	**254,681**	250,158	**254,681**	250,158
Other creditors and accruals	**2,113,414**	2,415,185	**2,093,131**	2,396,960
Deferred income	**6,511,545**	6,532,650	**6,511,545**	6,532,650
	9,937,321	10,265,331	**9,917,038**	10,247,106

23 . Amounts falling due after more than one year

	Group		Charity	
	2021	2020	**2021**	2020
	£	£	**£**	£
Bank loans	**6,007,584**	6,616,030	**6,007,584**	6,616,030
Deferred income	**584,957**	396,104	**584,957**	396,104
	6,592,541	7,012,134	**6,592,541**	7,012,134

Creditors include amounts not wholly repayable within 5 years as follows:

	Group		Charity	
	2021	2020	**2021**	2020
	£	£	**£**	£
Repayable by instalments	**6,007,584**	6,616,030	**6,007,584**	6,616,030

23 . Amounts falling due after more than one year (continued)

The Allied Irish bank loan is secured on the Charity's Ascot site which represents 38% of the net book value of the property, which is included in the financial statements at £15,292,876. The Lloyds Bank loan is secured on the Charity's Hassocks site which represents 10% of the net book value of the property, which is included in the financial statements at £7,858,395.

Changes in the balance of deferred income are recognised in the Statement of Financial Activities during the year.

In July 2021 the Charity reduced its overdraft facility with SG Hambros from £5million to £1.5million. The facility, which is secured on the Charity's cash balances and investments held by SG Hambros, is in place for 12 months. The facility was not used during the year.

24 . SUMMARY OF FUNDS

	Brought Forward	Incoming Resources	Resources Expended	Gains / (Losses)	Transfers	Carried Forward
	£	£	£	£		£
General funds	**62,188,432**	22,827,080	(22,001,124)	5,669,358	34,103	**68,717,849**
Designated funds	**229,770**	-	-	-	(34,103)	**195,667**
Total unrestricted funds	**62,418,202**	22,827,080	(22,001,124)	5,669,358	-	**68,913,516**
Restricted funds	**342,412**	544,754	(514,052)	-	-	**373,114**
	62,760,614	23,371,834	(22,515,176)	5,669,358	-	**69,286,630**

Designated funds relate to amounts set aside by the Trustees for potential future payments to certain beneficiaries and does not meet the conditions to be recorded as a liability. During 2018 Sodexo made a capital investment of £399,000, which is being depreciated over the length of the contract.

2021	B/f	Income	Expenditure	Transfer to unrestricted funds	C/f
	£	£	£	£	£
Hardship Fund 2*	**21,238**	500,000	(438,792)	**-**	**82,446**
Hardship Fund 4*	**794**	-	-	**-**	**794**
Hardship Fund 5*	**-**	1,000	(970)	**-**	**30**
Hardship Fund 6*	**-**	5,000	(4,656)	**-**	**344**
Grant 2	**6,805**	-	-	**-**	**6,805**
Grant 3	**15,000**	15,000	-	**-**	**30,000**
Grant 4	**-**	1,000	(1,000)	**-**	**-**
Welfare Grant	**-**	10,000	(10,000)	**-**	**-**
Scholarships	**5,333**	-	-	**-**	**5,333**
Ascot School	**-**	2,600	(600)	**-**	**2,000**
Hassocks School	**-**	100	(100)	**-**	**-**
Oxford School	**5,962**	100	(100)	**-**	**5,962**
Sodexo Capital grants	**287,280**	-	(47,880)		**239,400**
Oxford dining room	**-**	9,954	(9,954)	**-**	**-**
	342,412	544,754	(514,052)	-	**373,114**

24 . SUMMARY OF FUNDS (continued)

2020	B/f	Income	Expenditure	Transfer to unrestricted funds	C/f
	£	£	£	£	£
Community Fund	-	150,000	(150,000)	-	-
Hardship Fund 1*	-	250,000	(217,813)	(32,187)	-
Hardship Fund 2*	-	668,881	(647,643)	-	**21,238**
Hardship Fund 3*	-	4,489	(4,489)	-	-
Hardship Fund 4*	-	20,500	(19,706)	-	**794**
Hardship Fund 5*	-	19,500	(19,500)	-	-
Grant 1	-	24,464	(24,464)	-	-
Grant 2	3,242	21,900	(18,337)	-	**6,805**
Grant 3	-	15,000	-	-	**15,000**
Welfare Grant	-	10,000	(10,000)	-	-
Scholarships	-	8,000	(2,667)	-	**5,333**
Ascot School	-	9,290	(9,290)	-	-
Hassocks School	-	369	(369)	-	-
Oxford School	-	7,700	(1,738)	-	**5,962**
Sodexo Capital grants	335,160	-	(47,880)		**287,280**
Oxford dining room	-	9,955	(9,955)	-	**0**
	338,402	1,220,048	(1,183,851)	(32,187)	**342,412**

Community Fund
Restricted to the administration of the awards of community partnership grants via the Great British Pub awards in order to support the licensed trade industry through funding pub centred community projects during the COVID-19 pandemic.

Hardship Funds *
Donations received to be used to alleviate poverty and hardship endured by employees of the donors and their families resulting from the COVID-19 pandemic.

Grant 1
Restricted to current and ex-employees of a Pub Company. Grants are awarded by the Charity and reimbursed by the Pub Company.

Grant 2
Restricted to the provision of mental health training for managers in the licensed trade.

Grant 3
Restricted to funding the cost of awards made to sixth form pupils.

Grant 4
Restricted to funding a contribution towards the accommodation costs of an individual.

Welfare Grant
Restricted to grants awarded to individuals living in London.

Sodexo Capital Grant
Restricted expenditure relates to depreciation charges in respect of capital investment made by Sodexo.

25 . ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Tangible fixed assets	**239,400**	**30,430,907**	**30,670,307**	31,784,761
Fixed asset investments	**-**	**45,910,015**	**45,910,015**	42,746,224
Current assets	**133,714**	**10,645,456**	**10,779,170**	9,423,094
Creditors due within one year	**-**	**(9,937,321)**	**(9,937,321)**	(10,265,331)
Creditors due in more than one year	**-**	**(6,592,541)**	**(6,592,541)**	(7,012,134)
Pension scheme liability	**-**	**(1,543,000)**	**(1,543,000)**	(3,916,000)
	373,114	**68,913,516**	**69,286,630**	62,760,614

26 . CONTINGENT ASSETS

The Hilda Webber Trust was set up to allow for Hilda Florence Webber's niece to benefit from the accommodation and income generated from two properties in Hove, Sussex. On the death of her niece, the full ownership of the properties will be left to the Charity in Hilda Florence Webber's will to which the Charity's Chief Executive is an Executor.

27 . PENSION COMMITMENTS

The Charity participates in the Teachers' Pension Scheme (TPS) and the Licensed Trade Charity 1967 Life Assurance and Pension Scheme (LTC). The Charity makes contributions to both in accordance with recommended rates. These are both defined benefit schemes. In 2021, the cost of the contributions to these schemes was £1,872,530 (2020: £1,417,446) being £966,783 (2020: £1,026,532) to the TPS and £905,747 (2020: £390,914) to the LTC.

The schemes are accounted for differently as the assets and liabilities of the LTC scheme can be separately identified as belonging to the Licensed Trade Charity. This is not the case for the TPS scheme and only summary information as a whole is provided. During the year, the Charity contributed £119,660 (2020: £66,548) to their defined contribution scheme with Legal & General.

Teachers' Pension Scheme

The Charity participates in the TPS for its teaching staff. This is a multi-employer defined benefits pension scheme and it is not possible or appropriate to identify the assets and liabilities of the TPS which are attributable to the Charity. As required by FRS 102 "Retirement Benefits", the Charity accounts for this scheme as if it were a defined contribution scheme.

The pension charge for the year includes contributions paid to the TPS of £952,917 (2020: £1,031,628) and contributions accrued at the year end £128,537 (2020: £114,671).

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

The employer contribution rate is set following scheme valuations undertaken by the Government Actuary Department every 4 years. The latest valuation report for the TPS was prepared as at 31 March 2016 and published in March 2019. The report confirmed an employer contribution rate for the TPS of 23.6% from 1 September 2019. A new valuation as at 31 March 2020 is now underway but has yet to be published. Any changes required to contribution rates as a result of the 2020 valuation will be made in 2023.

27 . PENSION COMMITMENTS (continued)

Teachers' Pension Scheme (continued)

The Department for Education has also devolved the scheme administration costs to scheme employers in the form of an administration charge of 0.08% of the employers' salary costs which has resulted in a total employer payment of 23.68%.

Licensed Trade Charity 1967 Life Assurance and Pension Scheme

The Charity operates a defined benefit pension scheme providing benefits based on final pensionable pay. The assets of the Scheme are held separately from those of the Charity, and are invested in a range of funds. Contributions to the scheme are charged to the Statement of Financial Activities so as to spread the cost of pensions over employees' working lives with the Charity. The contributions are determined by a qualified actuary on the basis of triennial valuations based on the projected unit method.

The triennial valuation in April 2020 showed a deficit of £1,761,000. Following this valuation the Charity agreed a deficit recovery plan. The Charity made an additional payment of £500,000 in February 2021, and agreed to make further additional payments of £250,000 in February 2022 and £250,000 in February 2023 should the scheme be in deficit at those time points. The scheme was not in deficit in February 2022 and therefore no additional contribution was required. Following the valuation the employer contribution rate was increased from 20.00% to 26.00% of pensionable earnings from 1 April 2021. The employer contribution rate will further increase to 31.00% in 2023.

In 2021, the FRS 102 valuation shows a deficit of £1,543,000 (2020: £3,916,000). The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the rates of increase in pensionable salaries and pension payments. The assumptions adopted for the most recent actuarial valuation assumed that investment returns would increase by 3.48% per annum, pensionable salary increases would be 2% and 4% in January and September 2022 respectively and 3.48% per annum thereafter, future increases in pensions in payment would be 3.48% per annum and the discount rates would be 1.89% per annum.

The normal contribution for the period was £405,747 (2020: £390,914). During 2021, the Charity paid contributions to the Scheme at a rate of 20.00% of pensionable salaries until 31 March 2021 and 26.00% thereafter.

	2021 **£**	2020 £
Fair value of scheme assets	**21,221,000**	19,420,000
Present value of unfunded obligations	**(22,764,000)**	(23,336,000)
Net liability	**(1,543,000)**	(3,916,000)

Changes in the present value of the defined benefit obligation were as follows:

	2021 **£**	2020 £
Opening defined benefit obligation	**23,336,000**	19,563,000
Actuarial (gains) / losses	**(1,383,000)**	3,052,000
Current service cost	**1,045,000**	788,000
Employee contributions	**18,000**	13,000
Interest costs	**316,000**	408,000
Benefits paid	**(568,000)**	(488,000)
Closing defined benefit obligation	**22,764,000**	23,336,000

27 . PENSION COMMITMENTS (continued)

Changes in the fair value of scheme assets were as follows:

	£	£
Opening fair value of scheme assets	**19,420,000**	17,096,000
Actual return on scheme assets less expected return	**975,000**	1,898,000
Expected return	**264,000**	355,000
Benefits paid	**(568,000)**	(488,000)
Contributions paid by the Charity	**1,112,000**	546,000
Employee contributions	**18,000**	13,000
	21,221,000	19,420,000

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

	2021	2020
Equities	**24.00%**	26.00%
Diversified Growth Fund	**35.00%**	41.00%
Bonds	**2.00%**	0.00%
Other assets and cash	**39.00%**	33.00%

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2021	2020
Discount rate	**1.89%**	1.34%
Inflation	**3.48%**	3.05%
Rate of increase in salaries - year 1	**6.00%**	3.00%
Rate of increase in salaries - year 2 onwards	**3.48%**	2.50%
Limited price indexation pension increase capped at 5.0%	**3.35%**	2.98%
Limited price indexation pension increase capped at 2.5%	**2.26%**	2.13%

Amounts for the current and previous four periods are as follows:

Defined benefit pension schemes

	2021	2020	2019	2018	2017
	£	£	£	£	£
Defined benefit obligation	**(22,764,000)**	(23,336,000)	(19,563,000)	(17,034,000)	(17,073,000)
Scheme assets	**21,221,000**	19,420,000	17,096,000	15,587,000	15,862,000
Deficit	**(1,543,000)**	(3,916,000)	(2,467,000)	(1,447,000)	(1,211,000)
Experience adjustments on scheme liabilities	**(300,000)**	156,000	59,000	(9,000)	(273,000)
Experience adjustments on scheme assets	**975,000**	1,898,000	1,106,000	(758,000)	1,163,000

28 . RELATED PARTY TRANSACTIONS

There were no related party transactions between the Charity and the Trustees during the year.

29 . OPERATING LEASES COMMITMENTS

At 31 December 2021 the Group had future minimum lease payments under non-cancellable operating leases.

	2021	2020
	£	£
Within one year	**240,140**	272,843
Later than one year but within five years	**239,071**	482,606
	479,211	755,449

30 . CAPITAL COMMITMENTS

At 31 December 2021 the Group had no capital commitments.

31 . FINANCIAL INSTRUMENTS

	Group		**Charity**	
	2021	2020	**2021**	2020
	£	£	**£**	£
Cash and cash equivalents	**5,795,671**	4,958,918	**5,349,307**	4,825,654
Financial assets measured at amortised cost	**4,030,544**	3,598,043	**4,451,624**	3,719,080
Financial assets measured at fair value	**39,769,014**	36,648,173	**39,769,014**	36,648,173
	49,595,229	45,205,134	**49,569,945**	45,192,907
Financial liabilities measured at amortised cost	**(9,433,360)**	(10,348,711)	**(9,413,077)**	(10,330,486)

Financial assets measured at amortised cost comprise trade debtors, amounts owed by group undertakings and other debtors.

Financial assets measured at fair value comprise listed investments.

Financial liabilities measured at amortised costs comprise bank loans, trade creditors, amounts owed to group undertakings and other creditors.

LICENSED TRADE CHARITY

Licensed Trade Charity
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0808 801 0550
now open 24 hours 365 days per year

Registered Charity No. 230011

Design: Wave
Printed on recycled paper

THE LICENSED TRADE CHARITY

England & Wales - Charity number 230011

Accounts

LICENSED TRADE CHARITY

Trustees' Report

and Financial Statements for the year ended 31 December 2020

Working together

LICENSED TRADE CHARITY

Patron HM The Queen

LVS

Ascot

A Co-educational Day & Boarding School for young people aged 4 - 18

Patron HM The Queen

LVS

Hassocks

A unique, positive education for young people on the autism spectrum

Patron HM The Queen

LVS

Oxford

A unique, positive education for young people on the autism spectrum

Reference and administrative details of the Charity, its Trustees and advisors for the year ended 31 December 2020

Trustees

Anita Adams (Chair – Ascot Governing Body)

Tracy Bird (Vice Chair of Governors – Hassocks Governing Body)

Jeff Booth (resigned 8th October 2020)

Roy Boulter (Chairman)

Toby Brett (Vice Chairman – Membership)

Gerry Cleary

Mike Clist (appointed 8th October 2020)

Pat Duddy (Vice Chairman – Charity Services)

Ludovick Halik (Vice Chair – Oxford Governing Body)

Mike Hill (Chair of Governors – Hassocks Governing Body)

Ian Inder (Vice Chairman – Events and Promotions)

Annette King (Chairman – Charity Services)

Anthony Mears

Jeremy Phillips QC

Peter Raynsford (Chairman – Membership and Chairman – Pension Committee)

Pauline Ross (Chair – Oxford Governing Body and Vice Chair – Ascot Governing Body)

Trevor Sparks

Paul Wigham

Chief Executive Officer

James Brewster

Charity Registered Number

230011

Registered Office

Heatherley, London Road, Ascot, Berkshire SL5 8DR

Auditors

James Cowper Kreston, Reading Bridge House, George Street, Reading, Berkshire RG1 8LS

Bankers

Metro Bank Plc, 2-24 Farnham Road, Slough SL1 3TA

Solicitors

Hunters, 9 New Square, Lincolns Inn, London WC2A 3QN

Contents

Message from the Chairman

William Roy Boulter
Chairman of Trustees

At this point in the year, I traditionally reflect on the performance of the Charity and the impact it has made through both its educational services and the support given to beneficiaries facing difficulties in their lives. I also review the financial performance, including the outcomes of our operations and investments.

For the financial year ending 2019, you will recall that I concluded in my report that the potential impact of COVID-19 was going to be the greatest challenge that the Charity has had to face in its history spanning over 200 years, excluding periods of armed conflict. This has certainly proved to be the case, not only for the Charity, but the country and the entire global community.

First of all, I would like to pass on my sincere condolences to a number of friends and colleagues within our community who have sadly lost loved ones. This pandemic has had an impact on so many who continue to feel the effects today. The thoughts of myself and my wife are with you all.

The licensed trade has been severely impacted by the various levels of lockdowns and severe restrictions placed on trading. Whilst the Government has put in place many financial support packages, all businesses have still had to carry the burden of large losses.

Our Charity has certainly not been immune to these financial losses across the whole organisation, whilst at the same time the demand for support has grown at an unprecedented level. In 2019, I proudly stated that we had assisted over 23,000 individuals from the Trade, the highest number in our history. This has now risen to over 73,000 people as a direct result of the pandemic.

I have to thank all of our staff for rising to this enormous challenge. I would like to particularly acknowledge the immense support and guidance given by our Trustees, Committees and Volunteers of the Licensed Trade Charity, many of whom are also having to deal with their own personal and business challenges.

Every aspect of income generation from our schools, local volunteer fundraising, lettings, events, investments and our trading division has been severely impacted. With prudent management and solid reserves, however, we have been able to sustain these losses.

I remain amazed and delighted that we continued to teach our pupils to a very high level remotely via online learning. I am also immensely proud that our business teams are successfully working from home, to deliver services across the organisation, dealing with a huge volume of requests for help, keeping our finances in order, maintaining our sites in good shape and ensuring our Human Resources team support our staff throughout.

In addition, we have all had to embrace technology to attend meetings online, including Trustee meetings, Charity Services Committee meetings, Governing Body meetings, staff meetings, pupil and parent forums and, for the first time in our history, our AGM was delivered online. This would not have been possible without our huge investment in Information Technology and the support from our delivery teams.

I believe that, whilst it will take some time for us all to recover, the spirit and determination shown by the whole nation will eventually pull us through to a brighter future. It will, however, take time to rebuild infrastructure and return to financial stability. Whilst everyone has clearly been impacted by the pandemic, I am optimistic about the future.

I would like to conclude by expressing my sincere thanks to all within the Licensed Trade Charity

community, our Supporters, Volunteers, supply organisations and the huge number of trade bodies and pub companies in particular, who have given significant financial support during the last 12 months.

I have had the great privilege of holding the position of Chairman of the Licensed Trade Charity for over six years, leading an extremely talented Trustee Board who give of their time freely. I have also supported the Chief Executive and all our teams and Volunteers, never ceasing to be impressed with the work carried out by all. However, I now believe it is time to relinquish my role as Chairman from the October AGM – by this point I will have had the honour of serving for seven years.

I am delighted that my successor will be Mike Hill, who has served on the Trustee Board for a number of years and will bring with him many attributes and fresh ideas to the organisation.

Over the last few months, Mike has been working very closely with myself and the Chief Executive to carry forward the next stage of our COVID-19 recovery plan. I will remain as a Trustee and be on hand to continue to give my support to the Charity, I hope for many years ahead.

Whilst concluding my introduction to the Trustees' Report for the year ending 31 December 2020, we heard of the very sad passing of His Royal Highness the Duke of Edinburgh, Patron of the Licensed Trade Charity, who always received a copy of our annual report and took a keen interest in the work the Charity had undertaken. Our condolences have been passed on to Her Majesty the Queen and the Royal Family.

Chief Executive's Report

James Brewster
Chief Executive

Following on from the Chairman's report, I concur with his admiration on how well the Charity has supported the industry.

I always expect each year that a number of challenges will manifest themselves, but no one could have predicted the impact of the pandemic on the Licensed Trade Charity, the licensed trade industry and so many other organisations. This pandemic has touched everyone, both in the UK and around the world, whilst some organisations will not have been as severely impacted, their workforce would not have escaped the wider effects of COVID-19.

During 2020, the Charity has had to adapt to completely new ways of working. As the Chairman has already highlighted, moving from assisting 23,000 individuals in 2019 to a staggering 73,000 during this financial year, is an increase that none of us could have predicted. I would like to pass on my sincere gratitude to the many companies for the large financial support given to the Charity, to not only support their own employees, but many beyond this. I am conscious that many of these organisations are themselves financially impacted. Trade bodies have not only been supportive of the industry but have also given the Charity much needed support in helping to promote the services and assistance we can give to those working in the trade.

Whilst supporting beneficiaries to unprecedented levels, we continued to deliver lessons to over 900 pupils, gaining a first-class reputation for our high-quality online education, receiving positive feedback from both pupils and parents. As a fully fee-paying school, LVS Ascot has faced a number of hurdles, including a reduction in fee income, particularly with boarding being closed for many weeks. Our specialist schools at Oxford and Hassocks have both performed well, financially and operationally, with LVS Hassocks now performing in line with our objectives. The strong reputation achieved for the education provided at all three schools is both the envy of many and the benchmark to which many aspire.

The Charity has always taken a long-term view in terms of its investments, operations and diversity of assets to ensure a spread of risk and reward. I have always believed that this is a prudent strategy but in 2020, every part of our income and investments have been negatively affected. I am pleased to say that some elements have shown signs of recovery, although they still remain volatile. The organisation has sound reserves and has taken prudent steps on cost control. With the positive vaccination programme well underway, I believe the UK economy will gradually recover.

The Licensed Trade Charity, like many organisations, has put in place a two-year recovery plan, enabling a return to economic outcomes similar to those achieved prior to the pandemic. With large parts of the trade impacted and higher unemployment levels, demands for our services will remain high.

At the heart of the Charity, expanding the range of services we offer to meet the needs of our beneficiaries during this last year has been key to ensuring the right levels of appropriate support have been delivered. This has been realised by our dedicated teams working collaboratively across the organisation and further opportunities made possible by the partnerships established with a number of specialist support organisations. This has included mental health support, assisting with housing issues, supporting individuals with job seeking, debt management, a dedicated telephone

helpline, legal support, education grants, bursaries at our Ascot school and crisis grants, to name just a few. Almost £2million of grants and bursaries have been given to support those in need, which does not include the human resources needed to deliver the myriad of services and requests for assistance.

I would like to pay tribute to all our staff members across the whole organisation, both working on the front line and in the business support departments. I am very proud of the dedication and professionalism shown by all our team members, rising above any personal challenges they might have faced.

Our committee members, Volunteers and Trustees have fully supported the work that has been undertaken during 2020 and I thank them for their commitment and wisdom during a very challenging time. The Charity is in a strong position to continue to develop its education programmes and charitable provision to those in need.

Trustees' Report for 2020

The Trustees are pleased to present their Report and Financial Statements for the Licensed Trade Charity, its associate company and trading subsidiary for the year ended 31 December 2020.

Objectives and activities

The Charity continues to be committed to helping those who have previously worked or are currently working in the licensed drinks industry to alleviate poverty and distress. Its key objectives during the year were:

- helping those who are sick, infirm or distressed;
- aiding those experiencing financial hardship;
- offering relief to those suffering from the ills, consequent of old age; and
- helping those impacted by the COVID-19 pandemic either financially or by offering other support services.

The Charity educates children of the general public, but with preference to those working in the licensed trade, through its schools.

In setting its objectives and planning its activities, the Trustees have given careful consideration to the Charity Commissioners' general guidance on public benefit and, in particular, to its guidance on advancing education and fee charging in accordance with Section 4 of the Charities Act 2006.

The Trustees apply the funds of the Charity at their discretion and in accordance with the charitable purposes and objectives of the Charity to provide financial assistance, support and advice to those who are currently working in, have previously worked in, or are retired from the licensed drinks trade.

All applications for help are means tested and vetted by the Charity Services Committee, which has delegated powers from the Trustee Body to administer the grant making policy.

During 2020, the Charity committed £1,862k to provide:

- regular financial assistance to help with essential living costs;
- grants to provide one-off assistance, such as deposits for housing, disability aids or convalescent breaks;
- emergency COVID-19 grants to assist those financially impacted;
- bursaries at LVS Ascot; and
- grants to help with education and training.

The Charity also:

- assists people to claim benefits and grants that are available from Government and other agencies;
- co-funds with other charities to make grants that a single charity would not be able to fund;
- provides information via its website and telephone helpline on a range of issues including housing, debt, employment support and relationship breakdown;
- trains regional volunteers who visit new applicants and existing beneficiaries to consider their position; and

- trains telephone Befrienders to call isolated people from the trade who are suffering from loneliness, to offer support and companionship on a regular basis.

The aim of the schools is to inspire independence.

The Charity delivers a high level of education and care for children through its non-selective, co-educational schools; LVS Ascot, LVS Hassocks and LVS Oxford.

Thanks to the addition of LVS Hassocks and LVS Oxford, for children with a diagnosis of autism, the Charity is able to offer education to children with a broad range of educational abilities.

LVS Hassocks and LVS Oxford are predominantly supported via local authority funding for learners with Education, Health and Care plans (EHCP's).

During 2020, bursaries of £301k were awarded to children from the licensed trade, who have either an educational or emotional need that cannot be met through their existing state provision, compared to £379k in 2019. To apply for a bursary, parents must have worked in the licensed trade for at least five years. Awards are also means tested and therefore are dependent on parental income.

LVS Ascot also offers scholarships to recognise academic, sport, music, art and drama potential. These are advertised to parents and prospective parents and awarded in the above categories, or according to the specific requirements of the external bodies that gave the funding. The value of these awards was £312k during 2020, compared to £289k in 2019.

Further details of the Charity's bursary and scholarship policies and how to apply for both are available at **www.lvs.ascot.sch.uk**.

At LVS Ascot, fee discounts of up to 20% are available for fee payers who have been working in the trade for at least five years; discounts are also available to members of the Armed Forces, Diplomatic services and for local senior academic staff. In 2020, the value of these discounts amounted to £306k, compared to £300k in 2019.

As part of the emphasis placed on attracting and retaining high-calibre staff, a discount which increases with length of tenure is offered to staff members who educate their children at LVS Ascot. Also, to reinforce the value placed on continuity for families, a discount is offered where a family has more than two children at the Ascot school.

During 2020, in response to the COVID-19 pandemic and having given regard to guidance on advancing education and fee charging in accordance with Section 4 of the Charities Act 2006, the Charity offered a number of fee remissions in order to enable children to continue their education with LVS Ascot. These remissions totalled £3.2million.

The environmental impact of our schools

The Licensed Trade Charity is committed to implementing new technology and environmental measures to improve its energy performance and promote sustainability. Adopting a programme of planned maintenance, mechanical plant upgrades and internal refurbishments, the Estates Department is making progress to achieve these objectives and reduce carbon consumption across the three sites. Here are some practical examples.

Electric car charging stations

We plan to install electric car charging stations at all LVS Schools during 2021. The aim is to encourage staff to transition over to electric vehicles and provide the infrastructure so that they can charge their car at work. By supporting this project, the Charity is helping reduce the carbon impact of staff commuting to the workplace. Research suggests that average “lifetime” emissions from electric cars are around 30% lower than petrol and diesel cars in the UK, reducing our carbon footprint and improving air quality around the sites.

LED lighting

Over the past few years we have been replacing old incandescent and fluorescent light fittings with LED lighting across the LVS Schools. At LVS Ascot and LVS Hassocks 70% of the lights are now LED. We will continue this programme to the point where virtually all fittings are LED over the next 3-4 years. By transitioning to LED, we anticipate a significant reduction of our electricity consumption. We currently spend in the region of £90k on lighting at LVS Ascot each year. Once we have completed the LED lighting replacement programme, we anticipate that the cost will be in the order of £40k.

Installation of Building Management Systems (BMS)

We continue to install smart monitoring and control systems across the LVS Schools to ensure that heating and hot/cold water services operate more efficiently and in turn reduce energy consumption. Previously the systems functioned very much as ‘on or off’. With BMS, we can remotely adjust these systems according to user demands, and they automatically regulate dependent on weather conditions. Furthermore, we can analyse consumption profiles to identify anomalies, unnecessary wastage, and potential faults.

Thermally insulating our buildings

With each new project, whether refurbishment or new build, we enhance the level of thermal insulation to the building's envelopes. At LVS Hassocks we are replacing the original single-glazed louvred windows with new double glazed casement windows, which will be far more thermally and energy efficient. The next phase will be to replace the windows along the main corridor facing the central pond, and this will be done as part of wider refurbishment of the corridor and toilets.

Continual replacement of old mechanical plant

Across all sites, we are implementing a rolling programme of mechanical plant replacement following condition survey recommendations. The current focus is replacement of boilers and water heaters, which are beyond their expected service life and spare parts are difficult to source. New condensing boilers are being installed, which are typically 25% more efficient and help reduce our maintenance liability. At LVS Hassocks a 50% reduction of LPG usage has been achieved through an upgrade of the heating system.

Promote water economy by the installation of water conservation devices

During refurbishment work, we introduce technology such as sensor taps, dual-flush toilets and restrictors, which prove to be a cost-effective way of reducing water consumption.

Waste

Each year we generate on average 130 tonnes of waste at LVS Ascot. This fluctuates depending on the extent of project work, lets and admission numbers. The waste generated at the other sites is considerably lower.

Our aim is to reduce the amount of waste we produce and to promote recycling. We continue to work with the Services team to reduce the weight and volume of waste that is produced. Some initiatives include the compaction of cardboard packaging, composting of organic matter, use of biodegradable disposable items (such as paper cups), and recycling furniture between the schools or donating to other organisations.

We also partner with waste contractors who promote segregation and recycling of waste. For instance, at LVS Ascot, 99% of the waste removed from the school is diverted from landfill and recycled. A high percentage of this waste, 88%, is then recycled for use as fuel. At LVS Hassocks 95% of all waste removed is recycled while 100% of all metal is directly recycled.

Structure, governance and management

Constitution

The Licensed Trade Charity was established in 1793 by publicans who wanted to provide support and a safety net for fellow publicans and their families. For more than two centuries, the Charity has worked to improve people's lives by providing a range of support, from setting up schools to educate children, providing houses for the elderly, to awarding financial grants for people in need and continuing to run independent schools today.

The Charity operates under the Royal Charter of the Society of Licensed Victuallers, dated 3rd May 1836, and a Supplemental Charter dated 5th February 1999.

Following the merger of the Society of Licensed Victuallers and the Licensed Victuallers National Homes in 2004, a further Supplemental Charter, dated 29th June 2012, was approved by the Privy Council.

During 2017, the Charity applied to the Charity Commission and the Privy Council to widen its objects in order that it could provide education for all ages (previously this was restricted to children) and to provide increased care to the elderly with both these provisions maintaining preference to those from the licensed trade. Both these requests were agreed by The Queen's Most Excellent Majesty in Council on February 8th, 2018 and the objects of the Charity amended accordingly.

Charitable status

The Charity helps all those in the licensed trade and operates under the Charity registration number 230011.

Governing body

The Trustee Body consists of between 12 and 18 Trustees (the number being at the discretion of the Trustees), two thirds of whom must be licensed victuallers with the remainder, members of the Charity.

Trustees must be a member of the Charity before they can stand for election. Each term of office is three years, although Trustees who are aged 70 or older must seek re-election every year. Two general meetings (or courts) are held each year, one in April and one in October, to which all members are invited.

The Trustees are responsible for overall governance and strategic direction. The Trustee Body delegates power within agreed budgets and responsibilities to committees that oversee the delivery of its Charity Services policy, Education policy, Fundraising activities and Membership.

The Trustees have recently resolved to form a new Investment subcommittee in 2021 which will have responsibility for governance and performance management of its investment portfolio.

The Trustees consider the Trustee Body along with the Executive team, which includes the Chief Executive and five senior staff members, comprises the key management personnel of the Charity, in charge of directing and controlling the Charity and running the operations on a day to day basis.

The Chief Executive regularly meets with the Chief Operating Officers of a number of occupational charities to discuss issues faced, share initiatives and best working practices.

The Charity also liaises closely with a number of other occupational based charities to share grant awards in order that funding is awarded that could otherwise not be made.

The Charity's regional fundraisers have been unable to raise any material sums in 2020 due to the pandemic and some have now decided to close.

Induction and training of trustees

As part of its strategic planning process, the Charity conducts a skills audit of the Trustees on a regular basis and has compared it to the skills required by the Charity now and in the future. In addition, the Charity actively co-opts people with the desired skills to the Trustee Body and subcommittees, as well as actively recruiting new Trustees.

On joining the Charity, all Trustees follow a general induction programme with specific training, either provided in-house or externally, to prepare them for whichever committee they are appointed to. There is also an on-going training programme for all Trustees.

Key management personnel remuneration

The pay of the Charity's Chief Executive is reviewed annually by the Trustee Body. The pay of the Executive Team is reviewed annually by the Chief Executive. Pay is normally increased in accordance with average earnings, although in 2020 due to COVID-19 a pay freeze was implemented. Remuneration is also bench-marked with charities of a similar size and activity, to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses are disclosed in note 13 to the accounts. There were no related party transactions in the year.

Trustees are required to disclose all relevant interests, register them with the Chief Executive and, in accordance with the Charity's policy, withdraw from decisions where a conflict of interest arises.

Group structure

The Licensed Trade Charity has a wholly owned non-charitable trading subsidiary, Elvian Limited, which makes available the facilities of the schools to various organisations for events, educational and leisure purposes. The Charity also holds 25% of the equity of The Morning Advertiser Limited which is treated as an associate company in line with the Charities SORP (FRS102).

Sector achievement in 2020

Educational performance

LVS Ascot

While 2020 was a challenging year for education across the globe, we are proud of the speed and resilience with which our school team adapted to accelerate existing plans to introduce blended learning. LVS Ascot delivered a full timetable of lessons for pupils, some 2300+ online lessons each fortnight to ensure the continuity of education for all.

Boarding

Boarding at LVS Ascot has seen our resident pupils develop their resilience and sheer determination over the past academic year. Despite the majority of our international boarders having returned home due to the pandemic, the community spirit has continued to grow supported by our ongoing boarders' evening activity programme. This was particularly evident in our last full boarders' trip to Westfields Stratford in London pre-lockdown, providing our pupils with an opportunity to leave site and to spend some quality time together. We continue to nurture our boarding provision in line with current updates to the UK Government's National Minimum Standards for Boarding, and through our pastoral care and support, pupils continue to flourish.

Co-curricular

Co-curricular provision once again shone out as a particular strength of LVS Ascot with a plethora of activities and opportunities for young people.

- The English department entered the ISA Debating and the Rotary Club Public Speaking Competition, winning through to the regional competition at which Harrison (Year 7) won best speaker. Mia (Year 7) won best speaker in the Yateley Manor competition.
- The Sixth Form team reached the final of the SATRO Problem Solving Challenge. LVS Ascot also had two winners in the ISA (Independent Schools Association) Regional Art competition, winning the Key Stage 5 drawing and the textiles category.
- The Gold Duke of Edinburgh award group completed their assessed expeditions in the Brecon Beacons in October 2019, even with poor weather. Despite the lockdown, and continual postponements of both the Bronze and Silver practice and assessed expeditions, the motivation of students remained high during the lockdown period and these awards were completed before returning to school in September 2020.

- The annual ski trip to Northern Italy was also a great success.
- The PE department have, for the fourth year in a row, hosted the ISA Girls Football Festival, which saw over 30 schools on site. In addition, LVS Ascot also organised the first Society of Heads' Girls Football Tournament and, for the second year in a row, the Boys Rugby Competition. Throughout the year we have had many pupil successes: two pupils in Year 7 gaining silver medals in the ISA National Swimming Competition; one pupil played for Chelsea Football Club and represented England.
- During the Year LVS Ascot took part in two ISA competitions, namely: Dance in November at Reddam House School against other local schools; and in March took part in the Drama ISA Competition, with a Year 9 performance winning Best Intermediate Boy and a Year 10 performance winning Best Comic Interpretation.
- LVS Ascot has held the regular programme of wide ranging inter-house competitions and used these to raise funds for Oxfam and the NHS.
- Students in Year 7 and 8 went to the O2 in January to take part in the Young Voices event, which they all thoroughly enjoyed.
- LVS Ascot held two services on Facebook live, our Remembrance Service and our Reflection Service in December led by our Chaplain The Revd Canon Nathan Jarvis live from Bangor.
- The Year 7-13 production this year was Kipps: A New Half a Sixpence Musical which was hugely successful and enjoyable.

Well-being

Ms. Wilde took up her post as Student Well-Being and Child Protection Officer and assumed a leading role in creating and developing the Well-Being Hub. "The Hub" is an emotional "safe space" for pupils to access Well-Being support and resources, together with access to our counselling services, which have been expanded to cater for the increased pastoral needs of our pupils.

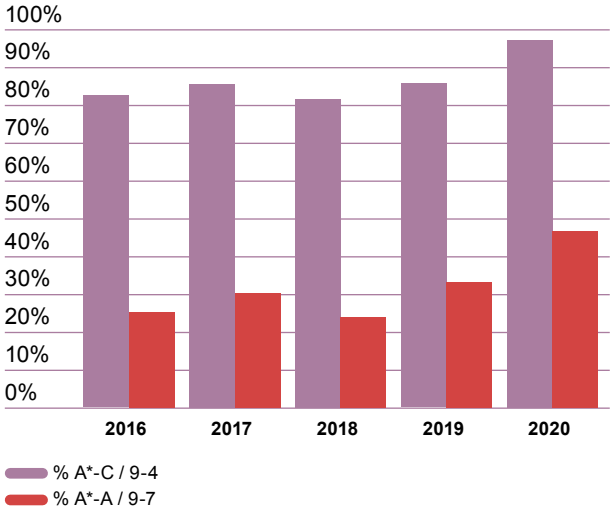
Academic

We were delighted with the results in 2020, given the unprecedented circumstances in which grades were awarded. As a result of good planning and preparation, we were able to provide high quality online delivery of around 2,300 online lessons each fortnight, with students following a timetable very close to a regular school day. We then followed a rigorous and thorough internal assessment process based on Government and Ofqual guidance to award our grades, so we were satisfied that the results were deserved by our students who were denied the opportunity to sit external examinations.

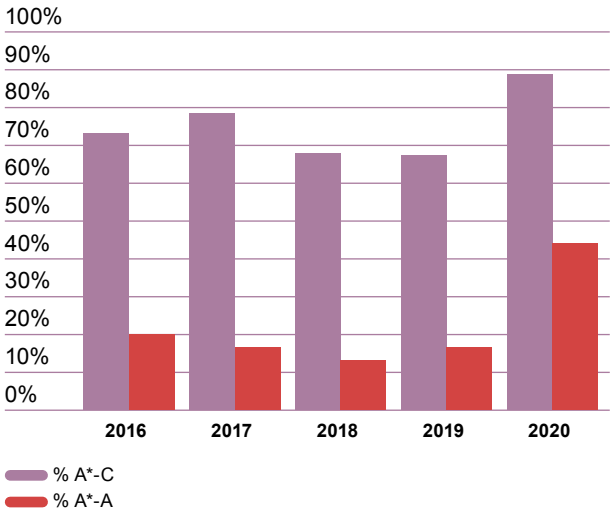
Our GCSE results showed value added overall at +1.42 with +0.84 in maths and +1.9 in English language. (The value added figure is the difference between the grades typically achieved at A Level by students with the same GCSE results). The overall pass rate was 97.2% Grade 9-4, compared to 85.7 in 2019, and 46.7% of students achieved Grade 9-7 compared to 33.1% in 2019.

At A Level, our Value added was +0.42, which was last achieved in 2011. The overall pass rate was 100 % A*-E compared to 98.2% in 2019, with 88.6% achieving A*-C compared to 67.3% in 2019. 100% of students passed their vocational courses, with 77.8% gaining Merit or higher.

GCSE Results 2016 – 2020



A Level Results 2016 – 2020



Sector achievement in 2020

Educational performance

Infant & Junior School (IJS)

In the Autumn term LVS Ascot staff underwent INSET training on Philosophy for Children, White Rose Maths and Talk for Writing Non-fiction. The Sounds Write Phonics scheme was introduced to Key Stage 1. Between September and March, the IJS staff offered 53 different co-curricular clubs before school, at lunchtime and after school with 94% of pupils taking part in at least one of these.

LVS Ascot continued to raise their profile locally by participating in a range of competitions and achieved success at the Holme Grange Performance Poetry Competition, in the Junior Choir section of the Woodley Festival of Arts, as U11 football regional champions and in the Royal Ascot Art competition. In March, just prior to lockdown, our first Careers Week took place in the IJS, supported by the WoW group (World of Work group of parents and staff sharing their experience and expertise to give LVS Ascot students the advantage in their next steps). Twenty three speakers visited the IJS to share world of work experiences with the children and the whole school went on a trip to Kidzania in London, where they experienced a range of careers in a role play situation.

During lockdown, lessons were delivered to all pupils – a mixture of live teaching and assignments according to the age of pupils. A weekly Headteacher Challenge encouraged children to continue to engage with the Junior School Diploma.

Children also got involved in NHS initiatives in their local area – making visors, scrub bags, masks and collecting donations for local hospitals. Each week, virtual assemblies were held on a Monday and Friday morning, helping to keep our sense of community alive and recognising all the children's achievements.

Sector achievement in 2020

Specialist education

The overarching achievement of both SEN schools during 2020 has been their ability to remain open throughout the various pandemic lockdowns, ensuring that students and parents have been fully supported with both academic learning and mental well-being. Staff and students had to quickly adapt to a different way of working, with many students accessing their learning through Microsoft Teams. For those students who were unable to access Microsoft Teams, either because of a lack of devices at home or poor internet connections, hard copies of work were sent out. Students were regularly contacted via Teams or telephone to maintain good safeguarding practice.

LVS Hassocks

Co-curricular

- Two students won at the Independent Schools Association (London South) Art Competition and students in Year 11 and the Sixth Form participated in the Independent Schools Association Sports Limitless Skills Series, which saw them perform a series of challenges, upload the evidence and receive feedback from TopYa! (a set of experienced virtual sports coaches). Two students from LVS Hassocks won the U18 and U16 trophies.
- Students in Year 11 and Sixth Form commenced work on their Bronze Duke of Edinburgh Awards participating in mentoring younger students, honing map reading skills and working on problem solving activities.
- Students, staff and parents supported with the Burgess Hill Lions Club Christmas Hamper project, donating the largest amount of food to date from the school.
- With Government restrictions limiting the ability to host the annual Summer and Christmas sharing events, students were still able to celebrate both with smaller, socially distanced activities planned.
- Partnership working with Hurstpierpoint College saw students from both schools participating in sporting activities as part of the Level 3 Sports Leaders Award that students from Hurst were completing.

Well-being

- Throughout 2020, the well-being of staff and students was a key priority. Throughout the lockdown, students and their families were supported by weekly phone calls home, therapy sessions continued online, and the school offered well-being challenges for all to take part in.
- Well-being sessions are on student timetables, along with yoga, life skills and PSHE.

- Development of the outside horticulture area, including raised beds and improvements made to the polytunnel, has allowed students the opportunity to develop work related skills, take part in physical activities and aid in well-being.
- During the year, an ecological project to encourage more wildlife to the site saw 36 tonnes of silt removed from the pond. A grazing licence was issued to a local farmer, allowing sheep on the fields resulting in improved relationships with the local community and a reduction in usage of outside contractors.

Academic

- Academic results for students at LVS Hassocks were very positive with students gaining qualifications in BTEC's, GCSE's, ASDAN awards, Functional Skills and Entry Level (English and Maths). 18 GCSE's were awarded at Grade 4 and above. 75% of Maths entries were passed at Grade 4 and above and 71% of English entries passed at Grade 4 and above. Two students gained Grade 7 for their Art GCSE. GCSE Statistics students gained 100% pass rate.
- External moderation visits to the school and postal moderation of student work enabled clear demonstration of students' achievements. Government and Ofqual guidance was followed strictly to ensure that internal moderation was thorough and that students were not disadvantaged from not being able to sit the GCSE examinations.
- All student leavers went on to college courses, with one student progressing to a Level 3 ICT course at Greater Brighton Metropolitan College.
- In September 2020, Level 3 qualifications were introduced at LVS Hassocks for those in the Sixth Form, which saw students start A Level Art and the Extended Project.
- Student numbers have remained strong and the school ended the year with a strong surplus against the budget.

Sector achievement in 2020

Specialist education

LVS Oxford

Co-curricular

- Students supported the local food banks by collecting food at both Harvest Festival and Christmas and boxing the donations up ready for delivery.
- Visitors to the school included the Amy Winehouse Foundation who delivered a session on the misuse of drugs and alcohol, MYCO Performing Arts who supported a workshop for students and the Musical Youth Company of Oxford who hosted a workshop for pupils to celebrate the benefits of performing arts and work on areas such as building confidence, teamwork and resilience.
- The students enjoyed den building in Bladon Woods which is part of the Blenheim Estate during their Forest Schools activities, and visits were made to Oxford museums. Students participated in afternoon tea with the Head of School, giving them an opportunity to engage in discussions regarding their diagnosis.
- COVID-19 restrictions prevented the usual summer and Christingle events, but the students took part in smaller, socially distanced celebrations.

Well-being

- Student and staff well-being was at the forefront of the work at LVS Oxford during 2020. Some students found attending school difficult during the lockdown and were supported by staff teaching online and making regular calls to both students and their parents to support their well-being. One teacher delivered online mindfulness lessons for both students and staff.
- For those students who did attend school, plenty of outdoor activities took place, with regular walks timetabled and the horticulture area was revamped to provide an additional outdoor learning space.

Academic

- The students achieved good exam results with both English Language and Maths entries gaining 100% pass rate. A range of BTECs, Entry Level and Functional Skills qualifications were also achieved. All students leaving the school in July went on to college placements or employment, with one student gaining an apprenticeship with a large pub group, Mitchells and Butlers.
- As part of the VE Day celebrations, one of the Speech and Language Therapists delivered an online dance tutorial and the English teacher composed a drama, dressed in period costume. Students posted their work on-line with a video being made of students reading their VE Day poems and this was shared with parents.
- A Careers week was held enabling students to gain pertinent information about possible careers when they complete their education. Work experience and college links were strong at the beginning of the year but unfortunately had to cease when the first lockdown was implemented. The 6th formers were able to end their year with a socially distanced get together.

Sector achievement in 2020

Fundraising

With an established reputation for professionally delivering support services that many of the pub companies that we work with promote as part of their support for staff, the Charity continues to benefit from ever increasing fundraising opportunities.

During 2020, collaborations with well known and respected household brands including Kopparberg and Tyrrells further enhanced the Charity's profile in addition to raising money.

These collaborative campaigns gave PR opportunities to achieve national, regional and trade press coverage. The accompanying social media campaigns extended the Charity's reach further and engagement with celebrity ambassador Jodie Kidd, as well as social media VIPs and influencers, achieved 23 million 'opportunities to see' that social media as part of the Tyrrells campaign alone.

The teams of Regional Fundraisers, LVAs, LA's and trade contacts who have supported the Charity for many years and continue to fundraise for us were unable to hold their usual array of events. However, many were still able to make generous donations from their previous year's surplus.

Due to greater awareness of the Charity, its strong reputation, visibility of the increased volume of people that were helped during 2020 and a licensed trade community that, as it always does, wants to 'give back' wherever and whenever it can, we saw huge growth in individuals, groups and companies offering to raise funds in so many different ways:

- A sponsored head shave;
- Sale of bespoke Christmas Cards;
- On pack promotions of gin, cider, crisps and beer;
- Sponsored walks, cycles, runs and hill climbs; and
- Donations from events including 'Brewer In a Mash Tun', 'Beer Rebus' and 'Ugly Jumper Day'.

Recognition must also go to those who supported the Charity by donating their time and expertise while furloughed.

The majority of fundraising income derives from the industry we support through corporate donations. The remainder is derived from individual giving and grants. The Licensed Trade Charity has registered with the Fundraising Regulator. The Charity does not use professional fundraisers and no complaints relating to fundraising activities have been received during the year.

Charity Services

2020 was by far the most challenging year the Licensed Trade Charity has had to face.

When COVID-19 struck, we could never have foreseen that the hospitality sector would have their doors closed for nearly a year, an outcome not seen even during both world wars.

However, the crisis gave us an opportunity to demonstrate our value and show the licensed trade what we are made of. We took the initiative to proactively approach operators with a whole host of support.

In the first few months of 2020, we offered classroom style mental health training sessions. After March these were suspended due to COVID-19. We adapted the format and in November launched free 2-hour online training sessions for licensed trade managers.

We wanted pub managers to leave the session feeling confident to approach someone they knew was struggling with their mental well-being. Not to make them counsellors, but to give them the tools to help their staff get the support they needed to move forward.

Sector achievement in 2020

Furlough reduced income for many people especially in the licensed trade. To help individuals develop the tools to deal with this challenge, we sourced a partner called Nudge. They offer a financial well-being programme that helps people make the most of their money and improve their finances. The Charity funds use of their web app so that it is free to the trade. We launched this in November and just under 30 people registered to use the app. A campaign is in place to drive take-up during 2021.

The app caters for all age groups and financial situations. We felt that, as people have more time on their hands, it would be great for them to use the app to manage their money, set achievable goals that could include to reduce outgoings and save for that long-awaited holiday or weekend break.

Before COVID-19 we were keen to continue our goal to work with operators across the sector, especially those with large estates that would give us access to large numbers of people who could benefit from our help. Early in the COVID-19 crisis, we approached some operators, including Greene King, to see if they would be prepared to make ringfenced donations, to enable the Charity to support their employees and their families experiencing financial hardship as a result of the pandemic. Greene King generously gave £666k of restricted hardship donations. We received over 3,000 applications, which not only financially helped thousands of Greene King families, but also cemented a great relationship with them going forward. It was agreed later in the year that Greene King would make future restricted hardship donations, enabling the Charity to provide further help to their team members and their families.

Four other pub companies also decided to take part, however chose to remain anonymous. In total we processed 4,519 applications and awarded £904k in grants.

As it became more evident that people in the trade were going to be made redundant, we wanted to put some support in place to extend our services to specifically tackle this. We formed a partnership with CPL Learning who offer free online courses ranging from beer styles and gin pairing, hospitality compliance, and personal development. The courses are available to anybody who currently works or has previously worked in the industry. Each course is between 30-45 minutes and once completed, candidates can download their own certificate.

From a grants and general support perspective, we were able to support a staggering 73,171 people which is a massive increase on the year before which was at 23,020.

Within those figures we helped 282 people with housing issues, 4,089 people with money issues (this included short term hardship grants and ring fenced COVID-19 grants) and 77 families with an educational grant.

Our helpline calls more than doubled and just under 2,700 people phoned our helpline for emotional support and practical advice.

Direct enquiries to the Charity Services team stood at 5,429, it was 458 in 2019. This was mainly due to the ringfenced fund schemes that we administered.

Including the ringfenced projects we gave away £1.9m in grants.

We are proud to have achieved this with a small team of six, all working remotely.

Volunteering in 2020

2020 has been a very different year for us all and this includes our Volunteers. The only team not to really be affected was our Telephone Befrienders, who continued to call their Befriendees as often as they were able to.

Volunteers play an important role in supporting and promoting the Licensed Trade Charity's work, reaching out to the community and helping to deliver an holistic service for the people it supports. They continued to do this as much as they could, but mainly by phone due to COVID-19 restrictions.

In 2020, we extended the key areas the Charity regularly recruits Volunteers in to include Charity Ambassadors. We now have 5 categories:

- Trustees
- Fundraisers
- Telephone Befrienders
- Charity Services Volunteers
- Charity Ambassadors

Our Charity's Trustees play a vital role in the decisions and direction the Charity takes, donating their time to not only attend regular board meetings, but also numerous other committee meetings. Since March 2020, all meetings have been conducted online and never has their input been more important.

Our Regional Fundraisers started the year well but as lockdown hit, all their events had to be cancelled.

We had 14 Telephone Befrienders calling 16 individuals throughout the year. Some of our Befrienders caught COVID-19 themselves, as did some of the Befriendees, so calls could not take place as regularly whilst people recovered but they still spent approximately 182 hours talking to each other.

Our 40 Charity Services Volunteers had to adapt to the new restrictions from March as they were no longer able to visit people in their homes. Instead, they also took to the phones and called applicants where we had complex cases that needed a deeper understanding. Where cases were more straightforward, needing grants of up to £1,500, office decisions were made to expediate the help provided. We also moved our application form online during the first lockdown, which allowed people to upload their documents, helping speed up the whole application process. Paper applications continued to be sent out to those who didn't have access to the internet.

We were able to train 15 new Volunteers into the Charity Ambassador role in February before the country went into lockdown. Sadly, none of them have been able to put their new skills into practice yet as all events were cancelled. We hope this will change towards the latter part of 2021 when the events programme resumes.

Almost all our Volunteers have a history in the licensed trade in various guises, from Licensee to HR Personnel for large pubco's, giving them valuable insight into the rewards and challenges a career in the licensed trade offers.

One of the team's biggest goals for later in 2021, when it is safe to do so, is to organise face to face meetings with all the Volunteers to celebrate their experience, knowledge, brilliant sense of humour, passion and the fact they give of their time so freely. We've really missed seeing them in the last year and are grateful that they have remained committed to us and adapted so well to all we have asked of them.

Financial review

The full financial results for the year are dealt with in the Statement of Financial Activities on page 30.

Financial performance compared with the previous year

2020 results were significantly impacted by the COVID-19 pandemic with almost all areas of the Charity finances affected resulting in a £2,226k deficit for the year.

The Charity's net income, after charitable donations and before changes in the value of investments, is a deficit of £1,634k, due to the restatement of 2019 account for the depreciation there was a deficit of £127k.

Net income from the schools, which had 939 pupils, a decrease of 2 pupils when compared to the previous year, was £1,840k lower largely due to COVID-19 fee remissions granted.

Net investment income was £542k, £327k lower than last year as a result of the varied impacts of COVID-19 on property investments due to higher voids and rent holiday periods granted, and on commercial paper investments due to lower dividends as companies sought to conserve cash.

Profit from the subsidiary, Elvian Limited, decreased by £222k due to COVID-19 restrictions which prevented the letting of school facilities and the travel of overseas students to the UK.

Fundraising increased dramatically to £1,284k, an increase of £1,179k compared to 2019, mainly due to generous COVID-19 hardship restricted donations from companies within the licensed trade, fundraising partnerships with household brands like Tyrrells and Kopparberg, as well as the facilitation of the Great British Pub Awards.

During 2020 an internal audit of tangible fixed assets was undertaken. This audit identified some assets no longer in use by the Charity, and some assets which had been misclassified and under-depreciated. As a result £138k of additional depreciation has been charged to the year ended 31 December 2019, and £224k of additional depreciation has been charged to periods prior to 2019 (see Note 31 Prior Year Adjustment), and assets with Net Book Value of £876k have been disposed of in the year to 31 December 2020.

Net gains on investments amounted to £459k, compared to a net gain of £708k in 2019, which included revaluation gains of £617k on commercial paper investments and £476k on residential property holdings, partly offset by revaluation losses of £636k on property funds. The Stafford investment property was sold during the year with a gain of £8k.

Actuarial losses on defined benefit pension schemes resulted in a charge of £1,154k in the year, compared to a charge of £659k in 2019.

Financial performance compared with expectations for the year

Due to COVID-19, the results for the year were significantly worse than expectations, being c. £2,747k lower than the budgeted surplus.

Net income from the schools overall was £1,699k lower than expected due to COVID-19 fee remissions at Ascot. Results for LVS Oxford and LVS Hassocks were higher than expectations due to cost savings.

Central costs were £110k lower than planned largely due to reduced travel, meeting and committee expenditures, as activities were held online due to COVID-19.

Fundraising income was £1,269k higher than budget due primarily to the COVID-19 hardship restricted donations from corporations within the industry.

Charity Services' costs were £629k higher than budget. Awareness and numbers of people helped by the Charity grew strongly with need increasing due to COVID-19. By working with our industry partners and other charities, we were able to provide help without increasing the financial cost to the Charity with the additional grants funded from higher corporate donations.

The results also include the unbudgeted adjustments resulting from the internal audit of Fixed Assets. This generated an unplanned charge of £876k in the year.

Reserves policy

The financial statements show that at 31 December 2020, the unrestricted funds totalled £62,418k and restricted funds £342k. The unrestricted

reserves include a funding deficit of £3,916k calculated under FRS102 in respect of the notional funding deficit on the defined benefit pension plan for Charity staff. The Trustees believe that this notional funding calculation, which can vary between surplus and deficit, depending upon the assumptions used at year end, will have no material effect on the Charity's cash flows in the short term and that in the longer term its effects are manageable out of future income.

The Charity is an operational organisation and needs to hold sufficient reserves to fund its current operations, to provide for unforeseen events and to invest for the future. It also needs to sustain sufficient reserves to provide long-term support for its beneficiaries. The Trustees have developed the reserves policy with regard to the Charity Commission's guidelines. In the short-term, the Charity expects to fund the excess of charitable expenditure over income out of reserves. In the long-term, it is anticipated that the Charity will aim to hold a level of general reserves equivalent to 18 months operating expenditure, equating to approximately £35m.

The reserves policy is reviewed with the strategic plan to ensure they are consistent. In order to make a judgement on the reserves which should be held by the Charity, the Trustees have considered the risks in respect of expenditure, unrestricted income and where funds can only be released by the disposal of investments. The Trustees have also considered external identified potential risks to income and expenditure. The policy is monitored and reviewed annually.

Over the years to 2017, the Charity had worked towards increasing the reserves by gradually improving operating surpluses in order to fund investment into broadening services provided to beneficiaries. However, in recent times the Charity has either recorded a deficit or a breakeven each year. In 2020, due to COVID-19, the Charity has recorded a larger deficit and needed to use some of the accumulated reserves. At the end of 2020, the general reserves, unrestricted reserves excluding fixed assets, directly owned investment property and the equity investment in the Morning Advertiser, were £25m, approximately 12 months operating expenditure. In 2021, due to the continued impacts of COVID-19 on both the licensed trade and on the education environment, the Charity expects to continue to record a deficit and to need to further draw on its reserves. It is anticipated that the Charity may return to breakeven in 2022 and would then seek in the longer-term to continue to work to re-build reserves.

The Charity reviews the finances of beneficiaries before approving the payment of grants to individuals. Historically, once a beneficiary reached 80 years of age, the Charity no longer performed an annual review of the beneficiary's

finances and continued to pay the awarded grant until the beneficiary died. This practice has now stopped and the finances of all beneficiaries are reviewed annually. Where the annual means testing has previously ceased, the Trustees have accepted that payment will be made until the death of the beneficiary and have, therefore, designated funds equivalent to the estimated value of these future payments in the financial statements. At 31 December 2020 the value of this designated fund was £230k.

Investment policy and objectives

The Trustees have reviewed their Investment policy with regard to the Charity Commission's guidance on social, ethical and responsible investment.

The Charity's assets should be invested in line with its aims. The Trustees do not wish to adopt an exclusionary policy, but individual investments may be excluded if perceived to conflict with the Charity's purposes.

The investment strategy is set out in the governance handbook and is consistent with the cash flow requirements of the current strategic plan.

The Charity seeks to produce the best financial return within an acceptable level of risk. The investment objectives are to generate a sustainable income stream which at least maintains both its real value in future years and the real capital value of the investment portfolio over the long term.

The Charity seeks to have a constructive and positive engagement with the corporate world and requires that Investment Managers, together with all underlying collective holdings, have signed up, or are in the process of signing up to the United Nations-supported, Principles for Responsible Investment (PRI) Initiative.

In 2018, a review of the Investment policy agreed a change in strategy to reduce the holding in the property sector overall from 50% to 40% and to increase the holding in equities. During 2019 and 2020, changes were made which have resulted in the total property investment being 43% of the overall investment portfolio at the end of the year.

The performance for 2020 resulted in an overall gain of £459k, including a gain on directly owned property and commercial paper investments and a loss on property funds.

Property fund investments total 31% of the portfolio, comprising investments in Mayfair Capital, Schroders, CCLA and Savills. A loss of £636k was made on the portfolio this year, largely due to COVID-19 impacts including higher voids, the granting of rent holidays and temporary ceasing of trading within the funds due to uncertainty.

Directly owned property amounts to 12% of the portfolio, including land and residential properties. A revaluation gain of £476k was made on the portfolio.

Commercial paper investments, including equity, gilts and alternative investments are actively managed for the Charity by SG Kleinwort Hambros Bank and CCLA. These total 57% of the total portfolio and generated a gain of £617k.

During 2021, an Investment subcommittee of the Trustee Body has been formed in order to increase governance and to review the investment portfolio in line with the strategic plan and funding needs of the Charity.

Pensions

The Charity contributes to two defined benefit schemes, one, a national government-operated scheme for teaching staff, and the other, its own scheme, for non-teaching staff.

The Charity has no control over the national scheme but has continued to pay increased contributions into its own scheme. The Government increased employer contributions for the teachers' pension scheme from 16.48% to 23.68% in September 2019.

The Charity is subject to the automatic enrolment legislation introduced by the Government to encourage staff to save for their retirement. All employees not currently in one of the schemes mentioned above, were automatically enrolled into a group personal pension plan in May 2014. Those that had subsequently opted out of the scheme were re-automatically enrolled in February 2017 and were re-enrolled once again in April 2020.

All new employees have the option to join the appropriate final salary scheme. If they fail to do so, they are automatically enrolled into the group pension scheme, if eligible.

Tax status

The Trustees are of the opinion that the Charity is not liable for taxation on its charitable activities.

Plans for the future

Expectations for 2021

The Charity expects that, due to the ongoing impacts of COVID-19 on both the licensed trade and the education environment, that it will record a deficit in 2021. This is being driven by lower income from the Schools as pupil numbers are lower at LVS Ascot, particularly in boarding, and planned annual fee increases are deferred. However, due to the ongoing COVID-19 pandemic, significant uncertainty exists and it is now likely that, due to increased demand for short-term hardship grants from licensed trade employees and a likely reduction in both school income and investment income, this will result in a deficit for the year.

The strategic plan

The Charity has reviewed the Strategic plan 2017-2021 and has concluded that this plan will continue for a further two years and will be further enhanced with the introduction of a two year plan for recovery from the effects of the global pandemic. At the end of this period a new Strategic plan will be produced involving staff, Trustees and externally benchmarking the Charity, in order to determine the direction of travel of the Charity for a further five years.

The Charity's existing five-year strategic plan commenced in 2017 and progress is reviewed annually. When setting the plan, the Charity was very clear in reviewing the potential areas for expansion and a quest to deliver more services in line with the recent changes in the organisation's objects. This allows for the provision of education to a wider population, to the general public but with preference to those having worked or still in the licensed trade and now to any age group. In addition, the Charity can provide residential care to the general public but with preference to the trade.

The Charity set a target to assist in a number of ways and aimed to help around 13,000 individuals by the year 2021. This was based on a targeted marketing plan to the licensed trade. The plan has been so successful that the Charity assisted over 73,000 individuals during 2020.

Research into the provision of residential care has been carried out and whilst there is certainly a demand due to the ageing population, a decision has been made not to pursue this.

Whilst the organisation will continue to invest in its material assets, further investment in the recruitment and development of staff will be at the forefront, to ensure the increasing demands placed on the organisation can be achieved and that beneficiaries' and customers' expectations can be met.

COVID-19, whilst disruptive to the Charity, has brought a unique opportunity to accelerate automation, to improve efficiency and to optimise ways of working which will allow the organisation to evolve to meet the changing needs of its beneficiaries and pupils.

Risk management

The Trustees are responsible for the management of the risks faced by the Charity and have examined the major strategic, business and operational risks to which the organisation is and may potentially be exposed. The Trustees are satisfied that the systems, controls and policies are in place to mitigate and manage exposure to such major risks.

The Charity's comprehensive risk register is reviewed and updated annually, or more regularly if necessary, prior to review and discussion by the Trustees. In assessing the risks, the impact on Charity activity disruption, injury or property damage, loss of income, reputation, management focus, missed opportunity and strategic direction change are all considered.

There are four principal areas of risk as well as COVID-19 which have the potential to significantly affect the operations of the Charity:

- **Government policy** – Independent schools have been the subject of ongoing discussions by Government. There is a risk that changes to Government policy (such as amendments to VAT legislation on educational supplies, business rates relief, levy charges, and Teachers Pension contribution levels) would have a significant impact on the Charity's ability to operate. The Charity seeks to mitigate this by reviewing the reserves policy, preparing long-term forecasts and contingency planning.
- **Affordability** – LVS Ascot operates in a very competitive market with fees increasing faster than earnings prompting parents to reconsider affordability. Places at LVS Hassocks and LVS Oxford are primarily funded by local authorities which are under financial pressure with reduced budgets and increasing demands for services. This is causing local authorities to consider alternative means of fulfilling services such as the development of specialist hubs attached to mainstream secondary schools. The Schools all look to ensure that they offer value for money whilst providing an excellent well-balanced education to mitigate this risk as far as possible.
- **Economic environment** – The Charity has investments across commercial paper and property which have been exposed to increasing volatility over recent times. The Charity aims to operate a long-term diversified investment strategy at low to medium risk and regularly reviews the performance of investments.
- **Safety and security of pupils, staff, volunteers and vulnerable grantees** – The Charity aims to provide a safe and secure environment by having in place policies and procedures including in the areas of safeguarding children, anti-bullying, health and safety, physical security, cyber-security, data protection, well-being and critical incident management.
- **COVID-19** – Many of the risks associated with COVID-19 have already impacted the

Charity's financial reserves and will continue to do so. These include increased claims from beneficiaries, poor performance of investments, inability for Elvian Limited to hire out school facilities and losses at LVS Ascot due to granting of fee remissions and lower pupil numbers as parental income is under threat. The Charity has received additional donations from licensed trade participants to cover increased demand from beneficiaries. The Charity's assessment of this risk is that it will impact in the short-term but that the Charity has sufficient liquid reserves to manage this period.

Trustees' responsibility statement

The Trustees are responsible for keeping proper accounting records that disclose, with reasonable accuracy at any time, the financial position of the Charity. These records also allow the Trustees to make sure the financial statements comply with the requirements of the Charities Act 2011.

Charity law also requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Charity and of the results for that period.

In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud.

Auditor

James Cowper Kreston offers itself for re-appointment as auditor for the year beginning 1 January 2021.

Approval of the financial statements

The Trustees confirm this report and accounts comply with the requirements of the Charities Act 2011 and the Charities SORP (FRS102).

The Trustee Body approves the financial statements.

BY ORDER OF THE TRUSTEE BODY

Mr William Roy Boulter
Chairman of Trustees
Dated: 10th June 2021

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LICENSED TRADE CHARITY

Opinion

We have audited the financial statements of Licensed Trade Charity (the 'parent charity') and its subsidiary (the 'Group') for the year ended 31 December 2020 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, 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 the 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 Group's and parent charity's affairs as at 31 December 2020, and of the Group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group and parent 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 Group's or parent charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report

We have nothing to report in respect of the following matters in relation to which the Part 4 of the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity's financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the Group's and parent 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 Group or parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

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

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

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF LICENSED TRADE CHARITY

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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

James Cowper Kreston
Chartered Accountants and Statutory Auditor

Reading Bridge House, George Street, Reading, Berkshire, RG1 8LS

Date: 1st July 2021

James Cowper Kreston is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 Restated £
INCOME FROM:					
Donations and legacies	4	1,155,684	98,149	1,253,833	61,525
Charitable activities:					
School fees		-	18,059,660	18,059,660	21,223,048
Grants		64,364	12,500	76,864	130,690
Other trading activities:					
Fundraising and events income	5	-	30,541	30,541	43,874
Gross income trading subsidiaries	2	-	243,706	243,706	614,091
Investments	6	-	1,107,085	1,107,085	1,602,728
Other income	7	-	771,440	771,440	-
TOTAL		1,220,048	20,323,081	21,543,129	23,675,956
EXPENDITURE ON:					
Raising funds:					
Costs of generating voluntary income	8	-	141,998	141,998	48,516
Expenditure trading subsidiaries	2	-	192,614	192,614	340,679
Investment management costs	10	-	565,206	565,206	733,357
Cost of events	9	-	47,907	47,907	87,667
Charitable activities:					
Schools	11	69,032	19,093,356	19,162,388	20,486,137
Grants		1,108,819	452,214	1,561,033	596,009
Bursaries		-	301,115	301,115	379,108
Charity Services	12	6,000	822,593	828,593	635,947
Support costs	13	-	376,160	376,160	495,556
TOTAL	14	1,183,851	21,993,163	23,177,014	23,802,976
NET INCOME/(EXPENDITURE) BEFORE NET GAINS ON INVESTMENTS		36,197	(1,670,082)	(1,633,885)	(127,020)
Net gains on investments	16	-	458,816	458,816	708,389
NET INCOME/(EXPENDITURE)		36,197	(1,211,266)	(1,175,069)	581,369
Transfer of funds		(32,187)	32,187	-	-
Income from associate company	3	-	103,059	103,059	64,757
Actuarial losses on defined benefit pension schemes		-	(1,154,000)	(1,154,000)	(659,000)
NET MOVEMENT IN FUNDS		4,010	(2,230,020)	(2,226,010)	(12,874)
RECONCILIATION OF FUNDS:					
TOTAL FUNDS AT 1 JANUARY RESTATED		338,402	64,648,222	64,986,624	64,999,498
TOTAL FUNDS AT 31 DECEMBER		342,412	62,418,202	62,760,614	64,986,624

All activities relate to continuing operations. The notes on pages 34 to 53 form part of these financial statements.

CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2020

	Note	£	2020 £	£	2019 Restated £
FIXED ASSETS					
Tangible assets	**17**		**31,784,761**		33,737,540
Investments at market value	**20**		**41,480,673**		42,204,331
Investment in associate company	**18**		**1,265,551**		1,162,491
			74,530,985		77,104,362
CURRENT ASSETS					
Debtors	**21**	**4,464,176**		1,286,594	
Cash at bank		**4,958,918**		3,820,181	
		9,423,094		5,106,775	
CREDITORS: Amounts falling due within one year	**22**	**(10,265,331)**		(7,192,556)	
NET CURRENT LIABILITIES			**(842,237)**		(2,085,781)
TOTAL ASSETS LESS CURRENT LIABILITIES			**73,688,748**		75,018,581
CREDITORS: amounts falling due after more than one year	**23**		**(7,012,134)**		(7,564,957)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			**66,676,614**		67,453,624
Defined benefit pension scheme liability	**27**		**(3,916,000)**		(2,467,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			**62,760,614**		64,986,624
CHARITY FUNDS					
Restricted funds	**24**		**342,412**		338,402
Unrestricted funds:	**24**				
Unrestricted funds excluding pension liability		**66,334,202**		67,115,222	
Pension reserve		**(3,916,000)**		(2,467,000)	
Total unrestricted funds			**62,418,202**		64,648,222
TOTAL FUNDS			**62,760,614**		64,986,624

The financial statements were approved by the Trustees on 10th June, 2021 and signed on their behalf by:

.....

Mr William Roy Boulter

The notes on pages 34 to 53 form part of these financial statements.

CHARITY BALANCE SHEET
AS AT 31 DECEMBER 2020

	Note	£	2020 £	£	2019 Restated £
FIXED ASSETS					
Tangible assets	**17**		**31,784,761**		33,737,540
Investment in subsidiary	**19**		**5,000**		5,000
Investments at market value	**20**		**41,480,673**		42,204,331
Investment in associate company	**18**		**500,025**		500,025
			73,770,459		76,446,896
CURRENT ASSETS					
Debtors	**21**	**4,574,215**		1,157,080	
Cash at bank		**4,825,654**		3,790,189	
		9,399,869		4,947,269	
CREDITORS: amounts falling due within one year	**22**	**(10,247,106)**		(7,038,050)	
NET CURRENT LIABILITIES			**(847,237)**		(2,090,781)
TOTAL ASSETS LESS CURRENT LIABILITIES			**72,923,222**		74,356,115
CREDITORS: amounts falling due after more than one year	**23**		**(7,012,134)**		(7,564,957)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			**65,911,088**		66,791,158
Defined benefit pension scheme liability	**27**		**(3,916,000)**		(2,467,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			**61,995,088**		64,324,158
CHARITY FUNDS					
Restricted funds	**24**		**342,412**		338,402
Unrestricted funds:					
Unrestricted funds excluding pension liability		**65,568,676**		66,452,756	
Pension reserve		**(3,916,000)**		(2,467,000)	
Total unrestricted funds			**61,652,676**		63,985,756
TOTAL FUNDS			**61,995,088**		64,324,158

The financial statements were approved by the Trustees on 10th June, 2021 and signed on their behalf by:

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Mr William Roy Boulter

The notes on pages 34 to 53 form part of these financial statements.

CONSOLIDATED CASH FLOW STATEMENT
AS AT 31 DECEMBER 2020

	Note	2020 £	2019 Restated £
NET CASH PROVIDED BY OPERATIONS		**286,631**	1,539,772
CASH FLOWS FROM INVESTING ACTIVITIES			
Dividends, interest and rents from investments		**1,107,085**	1,602,728
Purchase of fixed assets	**17**	**(870,834)**	(2,007,825)
Proceeds from the sale of fixed assets		**-**	81,250
Purchase of investments	**20**	**(6,026,975)**	(8,803,314)
Proceeds from the sale of investments		**7,209,448**	8,957,855
Net cash generated by/(used in) investing activities		**1,418,724**	(169,306)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of loans		**(566,618)**	(558,458)
Net cash used in financing activities		**(566,618)**	(558,458)
Change in cash and cash equivalents in the year		**1,138,737**	812,008
Cash and cash equivalents brought forward		**3,820,181**	3,008,173
Cash and cash equivalents carried forward		**4,958,918**	3,820,181
NET MOVEMENT IN FUNDS		**(2,226,010)**	(12,874)
Adjustments for:			
Dividends, interest and rents from investments		**(1,107,085)**	(1,602,728)
Depreciation charges	**17**	**1,947,194**	2,054,231
Loss on disposal of fixed assets		**876,419**	9,480
Fair value gains made on investments		**(458,816)**	(708,389)
(Increase)/Decrease in debtors	**21**	**(3,177,582)**	987,386
Increase/(Decrease) in creditors	**22**	**3,086,570**	(142,577)
Movement in provision for defined benefit pension scheme		**1,449,000**	1,020,000
Income from associate company	**3**	**(103,059)**	(64,757)
NET CASH PROVIDED BY OPERATIONS		**286,631**	1,539,772

The notes on pages 34 to 53 form part of these financial statements.

RECONCILIATION OF NET DEBT

	At 1 January 2020 £	Cash Flows £	Other Changes £	At 31 December 2020 £
Cash at bank and in hand	3,820,181	1,138,737	-	**4,958,918**
Borrowing due within one year	(565,343)	566,618	(590,234)	**(588,959)**
Borrowing due after one year	(7,206,264)	-	590,234	**(6,616,030)**
	(3,951,426)	1,705,355	-	**(2,246,071)**

1 . ACCOUNTING POLICIES

Licensed Trade Charity is an unincorporated charity. It is registered in England and Wales with Charity Registered number 230011. The principal address of the Charity is Heatherley, London Road, Ascot, Berkshire, SL5 8DR.

1.1 Basis of Accounting

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition issued on 1 January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Repulic of Ireland (FRS 102) and the Charities Act 2011.

These provisions mean that the consolidated financial statements have been prepared to aggregate the Charity together with its trading subsidiary, Elvian Limited.

The Charity constitutes a public benefit entity as defined by FRS 102.

1.2 Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenditure during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Tangible Fixed Assets (see note 17)

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values may vary depending upon the type of asset and its use and management use historic experience to assess these factors.

Pension Commitments (see note 27)

Various assumptions are made in reporting the performance of the Charity's pension scheme.
A valuation is carried out for reporting purposes by a qualified independent actuary. The principal actuarial assumptions made are disclosed in note 27.

Investment properties (see note 20)

Residential investment property valuations are made annually by management, based upon external indications of value and consideration of market conditions. Commercial investment properties are valued annually by qualified independent Chartered Surveyors.

1.3 Basis of Consolidation

The Licensee & Morning Advertiser and the assets of the Pub, Club and Leisure Show Limited were incorporated into The Morning Advertiser Limited (MA Ltd) in January 2000. At that time the Charity owned £75 shares and William Reed Holdings Limited owned £25 shares. The financial statements of MA Ltd were consolidated into William Reed Holdings Limited financial statements as a subsidiary since it had a majority representation on the Board of Directors. The Charity's investment was shown as an investment in a joint venture.

1 . ACCOUNTING POLICIES (continued)

1.3 Basis of Consolidation (continued)

In March 2002, William Reed Holdings Limited bought £50 of the Charity's shares and the Charity became a minority shareholder with a 25% shareholding.

Under the Charities SORP (FRS102), the Charity treats MA Ltd as an associate company in its financial statements (see note 3) and consolidates that percentage of its shareholding (25%) of its income and expenditure into its Consolidated Statement of Financial Activities.
The MA Ltd's year end is 31 March and so unaudited management accounts have been taken for the company's financial year. The Charity's investment is shown as an investment in an associate company (see note 18).

1.4 Going Concern

The Trustees have considered the impact of the global COVID-19 pandemic on the ability of the Group to continue trading for the foreseeable future. This review has included considering the impact of the pandemic to the date of signing the financial statements and updating financial projections in respect of income and expenses. Based on this review and taken together with existing group financing facilities the Trustees believe that the financial statements have been prepared appropriately on the going concern basis.

1.5 Fund Accounting

The Charity's funds consist of general funds which the Charity may use for its purposes at its discretion. When donors indicate that an amount is for a specific purpose, such amounts are treated as restricted funds.

1.6 Donation Income

Donation income is accounted for on a cash received basis.

1.7 Gift Aid

Voluntary income by way of gift aid is credited in the year it is receivable. Corporate gift aid is received gross of tax, but the Charity is able to recover basic rate income tax from UK individual tax payers and such gift aid donations are shown gross of the relevant credit.

1.8 Income from Investments

Investment income comprises dividends received during the accounting period and interest received on listed and unlisted investments.

1.9 School Fees

School fees are accounted for in the period to which they relate and are shown gross, including bursaries paid by the Charity, on the Statement of Financial Activities.

1.10 Government Grants

Government Grants relating to the Coronavirus Job Retention Scheme included within other income are recognised as receivable in the period in which the corresponding the expense has been incurred.

1 . ACCOUNTING POLICIES (continued)

1.11 Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

School Buildings*	-	at 2.00% on cost
Building Improvements*	-	at various rates between 6.67% and 20%
Motor Vehicles	-	at 25.00% on cost
Furniture & Fittings	-	at various rates between 6.67% and 20%
IT Equipment	-	at 33.33% on cost
Land*	-	not depreciated

* Reported in Land and Buildings (see Note 17 Tangible Fixed Assets).

Building Improvements will be separately disclosed in the year ended 31 December 2021.

Items costing less than £1,000 are written off as an expense when acquired.

The 2019 comparative numbers have been restated to correct the depreciation in prior years. (See Note 31 Prior Year Adjustment)

1.12 Allocation of Central Support Costs

Central costs are allocated between the following categories: Investments, Schools, Fundraising, Event costs, Charity Services, Subsidiary and Support (including governance costs).

The method of allocation for costs, which cannot be specifically allocated to each category, is based on the time spent on each category by each management function. Allocations for the year ending 31 December 2020 are as follows:-

Type of expense	Management	Professional	Establishment	Other	Total
Method of allocation	Time	Usage	Usage	Per capita	
Functions	£000's	£000's	£000's	£000's	£000's
Investments	77	223	-	265	565
Schools	325	65	8	426	824
Generating Voluntary Income	79	14	1	48	142
Events	35	7	-	6	48
Charity Services	515	97	3	214	829
Subsidiary	7	2	-	10	19
Support	225	83	1	67	376
Total	1,263	491	13	1,036	2,803

Support costs comprise the costs of running the Charity including strategic planning, internal and external audit, legal advice, Trustees expenses and all of the costs of complying with statutory requirements such as the preparation of statutory financial statements and meetings of the Trustee Body and its subcommittees (note 13).

Charity Services costs comprise staff and other costs incurred in helping those in need including advising on their qualification for state benefits, preparing their cases for submission to the Charity Services committee, giving emotional support and arranging payments for agreed grants.

1 . ACCOUNTING POLICIES (continued)

1.13 Pension Costs

Teaching staff employed by the Licensed Trade Charity are eligible for membership of the Teachers Pension Scheme, which is a national statutory contributory, defined benefit scheme administered by the Teachers Pension Scheme, an agency of the Department for Education. Pension costs are assessed in accordance with the advice of the Government Actuary. Although this is a multi-employer scheme whose assets and liabilities are not separately identifiable, under the Charities SORP (FRS 102) it is treated as a defined contribution scheme with a charge to the accounts for the contributions paid and relevant disclosures about the scheme as a whole provided in note 27.

In addition, the Charity operates a defined benefit pension scheme for its non teaching staff. This is funded by contributions at rates determined by independent, qualified actuaries. These contributions are invested separately from the Charity's assets and are charged to the Statement of Financial Activities and relevant disclosures about the scheme are provided in note 27.

The Charity is subject to the automatic enrolment legislation. All eligible employees of the Charity that do not join the appropriate final salary scheme are automatically enrolled into a group pension plan, with employer pension contributions charged to the Statement of Financial Activities in the year in which they arise.

1.14 Investments

Listed investments
Investments are included in the financial statements at mid-market value as at the year end. Realised and unrealised gains and losses are recognised as they arise and are included separately in the Statement of Financial Activities.

Investment in Associate
As at 31st December 2020, the Charity holds a minority shareholding in an associate company, The Morning Advertiser Limited. The share of the associate's profits are shown as income from associate in the Consolidated Statement of Financial Activities.

The Charity's interest is recorded as follows:-
In the Consolidated Balance Sheet, shares at cost and minority reserves accumulated to date.
In the Charity's Balance Sheet, the cost of the shares in the associated company is shown.

1.15 Investment Properties

Investment properties are stated at open-market valuation. Realised and unrealised gains and losses are recognised as they arise and are included separately in the Statement of Financial Activities.

1.16 Stocks

School books and other teaching materials are written off in the year of acquisition.

1.17 Debtors

Trade debtors, other debtors and prepayments are recognised at their settlement amount.

1 . ACCOUNTING POLICIES (continued)

1.18 Creditors and provisions

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

1.19 Advance Fee Plan Scheme payments

Amounts received under the school's advance fee plan scheme which have not been used to settle school fees are recognised as deferred income within current liabilities where education will be provided within one year of the reporting date and within non-current liabilities where education will be provided in subsequent years.

1.20 Financial Instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. The basic instruments are held at amortised cost and at fair value (note 32).

2 . NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARIES

The Charity has one wholly owned trading subsidiary, Elvian Limited. Elvian Limited pays its taxable profits to the Charity under a deed of covenant and its audited financial statements are filed with the Registrar of Companies. The Company has not recognised a corporation tax charge in the year as taxable profits will be distributed in full to the parent charity within nine months of the year end and charitable donations relief will be claimed under Part 6 (s189) of the Corporation Tax Act 2010 .

Elvian Limited's audited results are as follows:

Profit and Loss Account	**2020**	2019
	£	£
Turnover	**243,706**	614,091
Cost of sales	**(158,210)**	(271,964)
Gross profit	**85,496**	342,127
Administration costs	**(34,404)**	(68,715)
Net profit	**51,092**	273,412
Profit gifted to parent charity under deed of covenant	**(51,092)**	(273,412)
Profit retained in subsidiary	**-**	-

3 . NET INCOME FROM TRADING ACTIVITIES OF ASSOCIATE COMPANY

The Charity has a 25% shareholding in The Morning Advertiser Limited (MA Ltd). The principal activity of this company is the publication of a fortnightly trade journal "The Morning Advertiser" which the Charity had managed for 200 years before transferring its management to William Reed Publishing Ltd in 2000.

The Morning Advertiser Limited's unaudited results are as follows:-

	2020	2019
	£	£
Revenue	**2,268,245**	3,397,569
Cost of sales	**(942,972)**	(1,428,101)
Gross profit	**1,325,273**	1,969,468
Overhead costs	**(913,033)**	(1,610,437)
Profit for the year	**412,240**	359,031
Reserves brought forward	**4,649,964**	4,390,933
Dividend paid in year	**-**	(100,000)
Reserves carried forward	**5,062,204**	4,649,964

The Charity's share of the total profit for the year resulting from its investment in MA Ltd is £103,059 (2019: £64,757) No dividend income was received from MA Ltd during the year.

4 . DONATIONS AND LEGACIES

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Donations	1,155,684	98,149	1,253,833	61,525

In 2019, of the donations and legacies income, £6,019 related to restricted Funds and £55,506 related to unrestricted Funds.

5 . FUNDRAISING AND EVENTS INCOME

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Fundraising and events income	-	30,541	30,541	43,874

In 2019, all amounts related to unrestricted Funds.

6 . INVESTMENT INCOME

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Rental income	-	130,586	130,586	377,469
Income from investments	-	971,751	971,751	1,219,103
Bank deposit interest	-	4,748	4,748	6,156
	-	1,107,085	1,107,085	1,602,728

In 2019, all amounts related to unrestricted Funds.

7 . OTHER INCOME

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £	Total Funds 2020 £
Coronavirus job retention scheme	-	544,425	544,425	-
Other	-	227,015	227,015	-
	-	771,440	771,440	-

8 . COSTS OF GENERATING VOLUNTARY INCOME

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Staff costs	-	78,748	78,748	18,799
Administration and depreciation	-	63,250	63,250	29,717
	-	141,998	141,998	48,516

In 2019, all amounts related to unrestricted Funds.

9 . COST OF EVENTS

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Staff costs	-	35,147	35,147	28,757
Direct costs	-	-	-	40,469
Administration and depreciation	-	12,760	12,760	18,441
	-	47,907	47,907	87,667

In 2019, all amounts related to unrestricted Funds.

10 . INVESTMENT MANAGEMENT COSTS

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Investment advice	-	163,396	163,396	221,187
Property charges	-	36,140	36,140	46,029
Interest paid on loan for investments	-	251,474	251,474	272,091
Staff costs	-	77,306	77,306	46,161
Administration and depreciation	-	36,890	36,890	147,889
	-	565,206	565,206	733,357

In 2019, all amounts related to unrestricted Funds.

11 . COST OF RUNNING SCHOOLS

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £	Restated Total Funds 2019 £
Staff costs	-	11,764,415	11,764,415	12,577,968
Catering and cleaning	-	1,282,144	1,282,144	1,902,867
Establishment costs	-	352,754	352,754	535,830
Administration, loss on disposal and depreciation	57,835	4,769,761	4,827,596	3,761,220
Other costs	11,197	924,282	935,479	1,708,252
	69,032	19,093,356	19,162,388	20,486,137

In 2019, of the cost of running schools, £57,835 related to restricted Funds and £20,428,302 related to unrestricted Funds.

12 . CHARITY SERVICES

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Staff costs	5,520	509,549	515,069	222,321
Administration and depreciation	480	313,044	313,524	413,626
	6,000	822,593	828,593	635,947

In 2019, all amounts related to unrestricted Funds.

13 . SUPPORT COSTS

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Governance costs				
Auditor's remuneration	-	27,036	27,036	26,982
Auditor's remuneration - non audit	-	5,514	5,514	4,800
Other committee expenses	-	3,066	3,066	12,096
Trustees allowances - chairman	-	765	765	3,292
Trustees travel expenses	-	10,625	10,625	57,127
Other support costs				
Legal and professional	-	48,818	48,818	113,214
Bank charges and interest	-	655	655	1,194
Staff costs	-	225,242	225,242	193,654
Administration and depreciation	-	54,439	54,439	83,197
	-	376,160	376,160	495,556

In 2019, all amounts related to unrestricted Funds.

14 . TOTAL RESOURCES EXPENDED

	Staff Costs £	Depreciation £	Other Costs £	2020 £	Restated 2019 £
School running costs	11,439,094	1,729,098	5,170,101	18,338,293	19,389,365
School support costs	325,321	130,509	368,265	824,095	1,096,772
Investment costs	77,306	6,810	481,090	565,206	733,357
Cost of trading subsidiary	6,763	5,533	180,318	192,614	340,679
Fundraising events	35,147	3,096	9,664	47,907	87,667
Support costs	225,242	19,841	131,077	376,160	495,556
Grants	-	-	1,561,033	1,561,033	596,009
Bursaries	-	-	301,115	301,115	379,108
Charity Services costs	515,069	45,370	268,154	828,593	635,947
Costs generating voluntary income	78,748	6,937	56,313	141,998	48,516
	12,702,690	1,947,194	8,527,130	23,177,014	23,802,976

All grants are paid to individuals in line with our objectives.

15 . STAFF COSTS

	2020 £	2019 £
Wages and salaries	9,652,554	10,565,176
Social security	935,008	991,715
Pension costs	1,483,992	1,326,203
Re-organisation costs	188,985	84,466
Other staff costs	442,151	175,781
	12,702,690	13,143,341

15 . STAFF COSTS (continued)

Employee emoluments	**2020**	2019
£ 60,000 - £ 70,000	**5**	6
£ 70,000 - £ 80,000	**3**	4
£ 80,000 - £ 90,000	**1**	1
£ 90,000 - £100,000	**1**	1
£100,000 - £110,000	**3**	1
£110,000 - £120,000	**0**	1
£150,000 - £160,000	**1**	1
£230,000 - £240,000	**0**	1
£240,000 - £250,000	**1**	0

Employee emoluments include remuneration and benefits-in-kind, as defined for taxation purposes. All the employees except for three in the above emolument bands are members of defined benefit pension scheme.

The Charity considers its key management personnel who comprise of the Trustees and the Chief Executive, Executive Director Education and Operations, Finance Director, HR Director, Director of SEN (from January 2020) and Principal of LVS Ascot. The total employment benefits including employer national insurance and pension contributions of the key management personnel were £947,714 (2019: £789,134).

No Trustees received any remuneration in 2020 and 2019. During the year expenditure of £11,390 (2019: £60,419) was re-imbursed to or paid on behalf of eighteen Trustees.

The average number of employees analysed by function is as follows:

	2020	2019
Direct charitable expenditure:		
School	**283**	309
Other	**1**	1
	284	310
Fundraising and publicity	**5**	6
Welfare	**6**	5
Management and administration	**26**	29
	37	40
	321	350

16 . REALISED AND UNREALISED INVESTMENT GAINS & LOSSES

	2020	2019
	£	£
Unrealised gains on investment revaluation	**3,085,786**	394,072
Realised (losses)/gains on sale of investments	**(2,626,970)**	314,317
	458,816	708,389

17 . TANGIBLE FIXED ASSETS

	Land and Buildings £	Motor Vehicles £	Equipment, Fixtures and Fittings £	Total £
Group				
Cost				
At 1 January 2020	49,906,319	366,700	4,313,796	54,586,815
Additions	442,534	43,099	385,201	870,834
Disposals	(1,247,428)	-	(1,367,231)	(2,614,659)
At 31 December 2020	49,101,425	409,799	3,331,766	52,842,990
Depreciation				
At 1 January 2020 (as previously stated)	17,837,569	192,434	2,457,390	20,487,393
Prior year adjustment	350,673	-	11,209	361,882
At 1 January 2020 (restated)	18,188,242	192,434	2,468,599	20,849,275
Charge for the year	1,386,735	76,593	483,866	1,947,194
On disposals	(522,086)	-	(1,216,154)	(1,738,240)
At 31 December 2020	19,052,891	269,027	1,736,311	21,058,229
Net book value				
At 31 December 2020	30,048,534	140,772	1,595,455	31,784,761
At 31 December 2019 (restated)	31,718,077	174,266	1,845,197	33,737,540

	Land and Buildings £	Motor Vehicles £	Equipment, Fixtures and Fittings £	Total £
Charity				
Cost				
At 1 January 2020	49,906,319	366,700	4,313,796	54,586,815
Additions	442,534	43,099	385,201	870,834
Disposals	(1,247,428)	-	(1,367,231)	(2,614,659)
At 31 December 2020	49,101,425	409,799	3,331,766	52,842,990
Depreciation				
At 1 January 2020 (as previously stated)	17,837,569	192,434	2,457,390	20,487,393
Prior year adjustment	350,673	-	11,209	361,882
At 1 January 2020 (restated)	18,188,242	192,434	2,468,599	20,849,275
Charge for the year	1,386,735	76,593	483,866	1,947,194
On disposals	(522,086)	-	(1,216,154)	(1,738,240)
At 31 December 2020	19,052,891	269,027	1,736,311	21,058,229
Net book value				
At 31 December 2020	30,048,534	140,772	1,595,455	31,784,761
At 31 December 2019 (restated)	31,718,077	174,266	1,845,197	33,737,540

18 . INVESTMENT IN ASSOCIATE COMPANY

In 2000, the Charity incorporated the assets of its publishing division The Licensee and Morning Advertiser and its trading company Pub, Club and Leisure Show Limited into The Morning Advertiser Limited.

The funding for the company was raised by the issue of shares and debentures. The shareholding at 31 December 2001 was £75 held by the Charity and £25 held by William Reed Holdings Limited.

In March 2002, William Reed Holdings Limited exercised its option to buy £50 of the Charity's shares in The Morning Advertiser Limited for £465,000 and both parties agreed to defer the maturity dates on their debentures from 2005 to 2010.

In March 2003, The Morning Advertiser Limited de-merged Pub, Club and Leisure Show Company Limited which has been dormant since its integration into The Morning Advertiser Limited and the Charity bought it for £1. The Pub, Club and Leisure Show Company Limited was dissolved on 21 August 2012.

Between 2001 and the rights issues in 2009, the losses incurred by The Morning Advertiser Limited were funded by the debentures and unsecured funding from William Reed Holdings Limited.

In 2009, shareholders decided to recapitalise The Morning Advertiser Limited by repaying its debentures and issuing a rights issue under the new percentage split of the shareholding. The Charity owned £404,813 of the debentures and its share of the £2million rights issue was £500,000. The net payment into The Morning Advertiser Limited was therefore £95,117 with the Charity accepting £500,000 shares in exchange for surrendering £408,813 debentures. This has been used partly to finance The Morning Advertiser Limited and partly to repay the unsecured loan to William Reed Holdings Limited.

In the Consolidated Balance Sheet, the value of the Charity's investment in The Morning Advertiser Limited as at 31 December 2020 is represented by the cost of its shares of £500,025 and its minority share of reserves at 31 December 2020 of £765,526 totalling £1,265,551. In the Charity's Balance Sheet, only the cost of £500,025 is shown.

Initially the Trustees considered the venture with William Reed Holdings Limited to be a joint venture but following the disposal of their majority holding, now regard it as an associate company and adopt the treatment required by the Charities SORP (FRS102).

The Morning Advertiser Limited has a 31 March year end and therefore results shown in note 3 are based on management accounts and statutory financial statements information to bring them in line with the Charity's year end.

19 . INVESTMENT IN SUBSIDIARY

As detailed in note 2, the Charity is the parent company of Elvian Limited with a shareholding of £5,000.

20 . INVESTMENTS AND INVESTMENT PROPERTIES

	2020 £	2020 £	2019 £
STOCK MARKET			
The mid-market value of the investments were:		**23,678,431**	23,809,586
Details of cost are shown below:			
At 1 January 2020	**21,660,841**		
Additions	**5,989,289**		
Disposals	**(7,113,280)**		
At 31 December 2020	**20,536,850**		
PROPERTY FUNDS			
The mid-market value of the investments were:		**12,969,742**	13,605,279
Details of cost are shown below:			
At 1 January 2020	**12,939,892**		
Additions	**-**		
Disposals	**-**		
At 31 December 2020	**12,939,892**		
TOTAL INVESTMENTS		**36,648,173**	37,414,865
INVESTMENT PROPERTIES			
The mid-market value of the investments were:		**4,832,500**	4,789,466
Details of cost are shown below:			
At 1 January 2020	**4,735,807**		
Additions	**38,102**		
Disposals	**(2,723,138)**		
At 31 December 2020	**2,050,771**		
TOTAL INVESTMENTS AND INVESTMENT PROPERTIES		**41,480,673**	42,204,331

The disposal of investment property relates to the sale of commercial property in Stafford.
The remaining non-residential investment property was valued at 31 December 2020 by The Frost Partnership at a value of £500,000 (2019 all non-residential properties: £700,000).
All residential investment properties were professionally valued as at 31 December 2020.

21 . DEBTORS

	Group		Charity	
	2020	2019	**2020**	2019
	£	£	**£**	£
Trade debtors	**3,414,427**	179,780	**3,404,830**	52,628
Due from subsidiary	**-**	-	**130,634**	-
Other debtors	**183,616**	279,356	**183,616**	279,356
Prepayments	**866,133**	827,458	**855,135**	825,096
	4,464,176	1,286,594	**4,574,215**	1,157,080

Debtors include a loan of £47,647 (2019: £51,537) to the Hilda Webber Trust. This loan is to provide capital repairs to a property from which the Charity will benefit in the will, to which the Charity's Chief Executive is an Executor.

22 . CREDITORS

Amounts falling due within one year

	Group		Charity	
	2020	2019	**2020**	2019
	£	£	**£**	£
Bank loans	**588,959**	565,343	**588,959**	565,343
Trade creditors	**478,379**	445,442	**478,379**	441,836
Due to subsidiary	**-**	-	**-**	19,819
Other taxation and social security	**250,158**	265,134	**250,158**	264,371
Other creditors and accruals	**2,415,185**	3,002,165	**2,396,960**	2,937,174
Deferred income	**6,532,650**	2,914,472	**6,532,650**	2,809,507
	10,265,331	7,192,556	**10,247,106**	7,038,050

23 . Amounts falling due after more than one year

	Group		Charity	
	2020	2019	**2020**	2019
	£	£	**£**	£
Bank loans	**6,616,030**	7,206,264	**6,616,030**	7,206,264
Deferred income	**396,104**	358,693	**396,104**	358,693
	7,012,134	7,564,957	**7,012,134**	7,564,957

Creditors include amounts not wholly repayable within 5 years as follows:

	Group		Charity	
	2020	2019	**2020**	2019
	£	£	**£**	£
Repayable by instalments	**6,616,030**	7,206,264	**6,616,030**	7,206,264

The Allied Irish bank loan is secured on the Charity's Ascot site which represents 40% of the net book value of the property, which is included in the financial statements at £15,960,836. The Lloyds Bank loan is secured on the Charity's Hassocks site which represents 10% of the net book value of the property, which is included in the financial statements at £8,066,514.

Changes in the balance of deferred income are recognised in the Statement of Financial Activities during the year. In June 2020 an overdraft facility of £5 million was set up with SG Hambros. The facility is secured on the Charity's cash balances and investments held by SG Hambros and has not been used during the year.

24 . SUMMARY OF FUNDS

	Brought Forward Restated	Incoming Resources	Resources Expended	Gains / (Losses)	Transfers	Carried Forward
	£	£	£	£	£	£
General funds	**64,359,115**	**20,323,081**	**(21,993,163)**	**(592,125)**	**91,524**	**62,188,432**
Designated funds	**289,107**	**-**	**-**	**-**	**(59,337)**	**229,770**
Total unrestricted funds	**64,648,222**	**20,323,081**	**(21,993,163)**	**(592,125)**	**32,187**	**62,418,202**
Restricted funds	**338,402**	**1,220,048**	**(1,183,851)**	**-**	**(32,187)**	**342,412**
	64,986,624	**21,543,129**	**(23,177,014)**	**(592,125)**	**-**	**62,760,614**

Brought forward reserves have been restated in repect of a prior year adjustment of £361,882 relating to the correction of the depreciation calculation in previous years (see note 31).

Designated funds relate to amounts set aside by the Trustees for potential future payments to certain beneficiaries and does not meet the conditions to be recorded as a liability. During 2018 Sodexo made a capital investment of £399,000, which is being depreciated over the length of the contract.

ANALYSIS OF RESTRICTED FUNDS

2020	Brought Forward	Income	Expenditure	Transfer to unrestricted funds	Carried Forward
	£	£	£	£	£
Community Fund	-	150,000	(150,000)	-	-
Hardship Fund 1*	-	250,000	(217,813)	(32,187)	-
Hardship Fund 2*	-	668,881	(647,643)	-	**21,238**
Hardship Fund 3*	-	4,489	(4,489)	-	-
Hardship Fund 4*	-	20,500	(19,706)	-	**794**
Hardship Fund 5*	-	19,500	(19,500)	-	-
Grant 1	-	24,464	(24,464)	-	-
Grant 2	3,242	21,900	(18,337)	-	**6,805**
Grant 3	-	15,000	-	-	**15,000**
Welfare Grant	-	10,000	(10,000)	-	-
Scholarships	-	8,000	(2,667)	-	**5,333**
Ascot School	-	9,290	(9,290)	-	-
Hassocks School	-	369	(369)	-	-
Oxford School	-	7,700	(1,738)	-	**5,962**
Sodexo Capital grants	335,160	-	(47,880)		**287,280**
Oxford dining room	-	9,955	(9,955)	-	-
	338,402	1,220,048	(1,183,851)	(32,187)	**342,412**

2019	Brought Forward	Income	Expenditure	Transfer to unrestricted funds	Carried Forward
	£	£	£	£	£
Grant 2	-	21,900	(18,658)	-	3,242
Grant 3	-	15,000	(15,000)	-	-
Welfare Grant	-	7,500	(7,500)	-	-
Hospitality grants	-	6,019	(6,019)	-	-
Scholarships	-	10,450	(10,450)	-	-
Sodexo Capital grants	383,040	-	(47,880)	-	335,160
Oxford dining room	-	9,955	(9,955)	-	-
	383,040	70,824	(115,462)	-	338,402

24 . SUMMARY OF FUNDS (continued)

Community Fund
Restricted to the administration of the awards of community partnership grants via the Great British Pub awards in order to support the licensed trade industry through funding pub centred community projects during the COVID-19 pandemic.

Hardship Funds *
Donations received to be used to alleviate poverty and hardship endured by employees of the donors and their families resulting from the COVID-19 pandemic.

Grant 1
Restricted to current and ex employees of a Pub Company. Grants are are awarded by the Charity and reimbursed by the Pub Company.

Grant 2
Restricted to the provision of mental health training for managers in the licensed trade.

Grant 3
Restricted to funding the cost of awards made to sixth form pupils.

Welfare Grant
Resticted to grants awarded to individuals living in London.

Sodexo Capital Grant
Restricted expenditure relates to depreciation charges in respect of capital investment made by Sodexo.

25 . ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds 2020 £	**Unrestricted Funds 2020 £**	**Total Funds 2020 £**	Total Funds 2019 £
Tangible fixed assets	**287,280**	**31,497,481**	**31,784,761**	33,737,540
Fixed asset investments	**-**	**42,746,224**	**42,746,224**	43,366,822
Current assets	**55,132**	**9,367,962**	**9,423,094**	5,106,775
Creditors due within one year	**-**	**(10,265,331)**	**(10,265,331)**	(7,192,556)
Creditors due in more than one year	**-**	**(7,012,134)**	**(7,012,134)**	(7,564,957)
Pension scheme liability	**-**	**(3,916,000)**	**(3,916,000)**	(2,467,000)
	342,412	**62,418,202**	**62,760,614**	64,986,624

26 . CONTINGENT ASSETS

The Hilda Webber Trust was set up to allow for Hilda Florence Webber's niece to benefit from the accommodation and income generated from two properties in Hove, Sussex. On the death of her niece, the full ownership of the properties will be left to the Charity in Hilda Florence Webber's will to which the Charity's Chief Executive is an Executor.

27 . PENSION COMMITMENTS

The Charity participates in the Teachers' Pension Scheme (TPS) and the Licensed Trade Charity 1967 Life Assurance and Pension Scheme (LTC). The Charity makes contributions to both in accordance with recommended rates. These are both defined benefit schemes. In 2020, the cost of the contributions to these schemes was £1,417,446 (2019: £1,254,193) being £1,026,532 (2019: £841,583) to the TPS and £390,914 (2019: £412,610) to the LTC.

The schemes are accounted for differently as the assets and liabilities of the LTC scheme can be separately identified as belonging to the Licensed Trade Charity. This is not the case for the TPS scheme and only summary information as a whole is provided. During the year, the Charity contributed £66,548 (2019: £72,010) to their defined contribution scheme with Legal & General.

Teachers' Pension Scheme

The Charity participates in the TPS, for its teaching staff. This is a multi-employer defined benefits pension scheme and it is not possible or appropriate to identify the assets and liabilities of the TPS which are attributable to the Charity. As required by FRS 102 "Retirement Benefits", the Charity accounts for this scheme as if it were a defined contribution scheme.

The pension charge for the year includes contributions paid to the TPS of £1,031,628 (2019: £807,085) and contributions accrued at the year end £114,671 (2019: £119,767).

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

The employer contribution rate is set following scheme valuations undertaken by the Government Actuary Department every 4 years. The latest valuation report for the TPS was prepared as at 31 March 2016 and published in March 2019. The report confirmed an employer contribution rate for the TPS of 23.6% from 1 September 2019. A new valuation as at 31 March 2020 is now underway but has yet to be published. Any changes required to contribution rates as a result of the 2020 valuation will be made in 2023.

The Department for Education has also devolved the scheme administration costs to scheme employers in the form of an administration charge of 0.08% of the employers' salary costs which has resulted in a total employer payment of 23.68%.

Licensed Trade Charity 1967 Life Assurance and Pension Scheme

The Charity operates a defined benefit pension scheme providing benefits based on final pensionable pay. The assets of the Scheme are held separately from those of the Charity, and are invested in a range of funds. Contributions to the scheme are charged to the Statement of Financial Activities so as to spread the cost of pensions over employees' working lives with the Charity. The contributions are determined by a qualified actuary on the basis of triennial valuations based on the projected unit method.

The triennial valuation in April 2020 showed a deficit of £1,761,000. Following agreement of a deficit recovery plan the Charity has agreed to make additional payments of £500,000 in February 2021, £250,000 in February 2022 and £250,000 in February 2023 should the scheme be in deficit at those time points. In addition, the valuation demonstrated a need to increase the employer contribution rate to the scheme from 20.00% of pensionable earnings to 26.00% of pensionable earnings form 1 April 2021, followed by an increase to 31.00% in 2023.

In 2020, the FRS 102 valuation shows a deficit of £3,916,000 (2019: £2,467,000).

27 . PENSION COMMITMENTS (continued)

The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the rates of increase in pensionable salaries and pension payments. The assumptions adopted for the most recent actuarial valuation assumed that investment returns would increase by 3.05% per annum, pensionable salary increases would be 3% in 2021 and 2.50% per annum thereafter, future increases in pensions in payment would be 3.05% per annum and the discount rates would be 1.34% per annum.

The normal contribution for the period was £390,914 (2019: £412,610). During 2020, the Charity paid contributions to the Scheme at a rate of 20.00% of pensionable salaries.

	2020	2019
	£	£
Fair value of scheme assets	**19,420,000**	17,096,000
Present value of unfunded obligations	**(23,336,000)**	(19,563,000)
Net liability	**(3,916,000)**	(2,467,000)

Changes in the present value of the defined benefit obligation were as follows:

	2020	2019
	£	£
Opening defined benefit obligation	**19,563,000**	17,034,000
Actuarial losses	**3,052,000**	1,765,000
Current service cost	**788,000**	882,000
Employee contributions	**13,000**	17,000
Interest costs	**408,000**	472,000
Benefits paid	**(488,000)**	(607,000)
Closing defined benefit obligation	**23,336,000**	19,563,000

Changes in the fair value of scheme assets were as follows:

	2020	2019
	£	£
Opening fair value of scheme assets	**17,096,000**	15,587,000
Actual return on scheme assets less expected return	**1,898,000**	1,106,000
Expected return	**355,000**	429,000
Benefits paid	**(488,000)**	(607,000)
Contributions paid by the Charity	**546,000**	564,000
Employee contributions	**13,000**	17,000
	19,420,000	17,096,000

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

	2020	2019
Equities	**26.00%**	25.00%
Diversified Growth Fund	**41.00%**	47.00%
Bonds	**0.00%**	1.00%
Other assets and cash	**33.00%**	27.00%

27 . PENSION COMMITMENTS (continued)

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2020	2019
Discount rate	**1.34%**	2.07%
Inflation	**3.05%**	3.12%
Rate of increase in salaries - year 1	**3.00%**	2.50%
Rate of increase in salaries - year 2 onwards	**2.50%**	2.50%
Limited price indexation pension increase capped at 5.0%	**2.98%**	3.05%
Limited price indexation pension increase capped at 2.5%	**2.13%**	2.16%

Amounts for the current and previous four periods are as follows:

Defined benefit pension schemes

	2020	2019	2018	2017	2016
	£	£	£	£	£
Defined benefit obligation	**(23,336,000)**	(19,563,000)	(17,034,000)	(17,073,000)	(15,613,000)
Scheme assets	**19,420,000**	17,096,000	15,587,000	15,862,000	14,290,000
Surplus/(Deficit)	**(3,916,000)**	(2,467,000)	(1,447,000)	(1,211,000)	(1,323,000)
Experience adjustments on scheme liabilities	**156,000**	59,000	(9,000)	(273,000)	431,000
Experience adjustments on scheme assets	**1,898,000**	1,106,000	(758,000)	1,163,000	860,000

28 . RELATED PARTY TRANSACTIONS

There were no related party transactions between the Charity and the Trustees during the year.

One member of the key management personnel team had a child at one of the Charity's schools. Fees were charged in line with the staff discount policy.

29 . OPERATING LEASES COMMITMENTS

At 31 December 2020 the Group had future minimum lease payments under non-cancellable operating leases.

	2020	2019
	£	£
Within one year	**272,843**	195,273
Later than one year but within five years	**482,606**	341,224
Later than five years	**-**	-
	755,449	536,497

30 . CAPITAL COMMITMENTS

At 31 December 2020 the Group had capital commitments of £247,396 relating to refurbishment works.

31 . PRIOR YEAR ADJUSTMENT

During the year to 31 December 2020 a review of Tangible Fixed Assets was undertaken. This review identified some assets no longer in use by the Charity and some assets which had been misclassified and under-depreciated. As a result the comparative results for the year to 31 December 2019 and the opening balances at 1 January 2019 have been restated as set out below. Those assets which were no longer in use have been disposed of in the year to 31 December 2020.

	General Funds	Designated Funds	Total unrestricted reserves	Restricted reserves	Total reserves
	£	£	£	£	£
Reserves as at 1 January 2019 as previously stated	64,504,767	335,923	64,840,690	383,040	65,223,730
Prior year depreciation adjustment pre 2019	(224,232)	-	(224,232)	-	(224,232)
Restated reserves as at 1 January 2019	64,280,535	335,923	64,616,458	383,040	64,999,498
Net movement in funds previously reported in 2019	169,414	-	169,414	(44,638)	124,776
Transfer	46,816	(46,816)	-	-	-
Prior year depreciation adjustment 2019 charge	(137,650)	-	(137,650)	-	(137,650)
Restated reserves as at 31 December 2019	64,359,115	289,107	64,648,222	338,402	64,986,624

32 . FINANCIAL INSTRUMENTS

	Group		Charity	
	2020	2019	**2020**	2019
	£	£	**£**	£
Cash and cash equivalents	**4,958,918**	3,820,181	**4,825,654**	3,790,189
Financial assets measured at amortised cost	**3,598,043**	4,279,317	**3,719,080**	331,984
Financial assets measured at fair value	**36,648,173**	37,414,865	**36,648,173**	37,414,865
	45,205,134	**45,514,363**	**45,192,907**	**41,537,038**
Financial liabilities measured at amortised cost	**(10,348,711)**	(11,484,348)	**(10,330,486)**	(11,434,807)

Financial assets measured at amortised cost comprise trade debtors, amounts owed by group undertakings and other debtor
Financial assets measured at fair value comprise listed investments.
Financial liabilities measuired at amortised costs comprise bank loans, trade creditors, amounts owed to group undertakings and other creditors.

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