

THURLOW EDUCATIONAL TRUST

England & Wales · Charity number 268482

Details

Other names	THURLOW EDUCATIONAL TRUST LIMITED, ROSEMEAD PREPARATORY SCHOOL
Status	Registered
Legal form	Charitable company
Company number	01186165
Registered	1974-11-13
Register	View on the Charity Commission register

Contact

Address	70 Thurlow Park Road London SE21 8HZ
Phone	02086705865
Email	invoices@rosemeadprepschool.org.uk
Website	www.rosemeadprepschool.org.uk

Activities

Objects: TO PROMOTE AND PROVIDE FOR THE ADVANCEMENT OF EDUCATION AND IN CONNECTION THEREWITH TO CONDUCT, CARRY ON, ACQUIRE AND DEVELOP IN THE UNITED KINGDOM ANY BOARDING OR DAY SCHOOL OR SCHOOLS FOR THE EDUCATION OF CHILDREN OF EITHER SEX OR BOTH SEXES.

Activities: Provision of education to children from as wide a cross-section of the local community as possible.

Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People

Geography

- Lambeth

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£4,784,862	£5,764,896	£4,669,166	70
2023-08-31	£4,476,153	£5,016,952	£5,649,200	66
2022-08-31	£4,417,865	£4,090,402	£6,324,304	65
2021-08-31	£4,144,840	£3,769,603	£5,996,841	67
2020-08-31	£4,246,453	£3,957,546	£5,621,604	68

Trustees

Name	Role	Appointed
David Edward Enzor		2024-03-22
Paul Durgan		2024-03-22
Thomas Shave		2021-10-06

Accounts

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

TRUSTEE'S AND GOVERNORS' REPORT AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 AUGUST 2024

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS GOVERNORS AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2024

Registered charity name	Thurlow Educational Trust
Trading name	Rosemead Preparatory School
Charity registration number	268482
Company registration number	01186165
Registered office	70 Thurlow Park Road Dulwich London SE21 8HZ
Governors (company directors)	Mr Nicholas Crawford (Chair) (resigned 8 December 2023) Mr Paul Durgan (Chair) (appointed 22 March 2024) Mr Thomas Shave Prof. Mieke Van Hemelrijck (resigned 6 December 2024) Dr Aman Bhandari (resigned 8 December 2023) Mr David Enzor (appointed 22 March 2024)
Corporate Trustee	St Dunstan's Education Group (appointed 9 February 2023)
Corporate Trustee Directors	Mr Paul Durgan (Chair) Dr Aman Bhandari (resigned 8 December 2023) Dr Yvonne Burne OBE Mr Andrew Cairns Mr Nicholas Crawford (resigned 8 December 2023) Reverend Katherine Hedderly (resigned 14 April 2024) Mrs Rosalind Meredith (resigned 30 October 2023) Mr David Probert Mr Shams Rahman Mr Jonathan Ronan Mr Thomas Shave Mr Navdeep Sheera Prof. Mieke Van Hemelrijck (resigned 6 December 2024) Mr David Enzor (appointed 22 March 2024) Mr Rishi Boyjoonauth (appointed 22 Mar 2024, resigned 10 February 2025) Dr Rupert Evenett MBE (appointed 6 December 2024)
Head	Mr G McCafferty (Appointed as Permanent Head from 1 September 2023)
Independent Auditor	RSM UK Audit LLP, 4 th Floor, 100 Avebury Boulevard, Milton Keynes, MK9 1FH
Bankers	Barclays Bank PLC, 5th Floor, Corinthian House, 17 Lansdowne Road, Croydon, CR0 2BX

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CHAIR'S STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2024

Miss Dorothy Plumridge started her Dame School in 1942. From then till now, there has always been something about Rosemead's Children. When, in 1974, Miss Plumridge retired, the School became at the time the largest parent led School in the country. It still maintains this unique culture, with close community between the governing body, parents, teachers and of course the children.

Following Rosemead joining the St Dunstan's Group in Spring 2023, it has been great to see the continued growth and support of children and staff, ensuring the unique Rosemead experience for all.

Whether on the sports field, stage, classrooms, or many other locations, the school is thriving, and we were of course delighted to see, once again, very successful 11+ results with all children placed within the School of their choice – including the largest number of scholarships offered to children in the local prep schools.

Following the recent excellent inspection results and with many exciting plans in place, the future is bright for Rosemead, and we are set to continue inspiring many more brilliant futures.



P Durgan
Chair

Date: 2 April 2025

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TRUSTEE'S AND GOVERNORS' REPORT

Year Ended 31 August 2024

The Governors, who are also directors for the purposes of company law, and the Trustee present their annual strategic report for the year ended 31 August 2024, together with the audited financial statements, and confirm that the financial statements comply with the Companies Act 2006, the Company's Memorandum and Articles of Association, the Statement of Recommended Practice: Accounting and Reporting by Charities.

REFERENCE AND ADMINISTRATIVE INFORMATION

The School is a charitable company founded in 1942, incorporated in 1973 and which gained charitable trust status in 1974; its charity registration number is 268482, its company registration number is 1186165, and the liability of its member is limited to £1 by guarantee.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is governed by its Memorandum and Articles of Association, last amended on 20 April 2023 and the St Dunstan's group ("the Group") agreement dated 9 February 2023 ("the Agreement").

Governors and Professional Advisers

A list of Governors, the directors of the corporate Trustee and professional advisers appears on page 1.

Governing Body

The company has a single corporate member, St Dunstan's Education Group ("the Trustee"). Under the terms of the Agreement:

- The Board of the Trustee is required to include four 'reserved' spaces for appropriate representatives of Thurlow Educational Trust.
- The Trustee appoints and trains the Governors of Thurlow Educational Trust;
- There is a scheme of delegation under which the directors of Thurlow Educational Trust delegate certain of their functions to the Group board.
- The School has put in place indemnity insurance for the Trustee's and Governors'

Organisational Structure and Relationships

Thurlow Educational Trust benefits from being part of the St Dunstan's Community of Schools. Further details about the structure, governance and management of the St Dunstan's Educational Foundation can be found in the St Dunstan's College annual report and on the Rosemead website at <https://www.rosemeadprep.org.uk/about/governing-body>.

The day-to-day management of the School is delegated to the Head.

The School benefits from the support of the Rosemead School Association (RSA), a separate registered Charity run by representatives of the School's parents. The objects of the Association are to raise funds for the Association, the promotion of social activities which support the aims of the Trust and the provision of activities with or for other bodies that support the charitable aims of the Trust. RSA is separate from the Trust

OBJECTS, AIMS, OBJECTIVES AND PRINCIPAL ACTIVITIES

The object of the Charity, as set out in its Memorandum in 1974 (as amended on 20 April 2023), is to promote and provide for the advancement of education. The School's objective is to inspire brilliant futures.

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To achieve this, the Trust runs an independent fee-paying day School that seeks to provide the best possible learning environment for boys and girls aged between 2½ and 11, so that each child can be inspired to excel both academically and socially.

Our fees continue to be set at a level to ensure the financial viability of the School and at a level that is consistent with our aim of developing our estate to provide first class education and resources for local children.

Our School welcomes children from all backgrounds. To admit a prospective child, we need to be satisfied that our School will be able to educate and develop the child to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews and assessments are undertaken to satisfy ourselves and parents that potential new recruits can cope with the pace of learning and benefit from the education we provide. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

We are an equal opportunity organisation which actively promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or children who are, or become, disabled.

Rosemead recognises its responsibility to prevent radicalisation and extremism and has policies and procedures in place that comply with current legislation. British Values have been fully incorporated into the School's curriculum.

Rosemead is committed to safeguarding and promoting the welfare of our children and expects all staff and volunteers to share this commitment.

The school was inspected by the Independent Schools' Inspectorate (ISI) in November 2023 who found that the school met the criteria for all areas. The full report can be found on the school's website.

We maintain regular contact with parents throughout the year through informal contact, parent consultation evenings, formal reports, social events and through the weekly email.

The School maintains a high teacher-to-pupil ratio and employs high-quality and committed teachers and support staff to provide the most inspiring education that we can.

In undertaking its activities, the Governors and Trustee have taken careful regard of the Charity Commission's guidance on public benefit as defined in the Charities Act and Guidance issued February 2014 (Public benefit: rules for charities) and seeks to ensure that it delivers both public benefit and provides a benefit to a sufficient section of the public through the education of local children. Reflecting the School's charitable objectives, the School offers bursaries and continues to support local and overseas charities through fundraising activities throughout the year.

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Community Access Engagement and Outreach

Rosemead provides education to children from the local area. This provides a public benefit through the learning experience that the children receive and the saving to the public purse through the reduction in state School demand.

It is important to us that access to the education we offer and our facilities are not restricted to those who can afford 100% of our fees and that where possible Thurlow Educational Trust is able to play a part in the local community and to be aware of the needs of our neighbours and offer facilities and support where appropriate.

We believe our children benefit from learning within a diverse community and that a great deal of learning occurs through social interaction, conversation and shared experiences which helps our pupils develop an understanding of the perspectives of other people that will be vital in their adult lives.

These include:

- The School traditionally hosts a number of community sporting fixtures attended by both State and Independent Schools, including Cross Country, Netball, Football and Hockey.
- The School encourages parents to walk or cycle to School and the School has been awarded a Gold STARS Accreditation (Sustainable Travel: Active, Responsible and Safe) – awarded to less than 10% of participating Schools in London.
- The School continues to work with residents to ensure local road safety including ongoing consultation to create a 'School Street' outside of our Pre Prep. This has now happened and a school street is in place.
- The School's facilities continue to be used by a number of local organisations to provide a community venue.
- The School's hall and art studio are used by a number of external clubs to provide: Ballet, Dance Classes including; Tap and Zumba, Art and Design courses and Karate.
- Our music studios are used for singing and instrument lessons by children from the community.
- The School continues to host a number of externally facilitated 'after-School' and 'holiday' clubs to provide wrap around care to local parents.
- The School has continued to support the local Rosendale recreation ground, which is used by a range of local community groups and sports clubs.

Access, Scholarships and Bursaries

The Governing Body and Trustee seek to make available a proportion of the School's income to enable families who might not otherwise be able, benefit from Rosemead. As a small School these funds are limited and used in a targeted manner.

A number of children currently benefit from bursary awards ranging from a remission of their fees and other concessions. In the year to 31 August 2024, the total value of bursary concession was £149,961 (prior year £128,545). Overall concessions accounted for 3% of income (prior year 3%).

Whilst the School views bursary awards as important in helping to ensure children from families who would otherwise not be able to afford the fees, we anticipate increased pressure on this limited resource. Bursary awards are made on the basis of parental means, subject to resources available to support these in the current and successive years, noting that priority will be given to relieve hardship where a current child's education and future prospects would otherwise be at risk, for example in the case of redundancy.

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To support the Governors and Trustee in their review of applications the Trust has employed a third-party organisation (currently Bursary Administration Limited) who undertake an impartial review of all applications. Information about fee assistance through bursaries is provided to all applying to the School.

Further details of Bursaries and how to apply are available on request.

Scholarships

Educational Scholarships are awarded to those who excel, in some way, on their 7+ entrance assessment.

Assistance for our teaching staff

As part of our emphasis on attracting and retaining high caliber staff, the Governors and Trustee maintain the policy to offer a discount scheme where staff members choose to educate their children at our School.

Fundraising

Throughout 2023-24 the children, as year groups, chose to channel all their fundraising to support one specific charity. This enabled the children to understand more about their chosen charity and pride in helping others. A total of £9,854 was raised for the following charities;

Positive about Down Syndrome,	£3,364
Tigglewinkles Wildlife Hospital,	£ 620
Diabetes UK,	£1,434
Magic Breakfast,	£2,173 (providing 7,760 breakfasts)
Barnardo's,	£2,263

Rosemead children also donated 281kg of tinned and dried foods, toiletries, nappies, and toilet paper to the Lewisham Food Bank and donated toys to the South London and Maudsley 'Project Elf' Christmas toy appeal.

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STRATEGIC REPORT: REVIEW OF ACTIVITIES AND PERFORMANCE FOR THE YEAR

Pupil numbers and fees

Our educational activities are carried out through our Pre-Preparatory and Preparatory departments. The pupil roll for the start of the academic year was 277 (2023, 284). Our fee increases this year were set by the Governors and Trustee to reflect the external inflationary pressures and to ensure they are able to provide first class education and facilities.

Academic

The Governors and Trustee are extremely proud to say that year 6 have attained an excellent set of results.

Our Year 6 pupils have once again gained places at some of the area's most prestigious Schools.

With 117 offers across the year group for 43 children, the children have achieved great things. In all 40 scholarships were awarded, ranging through Music, Sport, Art and Drama, as well as an extremely high number of Academic awards.

The School extends its congratulations to all the pupils for their hard work and dedication and we hope they continue to have brilliant futures in their chosen Schools. Congratulations also to the staff involved for their advice, pastoral care and teaching over the years, which starts as soon as they join Rosemead and the effect continues long after they have left us.

Congratulations go to every child.

Co-curricular activities

Rosemead provides a wide range of co-curricular activities and offers over 100 opportunities for children to broaden their learning. Activities range from music (including individual instruments, to our full orchestra or various ensembles, including an electric fusion band) to chess, with our children attending local competitions and the extremely popular knitting club.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The results of the year's operation are set out in the attached financial statements. The net loss for the year ended 31 August 2024 amounted to £980,034 (2023: Loss £540,799). The retained reserves at 31 August 2024 amounted to £4,669,166 (2023: £5,649,200). The net loss is due to the recognition of an impairment of the School's property, prior to transferring to St Dunstan's Education Group, to an end use valuation resulting in a loss of £900,082 and the legal costs of joining the St Dunstan's Group.

The balance sheet has net current assets. The bank loans were repaid in full during the year.

As a charity the parents of our children have the assurance that all the income of the School must be applied for educational purposes.

In the current financial year, as an educational charity we enjoy tax exemption on our educational activities and these are applied for our charitable aims. We were also entitled to an 80% reduction on our business rates on the property we occupy for our charitable purposes. The financial benefits we receive from these tax exemptions are all applied for educational purposes and indirectly help us to maintain our fee rates and bursary policies. From 1 April 2025 the Charities business rates relief will no longer be available for private schools.

As an educational charity, in the financial period covered by these accounts we were unable to reclaim VAT tax charges on our costs, as we were exempt for VAT purposes. From 1 January 2025, school fees became subject to VAT and the school is able to reclaim part of the VAT on costs.

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We also pay tax as an employer through the national insurance contributions we make. In addition to the very substantial benefits our School brings to our children, the local community and society through education we offer and our bursary programme, we create a social asset without cost to the Exchequer.

RESERVES POLICY

The Governors and Trustee regularly review the finances, budgets and spend against budget together with a termly cash flow analysis as part of the effective stewardship of the School.

Since the inception of the charity it has been the policy of the Trustee and Governors' to retain a small amount of income on a year to year basis and that it is prudent and necessary to maintain a contingency sum available for planned or unforeseen repairs. In common with other independent Schools, the Trustee and Governors have invested in the School buildings in recent years and have a continuing programme of refurbishment, development and investment to maintain the teaching facilities for our pupils. Although the free reserves are at a negative balance, this is not uncommon practice by independent Schools which have to finance their own capital investment plans.

The Trustee and Governors regard free reserves as being the reserves of the School after deducting fixed assets and any funds held as restricted or designated. Similar to many independent Schools, the School has invested heavily in fixed assets. On the basis described there is a deficit in free reserves of £660,777 (2023: a deficit of £717,571). The Trustee and Governors recognise that the level of reserves fluctuates during periods of investment in the School.

The Trustee and Governors consider that given the overall strength of the charity's balance sheet, the stable cash flow and the transfer of the business to the St Dunstan's Education Group from 1 September 2024, that there is no need to build up a free reserve.

PRINCIPAL RISKS AND UNCERTAINTIES

The Governors and Trustee are responsible for overseeing the major risks to which the charity is exposed.

The Governors and Trustee have delegated the management of the specific risks to the Trustee Board Sub Committees who review risks against the following criteria; External, Financial, Governance, HR, Legal, Technological or Operational in each of their meetings. Amendments and additions are reported to each board meeting and the Governors continue to adopt a policy aimed at ensuring that the safety and wellbeing of both pupils and staff is given a high priority.

The main risks identified by the School's Risk Register relate to:

- Responding to the changing demographic and general affordability of private education and reducing roll.
- Adjusting to changes in the political landscape including the loss of Business Rate Relief from April 2025, the imposition of VAT on School fees from January 2025 and the ongoing requirement to demonstrate sufficient public benefit.
- Other risks relate to the ongoing vigilance to ensure positive outcomes from inspection and the safe financial management of the School.

The Governors and Trustee are satisfied that the above risks are being adequately mitigated. It is recognised that the risk rating system can only provide reasonable but not absolute assurance that major risks have been identified and adequately managed.

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PLANS FOR THE FUTURE

The Board will continue to progress the integration of the School into the St Dunstan's Community of Schools. To this end, the business, assets and liabilities of the School were transferred to St Dunstan's Education Group on 1 September 2024.

The Board's Estates Strategy continues to be implemented to ensure that Rosemead can provide first class resources and accommodation across all of the year groups, ensuring that it is adequately resourced to continue to inspire brilliant futures. An Estates Masterplan will be drawn up in 2024/25 to help decide where to focus our resources.

In support of its public benefit responsibilities, the School will continue to work with the local community and state schools, to ensure that the School's buildings and resources are actively used to provide benefit to all. The Trustee and Governors will continue to make available means-tested bursary assistance and publicise this support in all of its publications.

The School roll, in common with other local schools in the sector, has weakened and the Trustee and Governors and staff are firmly committed to ensuring that the School is actively marketed and that every effort is being made to recruit and retain pupils.

The School promotes itself through local advertising, web presence and holding open days for potential parents. Parents are also able to attend the School during School hours on show rounds, accompanied by the Head or other members of the senior management team.

KEY PERFORMANCE INDICATORS (KPIs)

The School has KPIs around:

- Recruitment of pupils; 67 pupils joined the school during the year
- Retention of pupils; 16 pupils (other than final year pupils) left during the year and
- Results of pupils. 43 pupils were offered placements at senior schools and 40 were offered scholarships.

These KPIs are monitored regularly by the Board. Their success has been captured and reported on throughout this report.

GOING CONCERN

On 21 June 2024 the Trustee and Governors resolved to transfer the business, assets and liabilities to St Dunstan's Education Group and cease trading. The transfer was completed on 1 September 2024.

Following the cessation of the trade the company has become dormant.

As a result, as set out in Note 1.4, page 18, the Trustee and Governors have prepared the Financial Statements on a basis other than the going concern basis.

FUNDRAISING

The School always aims to follow best practice in fundraising and in doing so abides by specific fundraising law (including the General Data Protection Regulation and any associated or implementing legislation) and relevant guidance from regulatory and other bodies including The Charities Commission, the Fundraising Regulator, The Institute of Fundraising and the Information Commissioners Office.

There have been no complaints with regards to fundraising in the year (2023: none).

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STATEMENT OF GOVERNORS' AND TRUSTEE'S RESPONSIBILITIES

The Trustee and the Governors (who are also directors of Thurlow Educational Trust for the purposes of company law) are responsible for preparing the Trustee's and Governors' Report, including the Strategic Report and Directors Report and the financial statements in accordance with 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).

Under company and charity law the Trustee and Governors must not approve the financial statements unless they are satisfied they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the Trustee and Governors are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP).
- Make judgements and accounting estimates that are reasonable and prudent.
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Governors and Trustee are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as we are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware and
- The Trustee and Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

APPOINTMENT AND INDUCTION OF NEW GOVERNORS

All individual Governors are also Directors of the Trustee and are appointed and inducted by St Dunstan's Education Group.

The Trustee's and Governors' Annual Strategic report was approved by the Trustee and Governors on 2 April 2025 and signed on its behalf by:



Mr Paul Durgan

Chair

Thurlow Educational Trust

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THURLOW EDUCATIONAL TRUST

Opinion

We have audited the financial statements of Thurlow Educational Trust (the 'charitable company') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and 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.

Emphasis of matter - Non-going concern basis of accounting

We draw attention to note 1.4 of the financial statements which describes the preparation of the financial statements on a non-going concern basis. As described in note 1.4, on 21 June 2024 the Trustee and Governors resolved to transfer the business, assets and liabilities to St Dunstan's Education Group and cease trading in this entity. Following the cessation of the trade the company has become dormant and the Governors have concluded that it is no longer appropriate to prepare the financial statements on a going concern basis. There have been no adjustments made to the financial statements as a result of the application of the non-going concern basis of accounting. Our opinion is not modified in respect of this matter.

Other information

The other information comprises the information included in the Trustee's and Governors' Report other than the financial statements and our auditor's report thereon. The Governors are responsible for the other information contained within the Trustee's and Governors' 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.

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Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustee's and Governors' Report which includes the Director's Report and the Strategic Report prepared for the purposes of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report and the Strategic Report included within the Trustee's and Governors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report or the Strategic Report included within the Trustee's and Governors' Report.

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

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

Responsibilities of Trustee's and Governors

As explained more fully in the Statement of Trustee's and Governors' responsibilities statement set out on page 10, the Trustee and Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustee and Governors 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 Trustee and Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee and Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of

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material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the charitable company operates in and how the charitable company is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the charitable company's governing document and tax legislation. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Trustee and Governors' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents, inspecting correspondence with tax authorities and evaluating advice received from external advisors.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to The Education (Independent School Standards) Regulations 2014, Keeping Children Safe in Education under section 175 of the Education Act 2002 and the UK General Data Protection Regulation (UK GDPR). We performed audit procedures to inquire of management and those charged with governance whether the charitable company is in compliance with these law and regulations and inspected correspondence with regulatory authorities.

The audit engagement team identified the risk of management override of controls and the risk of fraud in revenue recognition as the areas where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to sample testing of income, testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, challenging judgments and estimates.

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

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sarah Mason

SARAH MASON (Senior Statutory Auditor)
For and on behalf of RSM UK Audit LLP, Statutory Auditor
Chartered Accountants
4th Floor
100 Avebury Boulevard
Milton Keynes MK9 1FH

24 April 2025

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2024

		Unrestricted Funds	
	Note	2024	2023
		£	£
INCOME FROM:			
Charitable activities			
School fees	3	4,340,979	4,129,060
Other educational income	4	429,667	345,365
Donations and legacies	5	3,390	1,728
Investment income	6	10,826	-
TOTAL INCOME		4,784,862	4,476,153
EXPENDITURE ON			
Raising funds:			
Finance costs		129,231	118,237
Charitable activities:			
Teaching		2,784,648	2,789,105
Welfare		321,189	293,289
Premises		1,420,389	379,483
Support and governance		1,109,439	1,436,838
TOTAL EXPENDITURE	7	5,764,896	5,016,952
NET LOSS AND MOVEMENT IN FUNDS		(980,034)	(540,799)
RECONCILIATION OF FUNDS:			
Total funds brought forward		5,649,200	6,189,999
TOTAL FUNDS CARRIED FORWARD		4,669,166	5,649,200

All amounts relate to discontinued activities.
The notes on pages 18 to 27 form part of these financial statements.

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)
Registered number: 01186165

BALANCE SHEET AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
FIXED ASSETS			
Tangible assets	10	5,329,943	6,366,771
Debtors	11	859,193	263,281
Cash at bank and in hand		1,976,487	350,905
		<u>2,835,680</u>	<u>614,186</u>
CREDITORS: amounts falling due within one year	12	(2,588,788)	(1,122,757)
NET CURRENT ASSETS / (LIABILITIES)		<u>246,892</u>	<u>(508,571)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>5,576,835</u>	<u>5,858,200</u>
CREDITORS: amounts falling due after more than one year	13	(907,669)	(209,000)
Provisions for liabilities	15	-	-
NET ASSETS		<u>4,669,166</u>	<u>5,649,200</u>
CHARITY FUNDS			
Unrestricted funds		4,669,166	5,649,200
TOTAL FUNDS		<u>4,669,166</u>	<u>5,649,200</u>

The financial statements were approved and authorised for issue by the Governors and Trustee on 2 April 2025 and signed on their behalf, by:



Mr Paul Durgan
Chair

The notes on pages 18 to 27 form part of these financial statements.

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	16	2,087,089	(214,740)
Cash flows from investing activities:			
Payments for tangible fixed assets		(28,200)	(289,220)
Net cash used in investing activities		<u>(28,200)</u>	<u>(289,220)</u>
Cash flows from financing activities:			
Repayments of borrowings		(405,732)	(182,129)
Bank interest paid		(27,575)	(26,048)
Net cash used in financing activities		<u>(433,307)</u>	<u>(208,177)</u>
Change in cash and cash equivalents in the year		<u>1,625,582</u>	<u>(712,137)</u>
Cash and cash equivalents brought forward		350,905	1,063,042
Cash and cash equivalents carried forward	17	<u>1,976,487</u>	<u>350,905</u>

The notes on pages 18 to 27 form part of these financial statements.

1. ACCOUNTING POLICIES

1.1 General information

The Charity is a company limited by guarantee, incorporated in England and Wales (company number: 01186165) and a charity registered in England and Wales (charity number: 268482). The Charity's registered office address is: 70 Thurlow Park Road, Dulwich, London, SE21 8HZ.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Thurlow Educational Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

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

1.3 Company status

The company has no share capital and is limited by guarantee. The member of the company is St Dunstan's Education Group. In the event of the company being wound up, the liability of the member is limited to an amount not exceeding £1.

1.4 Non-going concern

On 21 June 2024 the Trustee and Governors resolved to transfer the business, assets and liabilities to St Dunstan's Education Group and cease trading in this entity. The transfer was completed on 1 September 2024. Approval has been given by the Charities Commission.

Following the cessation of the trade the company has become dormant.

As such the financial statements have been prepared on a basis other than the going concern basis. No adjustments arose as a result of not applying the going concern basis as the carrying value of the assets and liabilities at the date of merger were expected to be transferred in full.

The School fully repaid all bank loans during the year and was not subject to any covenants at year end.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustee and Governors in furtherance of the general objectives of the School and which have not been designated for other purposes.

The School did not have any restricted funds during the year.

1.6 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Fees receivable and similar income:

Tuition fees are stated after deducting allowances for awards and other remissions. Other educational income comprises income from school outings, activities and other related income. These sources of income are included in the accounts when they become receivable and their value can be measured with reasonable certainty.

Donations:

Donations are recognised in the period in which they are receivable.

Investment income:

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

1.7 Expenditure

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Costs of raising funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities are costs incurred on the company's educational operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Governance costs comprise the costs of running the charity, including strategic planning for its future development, external audit, any legal advice for the School's Trustee and Governors, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

1.8 Tangible fixed assets and depreciation

Items of furniture, apparatus, equipment and computers costing less than £500 are charged against income in the year of purchase.

IMPAIRMENT OF FIXED ASSETS

An assessment is made at each reporting date of whether there are indications that a fixed asset may be impaired or that an impairment loss previously recognised has fully or partially reversed. If such indications exist, the Company estimates the recoverable amount of the asset.

Shortfalls between the carrying value of fixed assets and their recoverable amounts, being the higher of fair value less costs to sell and value-in-use, are recognised as impairment losses. Impairments of revalued assets are treated as a revaluation loss. All other impairment losses are recognised in profit or loss.

The School has recognised an impairment loss on the properties as at 31 August 2024 held by the trust as part of a review prior to the transfer to St Dunstan's Education Group.

Tangible fixed assets are carried at cost or deemed cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. 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:

Freehold property	-	2% straight line
Fixtures and fittings	-	15% reducing balance
Computer equipment	-	33.33% reducing balance

1.9 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

1.10 Financial instruments

Basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable are accounted for on the following basis:

Cash at bank and in hand

Cash at bank and cash in hand include cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account (classified as cash equivalents).

Debtors

Debtors and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and Provisions

Creditors and provisions are recognised where the School 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 normally recognised at their settlement amount after allowing for any trade discounts due.

Borrowings

Borrowings are initially recognised at their transaction price including transaction costs and subsequently measured at amortised cost using the effective interest method.

General and specific borrowing costs directly attributable to the acquisition and construction of freehold properties that take a substantial period of time to get ready for their intended use or sale are added to the cost of the properties until such a time as the properties are ready for their intended use or sale.

1.11 Pensions

The School contributes to a defined contribution scheme with Aviva. Contributions are charged in the period in which the salaries to which they relate are payable.

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

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

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

In the view of the Trustee and Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024**

The Trustee and Governors have reviewed the carrying value of the Trust's properties and based on an independent valuation the market value of the properties, have recognised an impairment loss on the properties.

3. SCHOOL FEES

	2024 £	2023 £
Gross fees	4,563,059	4,382,541
Less: discounts and bursaries	(222,080)	(253,481)
Total	<u>4,340,979</u>	<u>4,129,060</u>

Total bursaries of £149,961 (2023: £128,545) were paid to 16 pupils (2023: 15 pupils).

4. OTHER EDUCATIONAL INCOME

	2024 £	2023 £
School trips and extras	336,273	278,943
Other income	74,562	54,196
Registration fees	18,832	12,226
	<u>429,667</u>	<u>345,365</u>

5. DONATIONS AND LEGACIES

	2024 £	2023 £
Donations	<u>3,390</u>	<u>1,728</u>

6. INVESTMENT INCOME

	2024 £	2023 £
Interest	<u>10,826</u>	<u>-</u>

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

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

7. ANALYSIS OF EXPENDITURE

	Staff costs	Depreciation and Impairment	Other costs	Total
	2024	2024	2024	2024
	£	£	£	£
Raising funds:				
Finance costs	-	-	129,231	129,231
	-	-	129,231	129,231
Charitable activities:				
Teaching	2,456,936	-	327,712	2,784,648
Welfare	45,291	-	275,898	321,189
Premises	55,220	1,065,028	300,140	1,420,388
Support and governance	385,615	-	723,824	1,109,440
	2,943,062	1,065,028	1,627,575	5,635,665
Total 2024	2,943,062	1,065,028	1,756,805	5,764,896

Finance costs consist of loan interest, bank charges and bad debt expense. Loan interest expense totalled £27,575 (2023: £26,049).

ANALYSIS OF EXPENDIURE – PRIOR YEAR

	Staff costs	Depreciation	Other costs	Total
	2023	2023	2023	2023
	£	£	£	£
Raising funds:				
Finance costs	-	-	118,237	118,237
	-	-	118,237	118,237
Charitable activities:				
Teaching	2,478,208	-	310,897	2,789,105
Welfare	54,834	-	238,455	293,289
Premises	41,785	178,525	337,698	558,008
Support and governance	417,812	-	840,501	1,258,313
	2,992,639	178,525	1,727,551	4,898,715
Total 2023	2,992,639	178,525	1,845,789	5,016,952

Finance costs consist of loan interest, bank charges and bad debt expense. Loan interest expense totalled £26,049 (2022: £32,719).

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024****8. NET INCOME**

This is stated after charging:

	2024	2023
	£	£
Depreciation of tangible fixed asset:		
owned by the charity	164,946	178,525
Impairment of tangible fixed asset	900,082	-
Operating lease payments	7,548	9,316
Support and Governance Costs		
- Charges from St Dunstan's Educational Foundation	201,327	82,388
- Temporary Staff and Contractors	125,994	251,039
- Caretaking and Cleaning	105,952	135,057
- Auditors remuneration audit - Current Auditors	30,975	35,400
- Auditors remuneration audit - Previous Auditors	-	5,270

During the year, no Governors or the Trustee received any remuneration (2023 - nil).

During the year, no Governors or the Trustee received any reimbursement of expenses. St Dunstan's Educational Foundation was reimbursed £201,327 for costs incurred on behalf of Thurlow Educational Trust (2023 - £82,388).

9. STAFF COSTS

Staff costs were as follows:

	2024	2023
	£	£
Wages and salaries	2,333,422	2,349,240
Social security costs	215,085	238,161
Other pension costs	394,555	405,238
	<u>2,943,062</u>	<u>2,992,639</u>

The average number of persons employed by the company during the year was as follows:

	2024	2023
	No.	No.
Teaching staff	55	52
Caretaking staff	1	1
Administration staff	10	9
Playground assistants	4	4
	<u>70</u>	<u>66</u>

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

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

The number of higher paid employees was:

	2024 No.	2023 No.
In the band £60,001 - £70,000	11	1
In the band £70,001 - £80,000	1	-
In the band £80,001 - £90,000	-	2
In the band £90,001 - £100,000	2	-
In the band £110,001 - £120,000	-	1
In the band £120,001 - £130,000	1	1

The key management personnel of the school comprise the senior management team (SMT). The SMT includes the Head, the Deputy Head Pastoral, the Deputy Head Academic, Head of Operations and Head of Finance. The total employee benefits of key management personnel were £385,169 (2023: £478,231).

10. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Equipment, fixtures and fittings £	Total £
Cost			
At 1 September 2023	7,243,453	771,730	8,015,183
Additions	-	28,200	28,200
Disposals	-	(291,556)	(291,556)
At 31 August 2024	7,243,453	508,374	7,751,827
Depreciation and Impairment			
At 1 September 2023	998,503	649,909	1,648,412
Charge for the year	144,869	20,077	164,946
Disposals	-	(291,556)	(291,556)
Impairment	900,082	-	900,082
At 31 August 2024	2,043,454	378,430	2,421,884
Net book value			
At 31 August 2024	5,199,999	129,944	5,329,943
At 31 August 2023	6,244,950	121,821	6,366,771

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

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

11. DEBTORS

	2024	2023
	£	£
Fee debtors	859,193	247,050
Prepayments and accrued income	-	16,231
	<u>859,193</u>	<u>263,281</u>

12. CREDITORS: Amounts falling due within one year

	2024	2023
	£	£
Bank loans	-	405,732
Trade creditors	-	70,447
Other taxation and social security	69,414	65,857
Other creditors	369,398	342,543
Fees in advance due in less than 1 year	2,015,799	114,063
Accruals	134,177	124,115
	<u>2,588,788</u>	<u>1,122,757</u>

Deferred income increased in 2024 due to the timing of raising invoices for Autumn term 2024.

13. CREDITORS: Amounts falling due after more than one year

	2024	2023
	£	£
Fees in advance due less than 5 years	632,769	-
Other creditors	274,900	209,000
	<u>907,669</u>	<u>209,000</u>

14. FEES IN ADVANCE

	2024	2023
	£	£
Deferred Income		
Opening Balance 1 September	114,063	-
Earned income	(114,063)	-
Unearned income received	2,648,568	114,063
Closing Balance 31 August	<u>2,648,568</u>	<u>114,063</u>
Fees in advance due in less than 1 year	2,015,799	114,063
Fees in advance due between 1 year and 5 years	632,769	-
	<u>2,648,568</u>	<u>114,063</u>

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

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

15. PROVISION FOR LIABILITIES

	2024	2023
	£	£
Provision at 1 September 2023	-	88,000
Provision released in the year	-	(88,000)
Provision at 31 August 2024	-	-

Following the unexpected collapse of a classroom ceiling on 15 November 2022 and subsequent alleged contravention of the Health and Safety at Work Act 1974 by the HSE, a fine of £88,000 was imposed. The fine was paid in February 2024.

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net movement of funds (as per Statement of Financial Activities)	(980,034)	(540,799)
Adjustment for:		
Depreciation charge	164,946	178,525
Impairment charge	900,082	-
Interest payable	27,575	26,048
(Increase) in debtors	(595,912)	(85,039)
Increase in creditors	2,570,432	206,525
Net cash provided by/(used in) operating activities	2,087,089	(214,740)

17. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024	2023
	£	£
Cash at bank and in hand	1,976,487	350,905

18. PENSION COMMITMENTS

The school changed pension providers on 1 September 2022 to a Workplace Retirement Account with Aviva. Contributions to the Aviva scheme were made of £215,085 (2023: £261,645). At the end of the year £33,694 (2023: £Nil) was accrued in respect of contributions to this scheme.

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

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

19. RECONCILIATION OF NET DEBT

	1 September 2023 £	Cash-flows £	31 August 2024 £
Cash	350,905	1,625,582	1,976,487
	350,905	1,625,582	1,976,487
Loans falling due within one year	(405,732)	405,732	-
	(405,732)	405,732	-
Net (debt) / funds	(54,827)	2,031,314	1,976,487

20. OPERATING LEASE COMMITMENTS

At 31 August 2024 the total of the School's future minimum lease payments under non-cancellable operating leases in respect of a photocopier was:

	2024 £	2023 £
Amounts payable:		
Within 1 year	2,462	7,548
Between 1 and 5 years	-	2,909
Total	2,462	10,457

21. RELATED PARTY TRANSACTIONS

St Dunstan's Educational Foundation provided support services to the School and incurred costs on the School's behalf during the year and charged £201,327 (2023: £82,338) and the balance owed is £283,665 (2022: £82,338).

Two Governor's had children who were pupils at the School during the year. School fees paid and discounts received were at the same rate and on the same terms as for all other parents of pupils at the school.

22. ULTIMATE PARENT AND CONTROLLING UNDERTAKING

The ultimate parent undertaking since 9 February 2023 is St Dunstan's Education Group, a company limited by guarantee (company number:14407568, charity number:1208941). Its registered office is St Dunstan's College, Stansted Road, London, SE6 4TY.

23. POST BALANCE SHEET DATE EVENTS

On 1 September 2024 the business, assets and liabilities were transferred to St Dunstan's Education Group.

Accounts

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

GOVERNORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

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THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS GOVERNORS AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2023

Registered charity name	Thurlow Educational Trust
Trading name	Rosemead Preparatory School
Charity registration number	268482
Company registration number	01186165
Registered office	70 Thurlow Park Road Dulwich London SE21 8HZ
Governors (company directors)	Mr Nicholas Crawford (Chairman) (resigned 8 December 2023) Mr Paul Durgan (appointed 22 March 2024) Mr Thomas Shave Prof. Mieke Van Hemelrijck Dr Aman Bhandari (resigned 8 December 2023) Mr David Enzor (appointed 22 March 2024) Mrs Anne Crane (resigned 9 February 2023) Mrs Kim Murray (resigned 9 February 2023) Mr Mathew Horne (resigned 9 February 2023) Mr Thomas Rutteman (resigned 9 February 2023) Mrs Morrican Horne (resigned 9 February 2023) Dr Rachel Thomas (resigned 9 February 2023)
Corporate Trustee	St Dunstan's Trustee Limited Company (appointed 9 February 2023)
Corporate Trustee Directors	Mr Paul Durgan Chair (appointed 10 Oct 2022) Mr Ian Davenport Deputy Chair (appointed 10 Oct 2022, resigned 26 Jul 2023) Mrs Victoria Alexander (appointed 10 Oct 2022, resigned 23 Jun 2023) Dr Aman Bhandari (appointed 24 Mar 2023, resigned 8 Dec 2023) Dr Yvonne Burne (appointed 10 Oct 2022) Mr Andrew Cairns (appointed 10 Oct 2022) Mr Nicholas Crawford (appointed 24 Mar 2023, resigned 8 Dec 2023) Reverend Katherine Hedderly (appointed 9 Dec 2022, resigned 14 April 2024) Mrs Rosalind Meredith (appointed 9 Dec 2022, resigned 30 Oct 2023) Mr David Probert (appointed 9 Dec 2022) Mr Shams Rahman (appointed 10 Oct 2022) Mr Jonathan Ronan (appointed 10 Oct 2022) Mr Thomas Shave (appointed 24 Mar 2023) Mr Navdeep Sheera (appointed 10 Oct 2022) Prof. Mieke Van Hemelrijck (appointed 24 Mar 2023) Mr David Enzor (appointed 22 March 2024)

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

Linda Keirnan (appointed 10 Oct 2022, resigned 31 Oct 2022)
Rishi Boyjoonauth (appointed 22 Mar 2024)

Head

Mr G McCafferty (Appointed as Acting Head 30 January 2023 and Permanent Head from 1 September 2023)

Independent Auditor

RSM UK Audit LLP, 170 Midsummer Boulevard, Milton Keynes, MK9 1BP

Bankers

Barclays Bank PLC, 5th Floor, Corinthian House, 17 Lansdowne Road, Croydon, CR0 2BX

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

CHAIR'S STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2023

Miss Dorothy Plumridge started her Dame School in 1942. From then till now, there has always been something about Rosemead's Children. When, in 1974, Miss Plumridge retired, the School became at the time the largest parent led School in the country. It still maintains this unique culture, with close community between the governing body, parents, teachers and of course the children.

Following Rosemead joining the St Dunstan's Group in Spring 2023, it has been great to see the continued growth and support of children and staff, ensuring the unique Rosemead experience for all.

Whether on the sports field, stage, classrooms, or many other locations, the school is thriving, and we were of course delighted to see, once again, very successful 11+ results with all children placed within the School of their choice – including the largest number of scholarships offered to children in the local prep schools.

Following the recent excellent inspection results and with many exciting plans in place, the future is bright for Rosemead, and we are set to continue inspiring many more brilliant futures.



P Durgan
Governors of Thurlow Educational Trust.

Date: 28 May 2024

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

TRUSTEES' REPORT

Year Ended 31 August 2023

The Governors, who are also directors for the purposes of company law, and the Trustee present their annual strategic report for the year ended 31 August 2023, together with the audited financial statements, and confirm that the financial statements comply with the Companies Act 2006, the Company's Memorandum and Articles of Association, the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2019).

REFERENCE AND ADMINISTRATIVE INFORMATION

The School is a charitable company founded in 1942, incorporated in 1973 and which gained charitable trust status in 1974; its charity registration number is 268482, its company registration number is 1186165, and the liability of its member is limited to £1 by guarantee.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is governed by its Memorandum and Articles of Association, last amended on 20 April 2023 and the St Dunstan's group ("the Group") agreement dated 9 February 2023 ("the Agreement").

Governors and Professional Advisers

A list of Governors, the directors of the corporate trustee and professional advisers appears on pages 1-2.

Governing Body

The company has a single corporate member, St Dunstan's Trustee Limited ("the Trustee"). Under the terms of the Agreement:

- The Board of the Trustee is required to include four 'reserved' spaces for appropriate representatives of Thurlow Educational Trust.
- The Trustee appoints the directors of Thurlow Educational Trust;
- There is a scheme of delegation under which the directors of Thurlow Educational Trust delegate certain of their functions to the Group board.

Organisational Structure and Relationships

Thurlow Educational Trust benefits from being part of the St Dunstan's Community of Schools. Further details about the structure, governance and management of the St Dunstan's Educational Foundation can be found in the St Dunstan's College annual report and on the Rosemead website at <https://www.rosemeadprep.org.uk/about/governing-body>.

The day-to-day management of the School is delegated to the Head.

The School benefits from the support of the Rosemead School Association (RSA), a registered Charity run by representatives of the School's parents. The objects of the Association are to raise funds for the Association, the promotion of social activities which support the aims of the Trust and the provision of activities with or for other bodies that support the charitable aims of the Trust.

OBJECTS, AIMS, OBJECTIVES AND PRINCIPAL ACTIVITIES

The object of the Charity, as set out in its Memorandum in 1974 (as amended on 20 April 2023), is to promote and provide for the advancement of education. The School's objective is to inspire brilliant futures.

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To achieve this, the Trust runs an independent fee-paying day School that seeks to provide the best possible learning environment for boys and girls aged between 2½ and 11, so that each child can be inspired to excel both academically and socially.

Our fees continue to be set at a level to ensure the financial viability of the School and at a level that is consistent with our aim of developing our estate to provide first class education and resources for local children.

Our School welcomes children from all backgrounds. To admit a prospective child, we need to be satisfied that our School will be able to educate and develop the child to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews and assessments are undertaken to satisfy ourselves and parents that potential new recruits can cope with the pace of learning and benefit from the education we provide. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

We are an equal opportunity organisation which actively promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or children who are, or become, disabled.

Rosemead recognises its responsibility to prevent radicalisation and extremism and has policies and procedures in place that comply with current legislation. British Values have been fully incorporated into the School's curriculum.

Rosemead is committed to safeguarding and promoting the welfare of our children and expects all staff and volunteers to share this commitment.

The school was inspected by the Independent Schools' Inspectorate (ISI) in November 2023 who found that the school met the criteria for all areas. The full report can be found on the school's website.

We maintain regular contact with parents throughout the year through informal contact, parent consultation evenings, formal reports, social events and through the weekly email.

The School maintains a high teacher-to-pupil ratio and employs high-quality and committed teachers and support staff to provide the most inspiring education that we can.

In undertaking its activities, the Governors and Trustee have taken careful regard of the Charity Commission's guidance on public benefit as defined in the Charities Act and Guidance issued February 2014 (Public benefit: rules for charities) and seeks to ensure that it delivers both public benefit and provides a benefit to a sufficient section of the public through the education of local children. Reflecting the School's charitable objectives, the School offers bursaries and continues to support local and overseas charities through fundraising activities throughout the year.

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Community Access Engagement and Outreach

Rosemead provides education to children from the local area. This provides a public benefit through the learning experience that the children receive and the saving to the public purse through the reduction in state School demand.

It is important to us that access to the education we offer and our facilities are not restricted to those who can afford 100% of our fees and that where possible Thurlow Educational Trust is able to play a part in the local community and to be aware of the needs of our neighbours and offer facilities and support where appropriate.

We believe our children benefit from learning within a diverse community and that a great deal of learning occurs through social interaction, conversation and shared experiences which helps our pupils develop an understanding of the perspectives of other people that will be vital in their adult lives.

These include:

- The School traditionally hosts a number of community sporting fixtures attended by both State and Independent Schools, including Cross Country, Netball, Football and Hockey.
- The School encourages parents to walk or cycle to School and the School has been awarded a Gold STARS Accreditation (Sustainable Travel: Active, Responsible and Safe) – awarded to less than 10% of participating Schools in London.
- The School continues to work with residents to ensure local road safety including ongoing consultation to create a 'School Street' outside of our Pre Prep. This has now happened and a school street is in place.
- The School's facilities continue to be used by a number of local organisations to provide a community venue.
- The School's hall and art studio are used by a number of external clubs to provide: Ballet, Dance Classes including; Tap and Zumba, Art and Design courses and Karate.
- Our music studios are used for singing and instrument lessons by children from the community.
- The School continues to host a number of externally facilitated 'after-School' and 'holiday' clubs to provide wrap around care to local parents.
- The School has continued to support the local Rosendale recreation ground, which is used by a range of local community groups and sports clubs.

Access, Scholarships and Bursaries

The Governing body and Trustee seek to make available a proportion of its income to enable families who might not otherwise be able, benefit from Rosemead. As a small School these funds are limited and used in a targeted manner.

A number of children currently benefit from bursary awards ranging from a remission of their fees and other concessions. In the year to 31 August 2023, the total value of bursary concession was £128,545 (prior year £91,512). Overall concessions accounted for 3% of income (prior year 2%).

Whilst the School views bursary awards as important in helping to ensure children from families who would otherwise not be able to afford the fees, we anticipate increased pressure on this limited resource. Bursary awards are made on the basis of parental means, subject to resources available to support these in the current and successive years, noting that priority will be given to relieve hardship where a current child's education and future prospects would otherwise be at risk, for example in the case of redundancy.

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To support the Governors and Trustee in their review of applications the Trust has employed a third-party organisation (currently Bursary Administration Limited) who undertake an impartial review of all applications. Information about fee assistance through bursaries is provided to all applying to the School.

Further details of Bursaries and how to apply are available on request.

Scholarships

Educational Scholarships are awarded to those who excel, in some way, on their 7+ entrance assessment.

Sibling Discount Policy

To underline the value we place on continuity for families we have increased the discount provided to parents who have three or more children at the School. Rosemead currently offers a 15% discount to the elder of three children. This discount then rises by 5% for each subsequent child.

Assistance for our teaching staff

As part of our emphasis on attracting and retaining high caliber staff, the Governors and Trustee maintain the policy to offer a discount scheme where staff members choose to educate their children at our School.

Fundraising

Throughout 2022-23 the children, as year groups, chose to channel all their fundraising to support one specific charity. This enabled the children to understand more about their chosen charity and pride in helping others. A total of £9,495 was raised for the following charities;

Ruby's Live Kindly, Live Loudly Fund,	£4,065
Tigglewinkles Wildlife Hospital,	£831
Walcot Foundation,	£1,115
St. Christopher's Hospice,	£1,359
Sydenham Garden,	£1,841
British Legion Poppy Appeal,	£284

Rosemead children also donated 343kg of tinned and dried foods, toiletries, nappies, and toilet paper to the Lewisham Food Bank.

STRATEGIC REPORT: REVIEW OF ACTIVITIES AND PERFORMANCE FOR THE YEAR

Pupil numbers and fees

Our educational activities are carried out through our Pre-Preparatory and Preparatory departments. The pupil roll for the start of the academic year was 284 (2022, 299). Our fee increases this year were set by the Governors and Trustee to reflect the external inflationary pressures and to ensure they are able to provide first class education and facilities. Our fees per term for the year September 2022 to August 2023, before the deduction of any discount or bursaries were:

Nursery, £4,926
Reception to Year 2 £5,305; and
Years 3 to 6 £5,606.

Academic

The Governors and Trustee are extremely proud to say that year 6 have attained an excellent set of results.

Our Year 6 pupils have once again gained places at some of the area's most prestigious Schools.

With 137 offers across the year group for 48 children, the children have achieved great things. In all 21 scholarships were awarded, ranging through Music, Sport, Art and Drama, as well as an extremely high number of Academic awards.

The School extends its congratulations to all the pupils for their hard work and dedication and we hope they continue to have brilliant futures in their chosen Schools. Congratulations also to the staff involved for their advice, pastoral care and teaching over the years, which starts as soon as they join Rosemead and the effect continues long after they have left us.

Congratulations go to every child.

Co-curricular activities

Rosemead provides a wide range of co-curricular activities and offers over 100 opportunities for children to broaden their learning. Activities range from music (including individual instruments, to our full orchestra or various ensembles, including an electric fusion band) to chess, with our children attending local competitions and the extremely popular knitting club.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The results of the year's operation are set out in the attached financial statements. The net loss for the year ended 31 August 2023 amounted to £540,799 (2022: Income £193,158). The retained reserves at 31 August 2023 amounted to £5,649,200 (2022: £6,189,999). The net loss is due to a number of exceptional items being incurred in the year relating to the fallout from the ceiling collapse in November 2021 and the legal costs of joining the St Dunstan's Group. If these are added back, the underlying business model remains profitable.

The balance sheet has net current liabilities because the Barclays loan has been reclassified as due within one year because the bank covenants were not met as a result of the loss in the year. The intention is for the St Dunstan's Group to repay the loan during the next financial year.

As a charity the parents of our children have the assurance that all the income of the School must be applied for educational purposes.

As an educational charity we enjoy tax exemption on our educational activities and these are applied for our charitable aims. We are also entitled to an 80% reduction on our business rates on the property we occupy for our charitable purposes. The financial benefits we receive from these tax exemptions are all applied for educational purposes and indirectly help us to maintain our fee rates and bursary policies.

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However, as an educational charity, we are unable to reclaim VAT tax charges on our costs, as we are exempt for VAT purposes.

We also pay tax as an employer through the national insurance contributions we make. In addition to the very substantial benefits our School brings to our children, the local community and society through the education we offer and our bursary programme, we create a social asset without cost to the Exchequer.

RESERVES POLICY

The Governors and Trustee regularly review the finances, budgets and spend against budget together with a termly cash flow analysis as part of the effective stewardship of the School.

Since the inception of the charity it has been the policy of the Governors to retain a small amount of income on a year to year basis and that it is prudent and necessary to maintain a contingency sum available for planned or unforeseen repairs. In common with other independent Schools, the Governors have invested in the School buildings in recent years and have a continuing programme of refurbishment, development and investment to maintain the teaching facilities for our pupils. Although the free reserves are at a negative balance, this is not uncommon practice by independent Schools which have to finance their own capital investment plans.

The Governors regard free reserves as being the reserves of the School after deducting fixed assets and any funds held as restricted or designated. Similar to many independent Schools, the School has invested heavily in fixed assets. On the basis described there is a deficit on free reserves of £717,571 (2022: a deficit of £66,077). The Governors recognise that the level of reserves fluctuates during periods of investment in the School and the arrangements with our bank are in place to provide an adequate 'safety net' should it be required.

The Governors consider that given the overall strength of the charity's balance sheet, the stable cash flow and the available banking facility that can be called upon if need arises, that there is no need to build up a free reserve.

PRINCIPAL RISKS AND UNCERTAINTIES

The Governors and Trustee are responsible for overseeing the major risks to which the charity is exposed.

The Governors and Trustee have delegated the management of the specific risks to the Trustee Board Sub Committees who review risks against the following criteria; External, Financial, Governance, HR, Legal, Technological or Operational in each of their meetings. Amendments and additions are reported to each board meeting and the Governors continue to adopt a policy aimed at ensuring that the safety and wellbeing of both pupils and staff is given a high priority.

The main risks identified by the School's Risk Register relate to:

- Responding to the changing demographic and general affordability of private education and reducing roll.
- Preparing for any changes in the political landscape which might be presented. Including the loss of Business Rate Relief, the imposition of VAT on School fees and requirement to demonstrate sufficient Public Benefit.
- Other risks relate to the ongoing vigilance to ensure positive outcomes from inspection and the safe financial management of the School.

The Governors and Trustee are satisfied that the above risks are being adequately mitigated. It is recognised that the risk rating system can only provide reasonable but not absolute assurance that major risks have been identified and adequately managed.

PLANS FOR THE FUTURE

The Board will continue to progress the integration of the School into the St Dunstan's Community of Schools.

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The Board's Estates Strategy continues to be implemented to ensure that Rosemead can provide first class resources and accommodation across all of the year groups, ensuring that it is adequately resourced to continues to inspire brilliant futures. An Estates Masterplan will be drawn up in 2024/25 to help decide where to focus our resources.

In support of its public benefit responsibilities, the School will continue to work with the local community and state Schools, to ensure that the School's buildings and resources are actively used to provide benefit to all. The Governors will continue to make available means-tested bursary assistance and publicises this support in all of its publications.

The School roll, in common with other local Schools in the sector, has weakened and the Governors and staff are firmly committed to ensuring that the School is actively marketed and that every effort is being made to recruit and retain pupils.

The School promotes itself through local advertising, web presence and holding open days for potential parents. Parents are also able to attend the School during School hours on Show Rounds, accompanied by the Head or other members of the senior management team.

KEY PERFORMANCE INDICATORS (KPIs)

The School has KPIs around:

- Recruitment of pupils;
- Retention of pupils; and
- Results of pupils.

These KPIs are monitored regularly by the Board. Their success has been captured and reported on throughout this report.

GOING CONCERN

On 9 February 2023 the Governors resolved to integrate with St Dunstan's Educational Foundation and cease trading in this entity. It is expected that the integration will be completed on 1 September 2024. Approval is required and has been sought from the Charities Commission. It is the Governors assessment that this approval will be provided before 1 September 2024.

Following the cessation of the trade the company will become dormant.

As set out in Note 1.4, page 19, the governors and trustee have prepared the Financial Statements on a basis other than the going concern basis.

The Governors have reviewed the financial forecasts for the period up to the integration with St Dunstan's Educational Foundation. The company is expected to return to profitability in the next financial year and will generate sufficient cashflow from its trading activities to meet its obligations. It is the company's intention to repay any remaining loan balance on the loan by 1 September 2024.

FUNDRAISING

The School always aims to follow best practice in fundraising and in doing so abides by specific fundraising law (including the General Data Protection Regulation and any associated or implementing legislation) and relevant guidance from regulatory and other bodies including The Charities Commission, the Fundraising Regulator, The Institute of Fundraising and The information Commissioners office.

There have been no complaints with regards to fundraising in the year (2022: none).

STATEMENT OF GOVERNORS' AND TRUSTEE'S RESPONSIBILITIES

The Governors (who are also directors of Thurlow Educational Trust for the purposes of company law) and the Trustee are responsible for preparing the Governors' Report, including the Strategic Report and Directors Report and the

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financial statements in accordance with 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).

Under company and charity law the Governors must not approve the financial statements unless they are satisfied they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP).
- Make judgements and accounting estimates that are reasonable and prudent.
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Governors and Trustee are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as we are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware and
- The Directors and the Trustee have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

APPOINTMENT AND INDUCTION OF NEW GOVERNORS

All individual Governors and Directors are also Directors of the Trustee and are appointed and inducted by St Dunstan's Trustee Limited and the St Dunstan Educational Foundation.

AUDITOR

During the year RSM UK Audit LLP were appointed as Auditors. RSM UK Audit LLP will be invited to apply for re-appointment in accordance with Section 485 of the Companies Act 2006.

The Governors' and Trustee Annual Strategic report was approved by the Governors and Trustee on 28 May 2024 and signed on its behalf by:



Mr Paul Durgan

Director

Thurlow Educational Trust

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THURLOW EDUCATIONAL TRUST

Opinion

We have audited the financial statements of Thurlow Educational Trust (the 'charitable company') for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and 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.

Emphasis of matter - Non-going concern basis of accounting

We draw attention to note 1.4 of the financial statements which describes the preparation of the financial statements on a non-going concern basis. As described in note 1.4 on 9 February 2023 the Governors resolved to merge with St Dunstan's Educational Foundation and cease trading in this entity. Following the cessation of the trade the company will become dormant and the Governors have concluded that it is no longer appropriate to prepare the financial statements on a going concern basis. There have been no adjustments made to the financial statements as a result of the application of the non-going concern basis of accounting. Our opinion is not modified in respect of this matter.

Other information

The other information comprises the information included in the Governors' Report other than the financial statements and our auditor's report thereon. The Governors are responsible for the other information contained within the Governors' 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.

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Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' Report which includes the Director's Report and the Strategic Report prepared for the purposes of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report and the Strategic Report included within the Governors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report or the Strategic Report included within the Governors' Report.

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

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

Responsibilities of Governors

As explained more fully in the Governors' responsibilities statement set out on page 10, the Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors 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 Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of

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material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the charitable company operates in and how the charitable company is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the charitable company's governing document and tax legislation. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Governors' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents, inspecting correspondence with tax authorities and evaluating advice received from external advisors.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to The Education (Independent School Standards) Regulations 2014, Keeping Children Safe in Education under section 175 of the Education Act 2002 and the UK General Data Protection Regulation (UK GDPR). We performed audit procedures to inquire of management and those charged with governance whether the charitable company is in compliance with these law and regulations and inspected correspondence with regulatory authorities.

The audit engagement team identified the risk of management override of controls and the risk of fraud in revenue recognition as the areas where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to sample testing of income, testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, challenging judgments and estimates.

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

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sarah Mason

SARAH MASON (Senior Statutory Auditor)
For and on behalf of RSM UK Audit LLP, Statutory Auditor
Chartered Accountants
The Pinnacle
170 Midsummer Boulevard
Milton Keynes
Buckinghamshire MK9 1BP

28 May 2024

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2023

		Unrestricted Funds	
	Note	2023	2022
		£	£
INCOME FROM:			
Charitable activity			
School fees	3	4,129,060	4,130,407
Other educational income	4	345,365	287,409
Donations and grants	5	1,728	49
TOTAL INCOME		4,476,153	4,417,865
EXPENDITURE ON			
Raising funds:			
Finance costs		118,237	101,079
Charitable activity:			
Teaching		2,789,105	2,823,056
Welfare		293,289	271,586
Premises		379,483	301,666
Support and governance		1,436,838	727,320
TOTAL EXPENDITURE	6	5,016,952	4,224,707
NET (LOSS)/INCOME AND MOVEMENT IN FUNDS		(540,799)	193,158
RECONCILIATION OF FUNDS:			
Total funds brought forward		6,189,999	5,996,841
TOTAL FUNDS CARRIED FORWARD		5,649,200	6,189,999

All amounts relate to discontinuing activities.

The notes on pages 19 to 28 form part of these financial statements.

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)
Registered number: 01186165

BALANCE SHEET AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
FIXED ASSETS			
Tangible assets	9	6,366,771	6,256,076
Debtors	10	263,281	178,242
Cash at bank and in hand		350,905	1,063,042
		<u>614,186</u>	<u>1,241,284</u>
CREDITORS: amounts falling due within one year	11	(1,122,757)	(582,129)
NET CURRENT (LIABILITIES) / ASSETS		<u>(508,571)</u>	<u>659,155</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>5,858,200</u>	<u>6,915,231</u>
CREDITORS: amounts falling due after more than one year	12	(209,000)	(637,232)
Provisions for liabilities	13	-	(88,000)
NET ASSETS		<u>5,649,200</u>	<u>6,189,999</u>
CHARITY FUNDS			
Unrestricted funds		5,649,200	6,189,999
TOTAL FUNDS		<u>5,649,200</u>	<u>6,189,999</u>

The financial statements were approved and authorised for issue by the Governors and Trustee on 28 May 2024 and signed on their behalf, by:



Mr Paul Durgan
Director

The notes on pages 19 to 28 form part of these financial statements.

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash (used in)/ provided by operating activities	14	(214,740)	448,587
Cash flows from investing activities:			
Payments for tangible fixed assets		(289,220)	(255,220)
Net cash used in investing activities		<u>(289,220)</u>	<u>(255,220)</u>
Cash flows from financing activities:			
Repayments of borrowings		(182,129)	(164,196)
Bank interest paid		(26,048)	(32,719)
Net cash used in financing activities		<u>(208,177)</u>	<u>(196,915)</u>
Change in cash and cash equivalents in the year		<u>(712,137)</u>	<u>(3,548)</u>
Cash and cash equivalents brought forward		1,063,042	1,066,590
Cash and cash equivalents carried forward	15	<u>350,905</u>	<u>1,063,042</u>

The notes on pages 19 to 28 form part of these financial statements.

1. ACCOUNTING POLICIES

1.1 General information

The Charity is a company limited by guarantee, incorporated in England and Wales (company number: 01186165) and a charity registered in England and Wales (charity number: 268482). The Charity's registered office address is: 70 Thurlow Park Road, Dulwich, London, SE21 8HZ.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) – Second Edition, effective 1 January 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Thurlow Educational Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

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

1.3 Company status

The company has no share capital and is limited by guarantee. The member of the company is St Dunstan's Trustee Ltd. In the event of the company being wound up, the liability of the member is limited to an amount not exceeding £1. The company is a registered charity and there has been no change since 31 August 1992.

1.4 Non-going concern

On 9 February 2023 the Governors resolved to integrate with St Dunstan's Educational Foundation and cease trading in this entity. It is expected that the integration will be completed on 1 September 2024. Approval is required and has been sought from the Charities Commission. It is the Governors assessment that this approval will be provided before 1 September 2024. Following the cessation of trading the company will become dormant.

As such the financial statements have been prepared on a basis other than the going concern basis. No adjustments arose as a result of not applying the going concern basis as the carrying value of the assets and liabilities at the date of merger are expected to be transferred in full.

The school has loan balances outstanding and due to one-off expenses during the year ending 31 August 2023, has not met the bank covenants for the year ended 31 August 2023. The Governors are aware that this has been discussed with the lenders who have indicated that whilst they reserve the right to call in the debt, based on the information currently available, they do not intend to call in the loans.

The Governors have reviewed the financial forecasts for the period up to the integration with St Dunstan's Educational Foundation. The company is expected to return to profitability in the next financial year and will generate sufficient cashflow from its trading activities to meet its obligations. It is the company's intention to repay any remaining loan balance on the loan by 1 September 2024.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the School and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the School for particular purposes. The costs of raising

and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.6 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Fees receivable and similar income:

Tuition fees are stated after deducting allowances for awards and other remissions. Other educational income comprises income from school outings, activities and other related income. These sources of income are included in the accounts when they become receivable and their value can be measured with reasonable certainty.

Donations:

Donations are recognised in the period in which they are receivable.

Investment income:

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

1.7 Expenditure

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Costs of raising funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities are costs incurred on the company's educational operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Governance costs comprise the costs of running the charity, including strategic planning for its future development, external audit, any legal advice for the School's Governors, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

1.8 Tangible fixed assets and depreciation

Items of furniture, apparatus, equipment and computers costing less than £500 are charged against income in the year of purchase.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities incorporating Income and Expenditure Account.

The School previously had a policy of revaluation of Freehold land and building. As permitted by FRS 102 the value as at 1 September 2014 is considered deemed cost and the School will no longer revalue land and buildings.

Tangible fixed assets are carried at cost or deemed cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. 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:

Freehold property	-	2% straight line
Fixtures and fittings	-	15% reducing balance
Computer equipment	-	33.33% reducing balance

1.9 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

1.10 Financial instruments

Basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable are accounted for on the following basis:

Cash at bank and in hand

Cash at bank and cash in hand include cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account (classified as cash equivalents).

Debtors

Debtors and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and Provisions

Creditors and provisions are recognised where the School 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 normally recognised at their settlement amount after allowing for any trade discounts due.

Borrowings

Borrowings are initially recognised at their transaction price including transaction costs and subsequently measured at amortised cost using the effective interest method.

General and specific borrowing costs directly attributable to the acquisition and construction of freehold properties that take a substantial period of time to get ready for their intended use or sale are added to the cost of the properties until such a time as the properties are ready for their intended use or sale.

1.11 Pensions

The School contributes to a defined contribution scheme with Aviva. Contributions are charged in the period in which the salaries to which they relate are payable.

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

3. SCHOOL FEES

	2023 £	2022 £
Gross fees	4,382,541	4,312,010
Less: discounts and bursaries	(253,481)	(181,603)
Total	<u>4,129,060</u>	<u>4,130,407</u>

Total bursaries of £128,545 (2022: £91,512) were paid to 15 pupils (2022: 10 pupils).

4. OTHER EDUCATIONAL INCOME

	2023 £	2022 £
School trips and extras	278,943	275,112
Other income	54,196	2,138
Registration fees	12,226	10,159
	<u>345,365</u>	<u>287,409</u>

5. GRANTS AND DONATIONS

	2023 £	2022 £
Donations	<u>1,728</u>	<u>49</u>

6. ANALYSIS OF EXPENDITURE

	Staff costs 2023 £	Depreciation 2023 £	Other costs 2023 £	Total 2023 £
Raising funds:				
Finance costs	-	-	118,237	118,237
	-	-	118,237	118,237
Charitable activities:				
Teaching	2,478,208	-	310,897	2,789,105
Welfare	54,834	-	238,455	293,289
Premises	41,785	-	337,698	379,483
Support and governance	417,812	178,525	840,501	1,436,838
	<u>2,992,639</u>	<u>178,525</u>	<u>1,727,551</u>	<u>4,898,715</u>
Total 2023	<u>2,992,639</u>	<u>178,525</u>	<u>1,845,788</u>	<u>5,016,952</u>

Finance costs consist of loan interest, bank charges and bad debt expense. Loan interest expense totalled £26,049 (2022: £32,719).

ANALYSIS OF EXPENDIURE – PRIOR YEAR

	Staff costs 2022 £	Depreciation 2022 £	Other costs 2022 £	Total 2022 £
Raising funds:				
Finance costs	-	-	101,079	101,079
	-	-	101,079	101,079
Charitable activities:				
Teaching	2,456,206	62,001	304,849	2,823,056
Welfare	47,773	-	223,813	271,586
Premises	25,858	125,603	150,205	301,666
Support and governance	362,381	-	364,939	727,320
	2,892,218	187,604	1,043,806	4,123,628
Total 2022	2,892,218	187,604	1,144,885	4,224,707

7. NET INCOME

This is stated after charging:

	2023 £	2022 £
Depreciation of tangible fixed assets:		
owned by the charity	178,525	187,604
Operating lease payments	9,316	6,784
Auditors remuneration audit - Current Auditors	35,400	-
Auditors remuneration audit - Previous Auditors	5,270	17,800

During the year, no Governors or Trustees received any remuneration (2022 - £nil).

During the year, no Governors or Trustees received any reimbursement of expenses. St Dunstan's Educational Foundation was reimbursed £82,388 for costs incurred on behalf of Thurlow Educational Trust (2022 - £nil).

8. STAFF COSTS

Staff costs were as follows:

	2023 £	2022 £
Wages and salaries	2,349,240	2,306,582
Social security costs	238,161	242,255
Other pension costs	405,238	343,381
	2,992,639	2,892,218

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

The average number of persons employed by the company during the year was as follows:

	2023 No.	2022 No.
Teaching staff	52	52
Caretaking staff	1	1
Administration staff	9	8
Playground assistants	4	4
	<u>66</u>	<u>65</u>

The number of higher paid employees was:

	2023 No.	2022 No.
In the band £60,001 - £70,000	1	1
In the band £70,001 - £80,000	-	2
In the band £80,001 - £90,000	2	1
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	1	-
In the band £120,001 - £130,000	1	-

The key management personnel of the school comprise the senior management team. The total employee benefits of key management personnel were £478,231 (2022: £494,333).

9. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Equipment, fixtures and fittings £	Total £
Cost or valuation			
At 1 September 2022	6,954,233	771,730	7,725,963
Additions	289,220	-	289,220
At 31 August 2023	<u>7,243,453</u>	<u>771,730</u>	<u>8,015,183</u>
Depreciation			
At 1 September 2022	851,859	618,028	1,469,887
Charge for the year	146,644	31,881	178,525
At 31 August 2023	<u>998,503</u>	<u>649,909</u>	<u>1,648,412</u>
Net book value			
At 31 August 2023	<u>6,244,950</u>	<u>121,821</u>	<u>6,366,771</u>
At 31 August 2022	<u>6,102,374</u>	<u>153,702</u>	<u>6,256,076</u>

The Thurlow Park Road and Elmcourt Road sites were revalued by Stanley Hicks & Son Chartered Surveyors (RICS) in October 2013 at £4,825,000 at an existing use value. The historical cost of land and buildings is £1,906,847. The depreciation on the historical cost of the buildings would be £19,068

10. DEBTORS

	2023	2022
	£	£
Fee debtors	247,050	151,484
Other debtors	-	4,446
Prepayments and accrued income	16,231	22,312
	<u>263,281</u>	<u>178,242</u>

An impairment loss of £86,202 (2022: £46,205) was recognised against trade debtors.

11. CREDITORS: Amounts falling due within one year

	2023	2022
	£	£
Bank loans	405,732	201,628
Trade creditors	70,447	78,278
Other taxation and social security	65,857	60,294
Fees in advance	114,063	124,685
Other creditors	342,543	99,444
Accruals and deferred income	124,115	17,800
	<u>1,122,757</u>	<u>582,129</u>

For the year ended 31 August 2023, the bank covenants were not met, therefore the bank has the right to require repayment of the whole loan therefore the debt has been reclassified to amounts falling due within one year. However, the bank has indicated that they do not intend to call in the debt.

The bank overdraft facility and bank loans are secured by a first legal charge over the freehold properties known as St Cuthbert's Church, Elmcourt Road, London, SE27 9BZ and 70 Thurlow Park Road, London, SE21 8HZ.

The School has three bank loans, as detailed below:

- A medium loan with an outstanding balance of £62,019. Repayments are made quarterly. Interest is payable at 1.85% over the bank's base rate.
- A mortgage loan with an outstanding balance of £143,696. Repayments are made quarterly. Interest is payable at 1.65% over the bank's base rate.
- A treasury loan with an outstanding balance of £200,017. Repayments commenced in April 2010 and will be made quarterly until cessation in January 2025. Interest is payable at a fixed rate of 7.185%

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

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

12. CREDITORS: Amounts falling due after more than one year

	2023	2022
	£	£
Bank loans	-	386,232
Other creditors	209,000	251,000
	<u>209,000</u>	<u>637,232</u>

	2023	2022
	£	£
Between one and two years		
Bank loans	-	205,483

Between two and five years		
Bank loans	-	180,749

13. PROVISION FOR LIABILITIES

	2023	2022
	£	£
Provision at 1 September 2022	88,000	-
Provision (released)/made in the year	(88,000)	88,000
Provision at 31 August 2023	<u>-</u>	<u>88,000</u>

Following the unexpected collapse of a classroom ceiling on 15 November 2022 and subsequent alleged contravention of the Health and Safety at Work Act 1974 by the HSE, a fine of £88,000 has been imposed. The fine was paid in February 2024

14. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net (loss) / income for the year (as per Statement of Financial Activities)	(540,799)	193,158
Adjustment for:		
Depreciation charge	178,525	187,604
Interest payable	26,048	32,719
(Increase) in debtors	(85,039)	(40,773)
Increase in creditors	206,525	75,879
Net cash (used in) / provided by operating activities	<u>(214,740)</u>	<u>448,587</u>

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023****15. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2023	2022
	£	£
Cash in hand	350,905	1,063,042

16. PENSION COMMITMENTS

The school changed pension providers on 1 September 2022 to a Workplace Retirement Account with Aviva. Contributions to the Aviva scheme were made of £261,645 (2022: £Nil). At the end of the year £nil (2022: £Nil) was accrued in respect of contributions to this scheme.

The School left The Teachers Pension Scheme on 31 August 2022. Contributions to The Teachers Pension Scheme for teaching staff ended on 31 August 2022 and no contributions were made this year (2022: £323,311). At the end of the year £nil (2022: £33,576) was accrued in respect of contributions to this scheme.

The School left the Standard Life and Legal and General pension schemes on 31 August 2022. Contributions to the defined contribution scheme with Standard Life and a stakeholder pension scheme with Legal and General for non-teaching staff ended on 31 August 2022 and no contributions were made this year (2022: £20,070).

17. RECONCILIATION OF NET DEBT

	1 September 2022 £	Cash-flows £	Other non- cash changes £	31 August 2023 £
Cash	1,063,042	(712,137)	-	350,905
	1,063,042	(712,137)	-	350,905
Loans falling due within one year	(201,628)	182,128	(386,232)	(405,732)
Loans falling due after more than one year	(386,232)	-	386,232	-
	(587,860)	182,128	-	(405,732)
Total	475,182	(530,009)	-	(54,827)

18. CAPITAL COMMITMENTS

At 31 August 2023 the company had capital commitments as follows:

	2023 £	2022 £
Contracted for but not provided in these financial statements	-	93,706

THURLOW EDUCATIONAL TRUST (A Company Limited by Guarantee)

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

19. OPERATING LEASE COMMITMENTS

At 31 August 2023 the total of the School's future minimum lease payments under non-cancellable operating leases in respect of a photocopier was:

	2023 £	2022 £
Amounts payable:		
Within 1 year	7,548	9,751
Between 1 and 5 years	2,909	10,457
Total	<u>10,457</u>	<u>20,208</u>

20. RELATED PARTY TRANSACTIONS

St Dunstan's Educational Foundation provided support services to the School and incurred costs of the School's behalf during the year and charged £82,338 (2022: £nil) and the balance owed is £82,338 (2022: £nil).

Two Governor's did have children who are pupils at the School during the year. School fees paid and discounts received were at the same rate and on the same terms as for all other parents of pupils at the school. The Governors are not involved in decision making processes relating to their own children.

21. ULTIMATE PARENT AND CONTROLLING UNDERTAKING

The ultimate parent undertaking since 9 February 2023 is St Dunstan's Trustee Limited, a company limited by guarantee (company number:14407568). It's registered office is St Dunstan's College, Stansted Road, London, SE6 4TY.

Accounts

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

GOVERNORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

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THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS GOVERNORS AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2022**

Registered charity name	Thurlow Educational Trust
Trading name	Rosemead Preparatory School
Charity registration number	268482
Company registration number	01186165
Registered office	70 Thurlow Park Road Dulwich London SE21 8HZ
Governors (company directors and charity trustees)	Mr N Crawford (Chairman) Mrs J Ferguson (Treasurer) (resigned 6 October 2021) Mr T Balaam (resigned 6 October 2021) Mrs A Crane (resigned 9 February 2023) Mr B Jones (resigned 26 July 2022) Mr G Knott (resigned 6 October 2021) Mr T Lello (resigned 26 July 2022) Mrs A Morgan (resigned 26 July 2022) Mrs K Murray (resigned 9 February 2023) Dr S Shahdad (resigned 6 October 2021) Mr M Horne (resigned 9 February 2023) Mr T Rutteman (resigned 9 February 2023) Mrs M Horne (resigned 9 February 2023) Mrs E Balfe (resigned 6 October 2021) Dr R Thomas (resigned 9 February 2023) Mr T Shave (appointed 6 October 2021) Professor M Van Hemelrijcke (appointed 6 October 2021) Dr Aman Bhandari (appointed 6 October 2021)
Company secretary / Bursar	Mr R Sawyer
Head	Mr P Soutar

Independent auditors

Haysmacintyre LLP, 10 Queen Street Place, London, EC4R 1AG

Bankers

Barclays Bank PLC, 5th Floor, Corinthian House, 17 Lansdowne Road, Croydon, CR0 2BX

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

CHAIR'S STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

Miss Dorothy Plumridge started her Dame School in 1942. From then till now, there has always been something about Rosemead's Children. When, in 1974, Miss Plumridge retired, the School became at the time the largest parent led School in the country. It still maintains this unique culture, with close community between the governing body, parents, teachers and of course the children.

It has been such a relief therefore to welcome everyone back into School following the challenging pandemic period, and to return to that unique Rosemead experience for all.

Whether on the sports field, stage, classrooms, or many other locations, the school is thriving again, and we were of course delighted to see, once again, very successful 11+ results with all children placed within the School of their choice.

With many exciting plans in place, and the benefits of increasing best practice sharing and close partnership with St Dunstan's College, the future is bright for Rosemead, and we are set to continue inspiring many more brilliant futures.



N Crawford. Chair of Governors

Date: 24 October 2023

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

GOVERNORS' REPORT

Year Ended 31 August 2022

The Governors, who are also directors for the purposes of company law, present their annual strategic report for the year ended 31 August 2022, together with the audited financial statements, and confirm that the financial statements comply with the Companies Act 2006, the Company's Memorandum and Articles of Association and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2019).

REFERENCE AND ADMINISTRATIVE INFORMATION

The School is a charitable company founded in 1942, incorporated in 1973 and which gained charitable trust status in 1974; its charity registration number is 268482, its company registration number is 1186165, and the liability of its members is limited to £1 each by guarantee.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is governed by its Memorandum and Articles of Association, last amended on 6 February 2003.

Governors and Professional Advisers

A list of Governors and professional advisers appears on page 1.

Governing Body

The Trust is administered by a Board of Governors, whose members are also directors of the company (herein referred to as 'Governors'). The Governors meet regularly in the manner prescribed in the Articles of Association. Every year members of the Board having served three years stand down and are eligible for re-election. The Governors are authorised to appoint new members provided they do not exceed the maximum permitted.

One Governor is appointed to retain oversight of the School's Safeguarding arrangements. This Governor is provided with Training from the Local Authority, so that they may be able to provide support to the Headmaster and offer an independent route for those with concerns about the School's senior management. A Safeguarding Annual Report is provided by the designated Governor Lead to the Board, at its September meeting, on the School's activities and any Safeguarding concerns identified.

Recruitment and Training of Governors

The Board actively recruits new Governors from within its parent body and where required, external specialists, to ensure that it maintains a balanced mix of skills.

The Governors benefit from the training resources provided by AGBIS and ISBA and have attended seminars or accessed online support throughout the year. Additionally, Safeguarding training has been introduced to reflect the updated Keeping Children Safe in Education (KCSIE) guidance. The Governor with responsibility for Safeguarding has received additional training to enable her to fulfil this role.

Organisational Structure and Relationships

The Governors determine the general policy of the Trust and meet at least once each term. These duties are fundamental to the running of the School. So that these duties can be properly discharged, four Governor Sub-committees have been created, to which specific tasks have been delegated. Each Governor is expected to serve on at least one of these sub-committees.

The sub-committees meet regularly and comprise the Operating, Education, Property, Health & Safety and Personnel sub-committees. These committees undertake detailed reviews of the existing and newly developed educational and governance policies to inform the Board's decision to ratify policies.

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

The day to day management of the School is delegated to the Headmaster and the Bursar.

The School benefits from the support of the Rosemead School Association (RSA), a registered Charity run by representatives of the School's parents. The objects of the Association are: to raise funds for the Association, the promotion of social activities which support the aims of the Trust and the provision of activities with or for other bodies that support the charitable aims of the Trust.

OBJECTS, AIMS, OBJECTIVES AND PRINCIPAL ACTIVITIES

The object of the Charity, as set out in its Memorandum in 1974 (as amended on 21 May 1998), is to promote and provide for the advancement of education. The School's objective is to inspire brilliant futures.

To achieve this, the Trust runs an independent fee-paying day School that seeks to provide the best possible learning environment for boys and girls aged between 2½ and 11, so that each child can be inspired to excel both academically and socially.

Our fees continue to be set at a level to ensure the financial viability of the School and at a level that is consistent with our aim of developing our estate to provide first class education and resources for local children.

Our School welcomes children from all backgrounds. To admit a prospective child, we need to be satisfied that our School will be able to educate and develop the child to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews and assessments are undertaken to satisfy ourselves and parents that potential new recruits can cope with the pace of learning and benefit from the education we provide. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

We are an equal opportunity organisation which actively promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or children who are, or become, disabled.

Rosemead recognises its responsibility to prevent radicalisation and extremism and has policies and procedures in place that comply with current legislation. British Values have been fully incorporated into the School's curriculum.

Rosemead is committed to safeguarding and promoting the welfare of our children and expects all staff and volunteers to share this commitment.

The school was inspected by the Independent Schools' Inspectorate (ISI) via a remote assessment in September 2020 who found that "from the evidence reviewed the School is likely to have met the standards".

We maintain regular contact with parents throughout the year through informal contact, parent consultation evenings, formal reports, social events and through the weekly email.

The School maintains a high teacher-to-pupil ratio and employs high-quality and committed teachers and support staff to provide the most inspiring education that we can.

In undertaking its activities, the Governors have taken careful regard of the Charity Commission's guidance on public benefit as defined in the Charities Act and Guidance issued February 2014 (Public benefit: rules for charities) and seeks to ensure that it delivers both public benefit and provides a benefit to a sufficient section of the public through the education of local children. Reflection the School's charitable objectives, the School offers bursaries and continues to support local and overseas charities through fundraising activities throughout the year.

THURLOW EDUCATIONAL TRUST

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Community Access Engagement and Outreach

Rosemead provides education to children from the local area. This provides a public benefit through the learning experience that the children receive and the saving to the public purse through the reduction in state School demand.

It is important to us that access to the education we offer and our facilities are not restricted to those who can afford 100% of our fees and that where possible Thurlow Educational Trust is able to play a part in the local community and to be aware of the needs of our neighbours and offer facilities and support where appropriate.

We believe our children benefit from learning within a diverse community and that a great deal of learning occurs through social interaction, conversation and shared experiences which helps our pupils develop an understanding of the perspectives of other people that will be vital in their adult lives.

These include:

- The School traditionally hosts a number of community sporting fixtures attended by both State and Independent Schools, including Cross Country, Netball, Football and Hockey. These are now resuming after the interruption caused by Covid.
- The School encourages parents to walk or cycle to School and the School has been awarded a Gold STARS Accreditation (Sustainable Travel: Active, Responsible and Safe) – awarded to less than 10% of participating Schools in London.
- The School continues to work with residents to ensure local road safety including ongoing consultation to create a 'School Street' outside of our Pre Prep.
- The School's facilities continue to be used by a number of local organisations to provide a community venue.
- The School's hall and art studio are used by a number of external clubs to provide: Ballet, Dance Classes including; Tap and Zumba, Art and Design courses and Karate.
- Our music studios are used for singing and instrument lessons by children from the community.
- The School continues to host a number of externally facilitated 'after-School' and 'holiday' clubs to provide wrap around care to local parents.
- The School has continued to support the local Rosendale recreation ground, which is used by a range of local community groups and sports clubs.

Access, Scholarships and Bursaries

The Governing body seeks to make available a proportion of its income to enable families who might not otherwise be able, benefit from Rosemead. As a small School these funds are limited and used in a targeted manner. The Board, as part of its Covid-19 response, put in place a Covid support fund to ensure that the education of children currently with the School whose parents were experiencing hardship could be protected.

A number of children currently benefit from bursary awards ranging from a remission of their fees and other concessions. In the year to 31 August 2022, the total value of bursary concession was £91,512 (prior year £83,034). Overall concessions accounted for 4.1% of income.

Whilst the School views bursary awards as important in helping to ensure children from families who would otherwise not be able to afford the fees, we anticipate increased pressure on this limited resource. Bursary awards are made on the basis of parental means, subject to resources available to support these in the current and successive years, noting that priority will be given to relieve hardship where a current child's education and future prospects would otherwise be at risk, for example in the case of redundancy.

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To support the Governors in their review of applications the Trust has employed a third party organisation (currently Bursary Administration Limited) who undertake an impartial review of all applications. Information about fee assistance through bursaries is provided to all applying to the School.

Further details of Bursaries and how to apply are available on request.

Scholarships

Educational Scholarships, are awarded to those who excel, in some way, on their 7+ entrance assessment.

Sibling Discount Policy

To underline the value, we place on continuity for families, we have increased the discount provided to parents who have three or more children at the School. Rosemead currently offers a 15% discount to the elder of three children. This discount then rises by 5% for each subsequent child.

Assistance for our teaching staff

As part of our emphasis on attracting and retaining high caliber staff, the Governors maintain the policy to offer a discount scheme where staff members choose to educate their children at our School.

Fundraising

Throughout 2021-22 the children, as year groups, chose to channel all their fundraising to support one specific charity. This enabled the children to understand more about their chosen charity and pride in helping others.

A total of £13,118 was raised for the following charities:

Children's Chosen Charity	Amount Raised £
Ruby's Live Loudly, Live Kindly Fund	2,557
Tigglewinkles	1,289
The Felix Project	1,624
St. Christopher's Hospice	2,210
Rainforest Trust UK	2,760
DEC Ukrainian Humanitarian Appeal	2,678
Total	13,118

Rosemead also supported filling pencil cases for children who had fled Ukraine and donated food to Lewisham Food Bank.

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STRATEGIC REPORT: REVIEW OF ACTIVITIES AND PERFORMANCE FOR THE YEAR

Pupil numbers and fees

Our educational activities are carried out through our Pre-Preparatory and Preparatory departments. The pupil roll for the start of the academic year was 299. Our fee increases this year were set by the Governors to reflect the external inflationary pressures and to ensure they are able to provide first class education and facilities. Our fees for the year September 2021 to August 2022, before the deduction of any discount or bursaries were:

Nursery, £4,647 per term; Reception – Year 2, £5,005 per term; and Years 3 – 6, £5,289 per term.

Academic

The Governors are extremely proud to say that year 6 have attained an excellent set of results.

Our Year 6 pupils have once again gained places at some of the area's most prestigious Schools.

With 138 offers across the year group, the children have achieved great things. In all 32 scholarships were awarded, ranging through Music, Sport, Art and Drama, as well as an extremely high number of Academic awards.

The School extends its congratulations to all the pupils for their hard work and dedication and we hope they continue to have brilliant futures in their chosen Schools. Congratulations also to the staff involved for their advice, pastoral care and teaching over the years, which starts as soon as they join Rosemead and the effect continues long after they have left us.

Congratulations go to every child.

Co-curricular activities

Rosemead provides a wide range of co-curricular activities and offers over 100 opportunities for children to broaden their learning. Activities range from Music (including individual instruments, to our full orchestra or various ensembles, including an Electric Fusion band) to Chess, with our children attending local competitions and the extremely popular knitting club.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The results of the year's operation are set out in the attached financial statements. The net income for the year ended 31 August 2022 amounted to £193,158 (2021: £375,237). The retained reserves, at 31 August 2022 amounted to £6,189,999 (2021: £5,996,841).

As a charity the parents of our children have the assurance that all the income of the School must be applied for educational purposes.

As an educational charity we enjoy tax exemption on our educational activities and these are applied for our charitable aims. We are also entitled to an 80% reduction on our business rates on the property we occupy for our charitable purposes. The financial benefits we receive from these tax exemptions are all applied for educational purposes and indirectly help us to maintain our fee rates and bursary policies.

However, as an educational charity, we are unable to reclaim VAT tax charges on our costs, as we are exempt for VAT purposes.

We also pay tax as an employer through the national insurance contributions we make. In addition to the very substantial benefits our School brings to our children, the local community and society through the education we offer and our bursary programme, we create a social asset without cost to the Exchequer.

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RESERVES POLICY

The Governors regularly review the finances, budgets and spend against budget together with a termly cash flow analysis as part of the effective stewardship of the School.

Since the inception of the charity it has been the policy of the Governors to retain a small amount of income on a year to year basis and that it is prudent and necessary to maintain a contingency sum available for planned or unforeseen repairs. In common with other independent Schools, the Governors have invested in the School buildings in recent years and have a continuing programme of refurbishment, development and investment to maintain the teaching facilities for our pupils. Although the free reserves are at a negative balance, this is not uncommon practice by independent Schools which have to finance their own capital investment plans.

The Governors consider that given the strength of the charity's balance sheet, the stable cash flow and the available banking facility that can be called upon if need arises, that there is no need to build up a free reserve. The Governors regard free reserves as being the reserves of the School after deducting fixed assets and any funds held as restricted or designated. Similar to many independent Schools, the School has invested heavily in fixed assets. On the basis described there is a deficit on free reserves of £66,077 (2021: a deficit of 191,619).

The Governors recognise that the level of reserves fluctuates during periods of investment in the School and the arrangements with our bank are in place to provide an adequate 'safety net' should it be required.

PRINCIPAL RISKS AND UNCERTAINTIES

The Governors are responsible for overseeing the major risks to which the charity is exposed.

The Governors have delegated the management of the specific risks to its Board Sub Committees who review risks against the following criteria; External, Financial, Governance, HR, Legal, Technological or Operational in each of their meetings. Amendments and additions are reported to each board meeting and the Governors continue to adopt a policy aimed at ensuring that the safety and wellbeing of both pupils and staff is given a high priority. The Board and its sub committees undertake a review of the key risks relating to their activities through the School's Risk Register and these are prioritised using a risk rating system to alert the School to its principal risks.

The main risks identified by the School's Risk Register relate to:

- Responding to the changing demographic and general affordability of private education and reducing roll.
- Preparing for any changes in the political landscape which might be presented. Including the loss of Business Rate Relief, the imposition of VAT on School fees and requirement to demonstrate sufficient Public Benefit.

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- Ensuring succession planning of its Governors. As parents of children in the School, Governors rotate out when their children reach Year 6. As such the School regularly needs to identify replacement governors.
- Other risks relate to the ongoing vigilance to ensure positive outcomes from inspection and the safe financial management of the School.

The Governors are satisfied that the above risks are being adequately mitigated. It is recognised that the risk rating system can only provide reasonable but not absolute assurance that major risks have been identified and adequately managed.

MERGER WITH ST DUNSTAN'S COLLEGE

After careful consideration and due diligence, both the Governors and Rosemead Senior Leadership Team have taken an important decision that involves the future of the school. We believe that this is an extremely positive development which will both preserve the autonomy of Rosemead whilst allowing for the sharing of best practice, the enhancement of our school, and its protection from ongoing political and economic headwinds. Rosemead and St Dunstan's College have decided to merge, and St Dunstan's Trustee Limited became the sole member of Thurlow Educational Trust on 9 February 2023.

This is a wonderful opportunity for both schools. Rosemead and St Dunstan's have always shared a very similar ethos and this will allow the schools to work closely together to further that. Rosemead will continue being Rosemead and there will not be any material change to the children's day-to-day experience.

The Governors believe that Rosemead will benefit enormously as a consequence of the input and oversight of St Dunstan's, which was Independent Senior School of the Year at the TES Awards in 2022.

PLANS FOR THE FUTURE

The Board's Estates Strategy continues to be implemented to ensure that Rosemead can provide 1st class resources and accommodation across all of the year groups, ensuring that it is adequately resourced to continue to inspire brilliant futures.

The future phases for the Prep School include a new boundary wall and looking forward, the Governors have established a wish list in the Estate Strategy, to include: new catering and dining accommodation, a science laboratory, and new music and drama spaces.

In support of its public benefit responsibilities, the School will continue to work with the local community and state Schools, to ensure that the School's buildings and resources are actively used to provide benefit to all. The Governors will continue to make available means-tested bursary assistance and publicise this support in all of its publications.

The School roll, in common with other local Schools in the sector, has weakened and the Governors and staff are firmly committed to ensuring that the School is actively marketed and that every effort is being made to recruit and retain pupils.

The School promotes itself through local advertising, web presence and holding open days for potential parents. Parents are also able to attend the School during School hours on Show Rounds, accompanied by the Headmaster or other members of the senior management team.

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STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Thurlow Educational Trust for the purposes of company law) are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Governors to prepare a financial statement for each financial year that gives a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

In so far as we are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

AUDITORS

The auditors, haysmacintyre, will be invited to apply for re-appointment in accordance with Section 485 of the Companies Act 2006.

The Governors' Annual Strategic report was approved by the Governors on 24 October 2023 and signed on its behalf by:



Mr Nick Crawford

Chair of the Board of Governors

Thurlow Educational Trust

THURLOW EDUCATIONAL TRUST

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THURLOW EDUCATIONAL TRUST

Opinion

We have audited the financial statements of Thurlow Educational Trust for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and 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 Governors' 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 charitable company'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 Governors with respect to going concern are described in the relevant sections of this report.

Other information

The Governors are responsible for the other information. The other information comprises the information included in the Governors' 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 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.

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Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Governors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' Report (which incorporates the strategic report and the directors' report).

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Governors for the financial statements

As explained more fully in the Governors' responsibilities statement set out on page 10, the Governors (who are also the directors of the charitable company for the purposes of company law and trustees for the purposes of Charity law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors 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 Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to The Education (Independent School Standards) Regulations 2014, safeguarding regulations, health and safety requirements, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and Companies Act 2006 and consider other factors such as payroll tax.

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We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to the improper recognition of revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted at the year end; and
- Challenging assumptions and judgements made by management in their accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities 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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Tracey Young (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place
London
EC4R 1AG

Date: 25.10.23

THURLOW EDUCATIONAL TRUST**(A Company Limited by Guarantee)****STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022**

		Unrestricted Funds	
	Note	2022 £	2021 £
INCOME FROM:			
Charitable activity			
School fees	3	4,130,407	3,902,074
Other educational income	4	287,409	165,744
Donations and grants	5	49	77,022
TOTAL INCOME		<u>4,417,865</u>	<u>4,144,840</u>
EXPENDITURE ON:			
Raising funds:			
Finance costs		101,079	55,518
Charitable activity:			
Teaching		2,823,056	2,573,697
Welfare		271,586	230,386
Premises		301,666	343,136
Support and governance		<u>727,320</u>	<u>566,866</u>
TOTAL EXPENDITURE	6	<u>4,224,707</u>	<u>3,769,603</u>
NET INCOME AND MOVEMENT IN FUNDS		193,158	375,237
RECONCILIATION OF FUNDS:			
Total funds brought forward		<u>5,996,841</u>	<u>5,621,604</u>
TOTAL FUNDS CARRIED FORWARD		<u>6,189,999</u>	<u>5,996,841</u>

All amounts relate to continuing activities.

The notes on pages 17 to 30 form part of these financial statements.

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)
 REGISTERED NUMBER: 01186165

BALANCE SHEET
AS AT 31 AUGUST 2022

	Note	2022 £	2021 £
FIXED ASSETS			
Tangible assets	9	6,256,076	6,188,460
CURRENT ASSETS			
Debtors	10	178,242	137,469
Cash at bank and in hand		<u>1,063,042</u>	<u>1,066,590</u>
		1,241,284	1,204,059
CREDITORS: amounts falling due within one year	11	<u>(582,129)</u>	<u>(555,038)</u>
NET CURRENT ASSETS		<u>659,155</u>	<u>649,021</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		6,915,231	6,837,481
CREDITORS: amounts falling due after more than one year	12	(637,232)	(840,640)
Provisions for liabilities	13	<u>(88,000)</u>	-
NET ASSETS		<u>6,189,999</u>	<u>5,996,841</u>
CHARITY FUNDS			
Unrestricted funds		<u>6,189,999</u>	<u>5,996,841</u>
TOTAL FUNDS		<u>6,189,999</u>	<u>5,996,841</u>

The financial statements were approved and authorised for issue by the Governors on 24 October 2023 and signed on their behalf, by:



Mr Nick Crawford
Chair of the Board of Governors

The notes on pages 17 to 30 form part of these financial statements.

THURLOW EDUCATIONAL TRUST**(A Company Limited by Guarantee)****STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022**

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by operating activities	14	<u>448,587</u>	<u>650,792</u>
Cash flows from investing activities:			
Payments for tangible fixed assets		<u>(255,220)</u>	<u>(7,148)</u>
Net cash used in investing activities		<u>(255,220)</u>	<u>(7,148)</u>
Cash flows from financing activities:			
Repayments of borrowings		(164,196)	(163,774)
Bank interest paid		<u>(32,719)</u>	<u>(41,230)</u>
Net cash used in financing activities		<u>(196,915)</u>	<u>(205,004)</u>
Change in cash and cash equivalents in the year		(3,548)	438,640
Cash and cash equivalents brought forward		<u>1,066,590</u>	<u>627,950</u>
Cash and cash equivalents carried forward	15	<u><u>1,063,042</u></u>	<u><u>1,066,590</u></u>

The notes on pages 17 to 30 form part of these financial statements.

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES (CONTINUED)

1. ACCOUNTING POLICIES

1.1 General information

The Charity is a company limited by guarantee, incorporated in England and Wales (company number: 01186165) and a charity registered in England and Wales (charity number: 268482). The Charity's registered office address is: 70 Thurlow Park Road, Dulwich, London, SE21 8HZ.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) – Second Edition, effective 1 January 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Thurlow Educational Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.3 Company status

The company has no share capital and is limited by guarantee. The members of the company are the parents or guardians of the pupils at the School. In the event of the company being wound up, the liability of the members is limited to an amount not exceeding £1 per member of the company. The company is a registered charity and there has been no change since 31 August 1992.

1.4 Going Concern

The Governors believe that there are no material uncertainties over the School's ability to continue operating as a going concern. In making this assertion the Governors have considered the detailed budgets and cashflow forecasts for the next twelve months and are satisfied that the liquidity of the business is sufficient to meet the business requirements including any obligations arising from financial, operating and other conditions. The school has loan balances outstanding and due to one-off expenses during the year ending 31 August 2023, will not meet the bank covenants for the year ending 31 August 2023. The Governors are aware that this has been discussed with the lenders who have indicated that whilst they reserve the right to call in the debt, based on the information currently available, they do not intend to call in the loan(s) and expect that they will continue to support the School.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the School and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the School for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES (CONTINUED)

fund is set out in the notes to the financial statements.

1.6 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Fees receivable and similar income:

Tuition fees are stated after deducting allowances for awards and other remissions. Other educational income comprises income from school outings, activities and other related income. These sources of income are included in the accounts when they become receivable and their value can be measured with reasonable certainty.

Donations:

Donations are recognised in the period in which they are receivable.

Investment income:

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

Government grant income:

Grant income represents the total amount claimed from HM Revenue and Customs under the Coronavirus Job Retention Scheme (CJRS). The income is accounted for in the period in which the associated salary payments are made to furloughed staff.

1.7 Expenditure

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Costs of raising funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities are costs incurred on the company's educational operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Governance costs comprise the costs of running the charity, including strategic planning for its future development, external audit, any legal advice for the School's Governors, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

1.8 Tangible fixed assets and depreciation

Items of furniture, apparatus, equipment and computers costing less than £500 are charged against income in the year of purchase.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities incorporating Income and Expenditure Account.

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES (CONTINUED)

The School previously had a policy of revaluation of Freehold land and building. As permitted by FRS 102 the value as at 1 September 2014 is considered deemed cost and the School will no longer revalue land and buildings.

Tangible fixed assets are carried at cost or deemed cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. 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:

Freehold property	-	2% straight line
Fixtures and fittings	-	15% reducing balance
Computer equipment	-	33.33% reducing balance

1.9 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

1.10 Financial instruments

Basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable are accounted for on the following basis:

Cash and cash equivalents

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

Debtors and creditors

Debtors and creditors are measured at the transaction price less any provision for impairment. Any losses arising from impairment are recognised as expenditure.

Bank borrowings

Liabilities for borrowings which are subject to a market rate of interest are measured at the value of the amount advanced, less capital repayments.

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES (CONTINUED)

1.11 Pensions

The School contributes to the Teachers' Superannuation Scheme at rates set by the scheme actuary and advised to the Governors by the Scheme Administrator. For the purposes of complying with the relevant accounting standards, the Teachers' Superannuation Scheme is accounted for as a defined contribution scheme as the School is not responsible for or entitled to receive benefit for any surplus or deficit on the scheme. The amounts included within the Statement of Financial Activities and the Balance Sheet are in accordance with FRS 102.

The School contributes to a defined contribution scheme with Standard Life and a stakeholder scheme with Legal and General for non-teaching staff. Contributions are charged in the period in which the salaries to which they relate are payable.

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

3. SCHOOL FEES

	2022 £	2021 £
Gross fees	4,312,010	4,055,053
Less: discounts and bursaries	(181,603)	(152,979)
Total	<u>4,130,407</u>	<u>3,902,074</u>

Total bursaries of £91,512 (2021: £83,034) were paid to 10 pupils (2021: 18 pupils).

4. OTHER EDUCATIONAL INCOME

	2022 £	2021 £
School trips and extras	275,112	145,506
Other income	2,138	11,719
Registration fees	10,159	8,519
	<u>287,409</u>	<u>165,744</u>

5. GRANTS AND DONATIONS

	2022 £	2021 £
Donations	49	2,605
Coronavirus Job Retention Scheme grant	-	74,417
	<u>49</u>	<u>77,022</u>

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

6. ANALYSIS OF EXPENDITURE

	Staff costs 2022 £	Depreciation 2022 £	Other costs 2022 £	Total 2022 £
Raising funds:				
Finance costs	-	-	101,079	101,079
	<u>-</u>	<u>-</u>	<u>101,079</u>	<u>101,079</u>
Charitable activities:				
Teaching	2,456,206	62,001	304,849	2,823,056
Welfare	47,773	-	223,813	271,586
Premises	25,858	125,603	150,205	301,666
Support and governance	362,381	-	364,939	727,320
	<u>2,892,218</u>	<u>187,604</u>	<u>1,043,806</u>	<u>4,123,628</u>
Total 2022	<u>2,892,218</u>	<u>187,604</u>	<u>1,144,885</u>	<u>4,224,707</u>

Finance costs consist of loan interest, bank charges and bad debt expense. Loan interest expense totalled £32,719 (2021: £41,230).

Included within Support and Governance costs are £17,800 (2021: £13,470) relating to auditor's remuneration and Governors' meeting costs of £nil (2021: £nil).

ANALYSIS OF EXPENDITURE - PRIOR YEAR

	Staff Costs 2021 £	Depreciation 2021 £	Other Costs 2021 £	Total 2021 £
Raising funds:				
Finance costs	-	-	55,518	55,518
	<u>-</u>	<u>-</u>	<u>55,518</u>	<u>55,518</u>
Charitable activities:				
Teaching	2,373,120	45,729	154,848	2,573,697
Welfare	39,067	-	191,319	230,386
Premises	20,877	107,598	214,661	343,136
Support and governance	329,966	-	236,900	566,866
	<u>2,763,030</u>	<u>153,327</u>	<u>797,728</u>	<u>3,714,085</u>
Total 2021	<u>2,763,030</u>	<u>153,327</u>	<u>853,246</u>	<u>3,769,603</u>

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

7. NET INCOME

This is stated after charging:

	2022 £	2021 £
Depreciation of tangible fixed assets:		
- owned by the charity	187,604	153,327
Auditors remuneration - audit	<u>17,800</u>	<u>13,470</u>

During the year, no Governors received any remuneration (2021 - £NIL).

During the year, no Governors received any reimbursement of expenses (2021 - £NIL).

8. STAFF COSTS

Staff costs were as follows:

	2022 £	2021 £
Wages and salaries	2,306,582	2,178,372
Social security costs	242,255	224,722
Other pension costs	343,381	359,936
	<u>2,892,218</u>	<u>2,763,030</u>

The average number of persons employed by the company during the year was as follows:

	2022 No.	2021 No.
Teaching staff	52	53
Caretaking staff	1	1
Administration staff	8	9
Playground assistants	<u>4</u>	<u>4</u>
	<u>65</u>	<u>67</u>

The number of higher paid employees was:

	2022 No.	2021 No.
In the band £60,001 - £70,000	1	3
In the band £70,001 - £80,000	2	-
In the band £80,001 - £90,000	1	1
In the band £90,001 - £100,000	-	1
In the band £100,001 - £110,000	1	-

The key management personnel of the school comprise the senior management team. The total employee benefits of key management personnel were £494,333 (2021: £471,157).

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

9. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Equipment, fixtures and fittings £	Total £
Cost or valuation			
At 1 September 2021	6,705,306	765,437	7,470,743
Additions	248,927	6,293	255,220
At 31 August 2022	6,954,233	771,730	7,725,963
Depreciation			
At 1 September 2021	726,256	556,027	1,282,283
Charge for the year	125,603	62,001	187,604
At 31 August 2022	851,859	618,028	1,469,887
Net book value			
At 31 August 2022	<u>6,102,374</u>	<u>153,702</u>	<u>6,256,076</u>
At 31 August 2021	<u>5,979,050</u>	<u>209,410</u>	<u>6,188,460</u>

The Thurlow Park Road and Elmcourt Road sites were revalued by Stanley Hicks & Son Chartered Surveyors (RICS) in October 2013 at £4,825,000 at an existing use value. The historical cost of land and buildings is £1,906,847. The depreciation on the historical cost of the buildings would be £19,068.

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

10. DEBTORS

	2022 £	2021 £
Fee debtors	151,484	102,604
Other debtors	4,446	4,447
Prepayments and accrued income	22,312	30,418
	<u>178,242</u>	<u>137,469</u>

An impairment loss of £46,205 (2021: £18,271) was recognised against trade debtors.

11. CREDITORS: Amounts falling due within one year

	2022 £	2021 £
Bank loans	201,628	172,094
Trade creditors	78,278	37,796
Other taxation and social security	60,294	53,450
Fees in advance	124,685	133,656
Other creditors	99,444	93,736
Accruals and deferred income	17,800	64,306
	<u>582,129</u>	<u>555,038</u>

THURLOW EDUCATIONAL TRUST**(A Company Limited by Guarantee)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022****12. CREDITORS: Amounts falling due after more than one year**

	2021 £	2020 £
Bank loans	386,232	580,140
Other creditors	251,000	260,500
	<u>637,232</u>	<u>840,640</u>

Included within the above are amounts falling due as follows:

	2022 £	2021 £
Between one and two years		
Bank loans	<u>205,483</u>	<u>205,483</u>
Between two and five years		
Bank loans	<u>180,749</u>	<u>362,898</u>
Over five years		
Bank loans	<u>-</u>	<u>11,759</u>

The bank overdraft facility and bank loans are secured by a first legal charge over the freehold properties known as St Cuthbert's Church, Elmcourt Road, London, SE27 9BZ and 70 Thurlow Park Road, London, SE21 8HZ. The School has three bank loans, as detailed below:

- A medium loan with an outstanding balance of £78,988. Repayments are made quarterly. Interest is payable at 1.85% over the bank's base rate.
- A mortgage loan with an outstanding balance of £183,123. Repayments are made quarterly. Interest is payable at 1.65% over the bank's base rate.
- A treasury loan with an outstanding balance of £325,749. Repayments commenced in April 2010 and will be made quarterly until cessation in January 2025. Interest is payable at a fixed rate of 7.185%

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

13. PROVISION FOR LIABILITIES

	2022 £	2021 £
Provision at 1 September 2021	-	-
Provision made in the year	88,000	-
Provision at 31 August 2022	<u>88,000</u>	<u>-</u>
	<u>88,000</u>	<u>-</u>

Following the unexpected collapse of a classroom ceiling on 15 November 2022 and subsequent alleged contravention of the Health and Safety at Work Act 1974 by the HSE, a fine of £88,000 has been imposed, for which a provision has been included in the accounts.

14. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the year (as per Statement of Financial Activities)	193,158	375,237
Adjustment for:		
Depreciation charge	187,604	153,327
Interest payable	32,719	41,230
(Increase)/decrease in debtors	(40,773)	24,352
Increase/(decrease) in creditors	<u>75,879</u>	<u>56,646</u>
Net cash provided by operating activities	<u>448,587</u>	<u>650,792</u>

15. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022 £	2021 £
Cash in hand	<u>1,063,042</u>	<u>1,066,590</u>
	<u>1,063,042</u>	<u>1,066,590</u>

16. PENSION COMMITMENTS

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £323,311 (2021: £337,544) and at the year-end £33,576 (2021: £43,309) was accrued in respect of contributions to this scheme.

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

THURLOW EDUCATIONAL TRUST

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

The 2016 cost control valuations have since been completed in January 2022, and the results indicated that there would be no changes to benefits or member contributions required. The results of the cost cap valuation are not used to set the employer contribution rate, and HM Treasury has confirmed that any changes to the employer contribution rate resulting from the 2020 valuations will take effect in April 2024.

Until the 2020 valuation is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

Contributions were made into a defined contribution scheme with Standard Life and a stakeholder pension scheme with Legal and General for some non-teaching staff. Contributions were made of £20,070 (2021: £22,392) during the year. The School's contribution outstanding at the year end was £nil (2021: £nil).

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. RECONCILIATION OF NET DEBT

	1 September 2021	Cash-flows	Other non- cash changes	31 August 2022
	£	£	£	£
Cash	1,066,590	(3,548)	-	1,063,042
	<u>1,066,590</u>	<u>(3,548)</u>	<u>-</u>	<u>1,063,042</u>
			-	
Loans falling due within one year	(172,094)	164,373	(193,907)	(201,628)
Loans falling due after more than one year	(580,140)	-	193,907	(386,233)
	<u>(752,234)</u>	<u>164,373</u>	<u>-</u>	<u>(587,861)</u>
Total	<u>314,356</u>	<u>160,825</u>	<u>-</u>	<u>475,181</u>

THURLOW EDUCATIONAL TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

18. CAPITAL COMMITMENTS

At 31 August 2022 the company had capital commitments as follows:

	2022 £	2021 £
Contracted for but not provided in these financial statements	<u>93,706</u>	<u>-</u>

19. OPERATING LEASE COMMITMENTS

At 31 August 2022 the total of the Charity's future minimum lease payments under non-cancellable operating leases in respect of a photocopier was:

	2022 £	2021 £
Amounts payable:		
Within 1 year	9,751	2,823
Between 1 and 5 years	<u>10,457</u>	<u>7,763</u>
Total	<u>20,208</u>	<u>10,586</u>

20. RELATED PARTY TRANSACTIONS

As at 31 August 2022, only 1 Governor did not have children who were pupils at the School during the year (2021: 2 Governors). School fees paid and discounts received were at the same rate and on the same terms as for all other parents of pupils at the school. The Governors are not involved in decision making processes relating to their own children. There are no other related party transactions.

21. POST BALANCE SHEET EVENT

On 9 February 2023, St Dunstan's Trustee Limited became the sole member of Thurlow Educational Trust Limited.

Accounts

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

GOVERNORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

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THURLOW EDUCATIONAL TRUST
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS GOVERNORS AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2021**

Registered charity name	Thurlow Educational Trust
Trading name	Rosemead Preparatory School
Charity registration number	268482
Company registration number	01186165
Registered office	70 Thurlow Park Road Dulwich London SE21 8HZ

Governors (company directors and charity trustees) at 31 August 2021	Mr N Crawford (Chairman) Mrs J Ferguson (Treasurer) Mr T Balaam Mrs A Crane Mr B Jones Mr G Knott Mr T Lello Mrs A Morgan Mrs K Murray Dr S Shahdad Mr M Horne Mr T Rutteman Mrs M Horne Mrs E Balfe
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Company secretary / Bursar	Mr R Sawyer
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Head	Mr P Soutar
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Independent auditors

Haysmacintyre LLP, 10 Queen Street Place, London, EC4R 1AG

Bankers

Barclays Bank PLC, 5th Floor, Corinthian House, 17 Lansdowne Road, Croydon, CR0 2BX

THURLOW EDUCATIONAL TRUST

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CHAIRMAN'S STATEMENT

for the year ended 31 August 2021

Miss Dorothy Plumridge started her Dame School in her parents' house in 1942. From then till now, there has always been something about Rosemead's children. When, in 1974, Miss Plumridge retired, the School became at the time the largest parent led School in the country. It still maintains this unique model, where each parent becomes a member of the School and its governing body is mainly drawn from the parent body.

My appointment as Chair of the Governors, has coincided with the biggest disruption to the educational sector since the Second World War. With the COVID-19 pandemic forcing the School's closure and a new ways of working to safeguard the children and staff.

From September we were allowed to welcome children back into School provided that each group remained in its own 'Bubble' to prevent possible cross infection. One way systems were introduced and lunches staggered. All visitors, including parents, were not allowed to enter the premises and robust hand hygiene and sanitizing regimes were introduced, with a day time cleaner employed to continually disinfect all contact surfaces.

It is perhaps indicative of these measures that the School did not experience any outbreaks of Covid infection and I would like to thank the children, their parents and staff for their support and understanding during this difficult period. When the School reopened without Covid restriction in September, there was a palpable sigh of relief.

Against this background, the School again had very successful 11+ results with all children placed within the School of their choice.

N Crawford. Chair of Governors

THURLOW EDUCATIONAL TRUST

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GOVERNORS' REPORT

Year Ended 31 August 2021

The Governors, who are also directors for the purposes of company law, present their annual strategic report for the year ended 31 August 2021, together with the audited financial statements, and confirm that the financial statements comply with the Companies Act 2006, the Company's Memorandum and Articles of Association and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2019).

REFERENCE AND ADMINISTRATIVE INFORMATION

The School is a charitable company founded in 1942, incorporated in 1973 and which gained charitable trust status in 1974; its charity registration number is 268482, its company registration number is 1186165, and the liability of its members is limited to £1 each by guarantee.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is governed by its Memorandum and Articles of Association, last amended on 21 May 1998.

Governors and Professional Advisers

A list of Governors and professional advisers appears on page 1.

Governing Body

The Trust is administered by a Board of Governors, whose members are also directors of the company (herein referred to as 'Governors'). The Governors meet regularly in the manner prescribed in the Articles of Association. Every year members of the Board having served three years stand down and are eligible for re-election. The Governors are authorised to appoint new members provided they do not exceed the maximum permitted.

One Governor is appointed to retain oversight of the School's Safeguarding arrangements. This Governor is provided with Training from the Local Authority, so that they may be able to provide support to the Headmaster and offer an independent route for those with concerns about the School's senior management. A Safeguarding Annual Report is provided by the designated Governor Lead to the Board, at its September meeting, on the School's activities and any Safeguarding concerns identified.

Recruitment and Training of Governors

The Board actively recruits new Governors from within its parent body and where required, external specialists, to ensure that it maintains a balanced mix of skills. At the AGM in June 2021 Mrs Ferguson (Treasurer), Mr Balaam, Dr Shahdad and Mrs Balfe announced that (effective October 2021) they would be stepping down as governors with their children leaving year 6 or moving out of the area. At the same meeting Dr Bhandari, Dr Thomas, Mr Shave and Professor Van Hemelrijck were formally elected to the Board of Governors at the AGM, taking their seats on completion of the DBS process in October 2021.

The Governors benefit from the training resources provided by AGBIS and ISBA and have attended seminars or accessed online support throughout the year. Additionally, Safeguarding training has been introduced to reflect the updated Keeping Children Safe in Education (KCSIE) guidance. The Governor with responsibility for Safeguarding has received additional training to enable her to fulfil this role.

Organisational Structure and Relationships

The Governors determine the general policy of the Trust and meet at least once each term. These duties are fundamental to the running of the School. So that these duties can be properly discharged, four Governor Sub-committees have been created, to which specific tasks have been delegated. Each Governor is expected to

THURLOW EDUCATIONAL TRUST

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serve on at least one of these sub-committees.

The sub-committees meet regularly and comprise the Operating, Education, Property, Health & Safety and Personnel sub-committees. These committees undertake detailed reviews of the existing and newly developed educational and governance policies to inform the Board's decision to ratify policies.

The day to day management of the School is delegated to the Headmaster and the Bursar.

The School benefits from the support of the Rosemead School Association (RSA), a registered Charity run by representatives of the School's parents. The objects of the Association are: to raise funds for the Association, the promotion of social activities which support the aims of the Trust and the provision of activities with or for other bodies that support the charitable aims of the Trust.

OBJECTS, AIMS, OBJECTIVES AND PRINCIPAL ACTIVITIES

The object of the Charity, as set out in its Memorandum in 1974 (as amended on 21 May 1998), is to promote and provide for the advancement of education. The School's objective is 'To inspire brilliant futures.'

To achieve this, the Trust runs an independent fee-paying day School that seeks to provide the best possible learning environment for boys and girls aged between 2½ and 11, so that each child can be inspired to excel both academically and socially.

Our fees continue to be set at a level to ensure the financial viability of the School and at a level that is consistent with our aim of developing our estate to provide first class education and resources for local children. In response to the COVID pandemic, the School took the decision to reduce the fees and offer emergency support to families adversely impacted through furlough or other loss of income. This continued into the current financial year with a fee freeze in the Autumn term and a rebate to parents to reflect any savings the School made during the revised operations.

Our School welcomes children from all backgrounds. To admit a prospective child, we need to be satisfied that our School will be able to educate and develop the child to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews and assessments are undertaken to satisfy ourselves and parents that potential new recruits can cope with the pace of learning and benefit from the education we provide. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

We are an equal opportunity organisation which actively promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or children who are, or become, disabled.

Rosemead recognises its responsibility to prevent radicalisation and extremism and has policies and procedures in place that comply with current legislation. British Values have been fully incorporated into the School's curriculum. Rosemead is committed to safeguarding and promoting the welfare of our children and expects all staff and volunteers to share this commitment.

The school was inspected by the Independent Schools' Inspectorate (ISI) via a remote assessment, in September 2020 who found that "from the evidence reviewed the School is likely to have met the standards".

We maintain regular contact with parents throughout the year through informal contact, parent consultation evenings, formal reports, social events and through the weekly email.

The School maintains a high teacher-to-pupil ratio and employs high-quality and committed teachers and support staff to provide the most inspiring education that we can.

In undertaking its activities, the Governors have taken careful regard of the Charity Commission's guidance on

THURLOW EDUCATIONAL TRUST

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public benefit as defined in the Charities Act and Guidance issued February 2014 (Public benefit: rules for charities) and seeks to ensure that it delivers both public benefit and provides a benefit to a sufficient section of the public through the education of local children. Reflecting the School's charitable objectives, the School offers bursaries and continues to support local and overseas charities through fundraising activities throughout the year. In response to Covid, the Governors increased the funding available for bursaries for the 2020 financial year.

Community Access Engagement and Outreach

Rosemead provides education to approximately 320 children from the local area. This provides a public benefit through the learning experience that the children receive and the saving to the public purse through the reduction in state School demand.

It is important to us that access to the education we offer and our facilities are not restricted to those who can afford 100% of our fees and that where possible Thurlow Educational Trust is able to play a part in the local community and to be aware of the needs of our neighbours and offer facilities and support where appropriate.

We believe our children benefit from learning within a diverse community and that a great deal of learning occurs through social interaction, conversation and shared experiences which helps our pupils develop an understanding of the perspectives of other people that will be vital in their adult lives.

These include:

- The School traditionally hosts a number of community sporting fixtures attended by both State and Independent Schools, including Cross Country, Netball, Football and Hockey. These are now resuming after the interruption caused by Covid.
- The School encourages parents to walk or cycle to School and the School has been awarded a Gold STARS Accreditation (Sustainable Travel: Active, Responsible and Safe) – awarded to less than 10% of participating Schools in London.
- The School continues to work with residents to ensure local road safety including ongoing consultation to create a 'School Street' outside of our Pre Prep.
- The School's facilities continue to be used by a number of local organisations to provide a community venue.
- The School's hall and art studio are used by a number of external clubs to provide: Ballet, Dance Classes including; Tap and Zumba, Art and Design courses and Karate.
- Our music studios are used for singing and instrument lessons by children from the community.
- The School continues to host a number of externally facilitated 'after-School' and 'holiday' clubs to provide wrap around care to local parents.
- The School has continued to support the local Rosendale recreation ground, which is used by a range of local community groups and sports clubs.

Access, Scholarships and Bursaries

The Governing body seeks to make available a proportion of its income to enable families who might not otherwise be able, benefit from Rosemead. As a small School these funds are limited and used in a targeted manner. The Board, as part of its Covid-19 response, put in place a '*Covid support fund*' to ensure that the education of children currently with the School whose parents were experiencing hardship could be protected.

A number of children currently benefit from bursary awards ranging from a remission of their fees and other concessions. In the year to 31 August 2021, the total value of bursary concession was £83,034 (prior year £78,784). Overall concessions accounted for 3.77% of income.

Whilst the School views bursary awards as important in helping to ensure children from families who would otherwise not be able to afford the fees, we anticipate increased pressure on this limited resource. Bursary awards are made on the basis of parental means, subject to resources available to support these in the current and successive years, noting that priority will be given to relieve hardship where a current child's education and

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future prospects would otherwise be at risk, for example in the case of redundancy. To support the Governors in their review of applications the Trust has employed a third party organisation (currently Bursary Administration Limited) who undertake an impartial review of all applications. Information about fee assistance through bursaries is provided to all applying to the School.

Further details of Bursaries and how to apply are available on request.

Scholarships

The Sports Scholarship fund, created by a team of Parents and Staff who swam the English Channel to raise these funds, continues to provide scholarships to children who might benefit from additional specialist training. The beneficiaries from the scholarship receive additional specialist coaching, support, advice and equipment.

Educational Scholarships, are awarded to those who excel, in some way, on their 7+ entrance assessment.

Sibling Discount Policy

To underline the value, we place on continuity for families, we have increased the discount provided to parents who have three or more children at the School. Rosemead currently offers a 15% discount to the elder of three children. This discount then rises by 5% for each subsequent child.

Assistance for our teaching staff

As part of our emphasis on attracting and retaining high caliber staff, the Governors maintain the policy to offer a discount scheme where staff members choose to educate their children at our School.

Fundraising

Throughout 2020-21 the children, as year groups, chose to channel all their fundraising to support one specific charity. This enabled the children to understand more about their chosen charity and pride in helping others.

A fantastic amount was raised:

Children's Chosen Charity	Amount Raised
Pre-Prep chose Ruby's Fund (in memory of a former pupil).	£2,573
Year 3 RNIB.	£832
Year 4 RSPCA.	£1,080
Year 5 Age UK	£3,194
Year 6 The Crowd.	£1,232

In addition, we also collected the British Royal Legion Poppy Appeal, taking our charitable donations to almost £9,000.

STRATEGIC REPORT: REVIEW OF ACTIVITIES AND PERFORMANCE FOR THE YEAR

Pupil numbers and fees

Our educational activities are carried out through our Pre-Preparatory and Preparatory departments. The pupil roll for the start of the academic year was 309. Our fee increases this year were set by the Governors to reflect the external inflationary pressures and to ensure they are able to provide first class education and facilities. Our fees for the year September 2020 to August 2021, before the deduction of any discount or bursaries were:

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Nursery, £4,100 per term; Reception – Year 2, £4,436 per term; and Years 3 – 6, £4,686 per term.

Academic

The Governors are extremely proud to say that, against the disruption to their Schooling this year 6 have attained the second-best set of results, after our record breaking results of a couple of years ago. It is a testimony to the efforts of the children and the effectiveness of the 'Remote Learning' programme the School put in place.

Our Year 6 pupils have once again gained places at some of the area's most prestigious Schools. Given the extremely difficult year that they have had throughout their Year 5, we are in awe of what they have achieved and their remarkable resilience, determination and maturity throughout.

To respond to the Covid restrictions of groups meeting, most Schools changed their assessment processes with a move to a joint 'on-line' assessment paper with interviews and scholarship assessments being via a zoom meetings.

As a School, we are pleased that we were able to adapt our processes and still give the children and the parents the advice, preparation and support that was needed.

With 153 offers across the year group (which is just short of 3 per pupil on average), the children have achieved great things. In all the 37 scholarships were awarded, ranging through Music, Sport, Art and Drama, as well as an extremely high number of Academic awards.

The School extends its congratulations to all the pupils for their hard work and dedication and we hope they continue to have brilliant futures in their chosen Schools. Congratulation also to the staff involved for their advice, pastoral care and teaching over the years, which starts as soon as they join Rosemead and the effect continues long after they have left us.

This was reflected in a review left by a Year 6 parent "Rosemead's nurturing environment and pursuit of excellence is evident in these fantastic results. No other School could have achieved so much in such a balanced and positive manner. At Rosemead, the 11+ is something to be celebrated amongst children, parents and teachers."

Congratulations go to every child.

Co-curricular activities

Rosemead provides a wide range of co-curricular activities and offers over 100 opportunities for children to broaden their learning. Activities range from Music (including individual instruments, to our full orchestra or various ensembles, including an Electric Fusion band) to Chess, with our children attending local competitions and the extremely popular knitting club. It is hoped that as Covid-19 recedes the full range of activities will recommence.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The results of the year's operation are set out in the attached financial statements. The net income for the year ended 31 August 2021 amounted to £375,237 (2020: £288,907). The retained reserves, at 31 August 2021 amounted to £5,996,841 (2020: £5,621,604).

These results reflect the varying impact of the Covid experience. The School offered rebates to those families who we were forced to provide remote education during the initial lockdown. Aware that there was a legacy impact of Covid, the Governors froze the fees for the Autumn term and, following a review of costs and savings, including the support received through the Furlough scheme, during the restricted working, the School was able to refund nearly £300 to our parents.

As a charity the parents of our children have the assurance that all the income of the School must be applied for educational purposes.

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As an educational charity we enjoy tax exemption on our educational activities and these are applied for our charitable aims. We are also entitled to an 80% reduction on our business rates on the property we occupy for our charitable purposes. The financial benefits we receive from these tax exemptions are all applied for educational purposes and indirectly help us to maintain our fee rates and bursary policies.

However, as an educational charity, we are unable to reclaim VAT tax charges on our costs, as we are exempt for VAT purposes.

We also pay tax as an employer through the national insurance contributions we make. In addition to the very substantial benefits our School brings to our children, the local community and society through the education we offer and our bursary programme, we create a social asset without cost to the Exchequer.

RESERVES POLICY

The Governors regularly review the finances, budgets and spend against budget together with a termly cash flow analysis as part of the effective stewardship of the School.

Since the inception of the charity it has been the policy of the Governors to retain a small amount of income on a year to year basis and that it is prudent and necessary to maintain a contingency sum available for planned or unforeseen repairs. In common with other independent Schools, the Governors have invested in the School buildings in recent years and have a continuing programme of refurbishment, development and investment to maintain the teaching facilities for our pupils. Although the free reserves are at a negative balance, this is not uncommon practice by independent Schools which have to finance their own capital investment plans.

The Governors consider that given the strength of the charity's balance sheet, the stable cash flow and the available banking facility that can be called upon if need arises, that there is no need to build up a free reserve. The Governors regard free reserves as being the reserves of the School after deducting fixed assets and any funds held as restricted or designated. Similar to many independent Schools, the School has invested heavily in fixed assets which has resulted in this deficit. On the basis described there is a deficit on free reserves of £191,619 (2020: £713,035).

The Governors recognise that the level of reserves fluctuates during periods of investment in the School and the arrangements with our bank are in place to provide an adequate 'safety net' should it be required.

PRINCIPAL RISKS AND UNCERTAINTIES

The Governors are responsible for overseeing the major risks to which the charity is exposed.

The Governors have delegated the management of the specific risks to its Board Sub Committees who review risks against the following criteria; External, Financial, Governance, HR, Legal, Technological or Operational in each of their meetings. Amendments and additions are reported to each board meeting and the Governors continue to adopt a policy aimed at ensuring that the safety and wellbeing of both pupils and staff is given a high priority. The Board and its sub committees undertake a review of the key risks relating to their activities through the School's Risk Register and these are prioritised using a risk rating system to alert the School to its principal risks.

The main risks identified by the School's Risk Register relate to:

- Addressing the risks to the health and safety of its children, staff and visitors through Covid transmission
- Responding to the changing demographic and general affordability of private education and reducing roll.
- Preparing for any changes in the political landscape which might be presented. Including the loss of Business Rate Relief, the imposition of VAT on School fees and requirement to demonstrate sufficient Public Benefit.

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- Ensuring succession planning of its Governors. As parents of children in the School, Governors rotate out when their children reach Year 6. As such the School regularly needs to identify replacement governors.
- Other risks relate to the ongoing vigilance to ensure positive outcomes from inspection and the safe financial management of the School.

The Governors are satisfied that the above risks are being adequately mitigated. It is recognised that the risk rating system can only provide reasonable but not absolute assurance that major risks have been identified and adequately managed.

No Serious Incidents were reported or identified in the current year. However, post the year end on 15th November 2022, a classroom ceiling unexpectedly collapsed in the Prep School. There were a number of children and their teacher in the room when the ceiling collapsed. Fortunately nobody was seriously injured. The school's critical incident plan was implemented and parents were informed as soon as practicably possible.

The school has undertaken an investigation into the causes of the incident and is also fully cooperating with the Health & Safety Executive as they undertake their own assessment, which is currently still on-going. Support has been put in place for the children and staff impacted. Repairs are currently being undertaken to the impacted areas with them expected to be fully operational again by the Summer 2022.

PLANS FOR THE FUTURE

The Board's Estates Strategy continues to be implemented to ensure that Rosemead can provide 1st class resources and accommodation across all of the year groups, ensuring that it is adequately resourced to continue to inspire brilliant futures.

The future phases for the Prep School include a new boundary wall and looking forward, the Governors have established a wish list in the Estate Strategy, to include: new catering and dining accommodation, a science laboratory, and new music and drama spaces.

In support of its public benefit responsibilities, the School will, when Covid safe, continue to work with the local community and state Schools, to ensure that the School's buildings and resources are actively used to provide benefit to all. The Governors will continue to make available means-tested bursary assistance and publicise this support in all of its publications.

The School roll, in common with other local Schools in the sector, has weakened and the Governors and staff are firmly committed to ensuring that the School is actively marketed and that every effort is being made to recruit and retain pupils.

The School promotes itself through local advertising, web presence and holding open days for potential parents. Parents are also able to attend the School during School hours on Show Rounds, accompanied by the Headmaster or other members of the senior management team.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Thurlow Educational Trust for the purposes of company law) are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Governors to prepare a financial statement for each financial year that gives a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently

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- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

In so far as we are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

AUDITORS

The auditors, haysmacintyre, will be invited to apply for re-appointment in accordance with Section 485 of the Companies Act 2006.

The Governors' Annual Strategic report was approved by the Governors in May 2022 and signed on its behalf by:

Mr Nick Crawford

Chair of the Board of Governors

Thurlow Educational Trust

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THURLOW EDUCATIONAL TRUST

Opinion

We have audited the financial statements of Thurlow Educational Trust for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and 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 Governors' 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 charitable company'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 Governors with respect to going concern are described in the relevant sections of this report.

Other information

The Governors are responsible for the other information. The other information comprises the information included in the Governors' 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Governors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the

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audit, we have not identified material misstatements in the Governors' Report (which incorporates the strategic report and the directors' report).

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Governors for the financial statements

As explained more fully in the Governors' responsibilities statement set out on page 10, the Governors (who are also the directors of the charitable company for the purposes of company law and trustees for the purposes of Charity law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors 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 Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the independent school regulations, safeguarding regulations, health and safety requirements, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and Companies Act 2006 and consider other factors such as payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to the improper recognition of revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted at the year end; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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

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will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities 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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Tracey Young (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place
London
EC4R 1AG

Date:

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		Unrestricted Funds	
	Note	2021 £	2020 £
INCOME FROM:			
Charitable activity			
School fees	3	3,902,074	3,851,419
Other educational income	4	165,744	196,196
Donations and grants	5	77,022	198,838
TOTAL INCOME		<u>4,144,840</u>	<u>4,246,453</u>
EXPENDITURE ON:			
Raising funds:			
Finance costs		55,518	76,212
Charitable activity:			
Teaching		2,573,697	2,709,066
Welfare		230,386	251,497
Premises		343,136	318,065
Support and governance		<u>566,866</u>	<u>602,706</u>
TOTAL EXPENDITURE	6	<u>3,769,603</u>	<u>3,957,546</u>
NET INCOME AND MOVEMENT IN FUNDS		375,237	288,907
RECONCILIATION OF FUNDS:			
Total funds brought forward		<u>5,621,604</u>	<u>5,332,697</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>5,996,841</u></u>	<u><u>5,621,604</u></u>

All amounts relate to continuing activities.

The notes on pages 17 to 30 form part of these financial statements.

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(A Company Limited by Guarantee)
 REGISTERED NUMBER: 01186165

BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021 £	2020 £
FIXED ASSETS			
Tangible assets	9	6,188,460	6,334,639
CURRENT ASSETS			
Debtors	10	137,469	161,821
Cash at bank and in hand		<u>1,066,590</u>	<u>627,950</u>
		1,204,059	789,771
CREDITORS: amounts falling due within one year	11	<u>(555,038)</u>	<u>(488,542)</u>
NET CURRENT ASSETS		<u>649,021</u>	<u>301,229</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		6,837,481	6,635,868
CREDITORS: amounts falling due after more than one year	12	<u>(840,640)</u>	<u>(1,014,264)</u>
NET ASSETS		<u><u>5,996,841</u></u>	<u><u>5,621,604</u></u>
CHARITY FUNDS			
Restricted funds	13	-	-
Unrestricted funds	13	<u>5,996,841</u>	<u>5,621,604</u>
TOTAL FUNDS		<u><u>5,996,841</u></u>	<u><u>5,621,604</u></u>

The financial statements were approved and authorised for issue by the Governors on XX May 2022 and signed on their behalf, by:

Mr Nick Crawford
Chair of the Board of Governors

The notes on pages 17 to 30 form part of these financial statements.

THURLOW EDUCATIONAL TRUST
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by operating activities	14	<u>650,792</u>	<u>657,382</u>
Cash flows from investing activities:			
Payments for tangible fixed assets		<u>(7,148)</u>	<u>(106,441)</u>
Net cash used in investing activities		<u>(7,148)</u>	<u>(106,441)</u>
Cash flows from financing activities:			
Repayments of borrowings		(163,774)	(156,008)
Bank interest paid		<u>(41,230)</u>	<u>(50,936)</u>
Net cash used in financing activities		<u>(205,004)</u>	<u>(206,944)</u>
Change in cash and cash equivalents in the year		438,640	343,997
Cash and cash equivalents brought forward		<u>627,950</u>	<u>283,953</u>
Cash and cash equivalents carried forward	15	<u><u>1,066,590</u></u>	<u><u>627,950</u></u>

The notes on pages 17 to 30 form part of these financial statements.

THURLOW EDUCATIONAL TRUST

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

1. ACCOUNTING POLICIES

1.1 General information

The Charity is a company limited by guarantee, incorporated in England and Wales (company number: 01186165) and a charity registered in England and Wales (charity number: 268482). The Charity's registered office address is: 70 Thurlow Park Road, Dulwich, London, SE21 8HZ.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) – Second Edition, effective 1 January 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Thurlow Educational Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.3 Company status

The company has no share capital and is limited by guarantee. The members of the company are the parents or guardians of the pupils at the School. In the event of the company being wound up, the liability of the members is limited to an amount not exceeding £1 per member of the company. The company is a registered charity and there has been no change since 31 August 1992.

1.4 Going Concern

The Governors believe that there are no material uncertainties over the School's ability to continue operating as a going concern. In making this assertion the Governors have considered the impact of the Covid-19 pandemic and detailed budgets and cashflow forecasts for both the next twelve months and medium term and are satisfied that the liquidity of the business is sufficient to meet the business requirements including any obligations arising from financial, operating and other conditions.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the School and which have not been designated for other purposes.

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

THURLOW EDUCATIONAL TRUST

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

1. ACCOUNTING POLICIES (CONTINUED)

1.6 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Fees receivable and similar income:

Tuition fees are stated after deducting allowances for awards and other remissions. Other educational income comprises income from school outings, activities and other related income. These sources of income are included in the accounts when they become receivable and their value can be measured with reasonable certainty.

Donations:

Donations are recognised in the period in which they are receivable.

Investment income:

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

Government grant income:

Grant income represents the total amount claimed from HM Revenue and Customs under the Coronavirus Job Retention Scheme (CJRS). The income is accounted for in the period in which the associated salary payments are made to furloughed staff.

1.7 Expenditure

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Costs of raising funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities are costs incurred on the company's educational operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Governance costs comprise the costs of running the charity, including strategic planning for its future development, external audit, any legal advice for the School's Governors, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

1.8 Tangible fixed assets and depreciation

Items of furniture, apparatus, equipment and computers costing less than £500 are charged against income in the year of purchase.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities incorporating Income and Expenditure Account.

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

1. ACCOUNTING POLICIES (CONTINUED)

The School previously had a policy of revaluation of Freehold land and building. As permitted by FRS 102 the value as at 1 September 2014 is considered deemed cost and the School will no longer revalue land and buildings.

Tangible fixed assets are carried at cost or deemed cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. 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:

Freehold property	-	2% straight line
Fixtures and fittings	-	15% reducing balance
Computer equipment	-	33.33% reducing balance

1.9 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

1.10 Financial instruments

Basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable are accounted for on the following basis:

Cash and cash equivalents

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

Debtors and creditors

Debtors and creditors are measured at the transaction price less any provision for impairment. Any losses arising from impairment are recognised as expenditure.

Bank borrowings

Liabilities for borrowings which are subject to a market rate of interest are measured at the value of the amount advanced, less capital repayments.

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

1. ACCOUNTING POLICIES (CONTINUED)

1.11 Pensions

The School contributes to the Teachers' Superannuation Scheme at rates set by the scheme actuary and advised to the Governors by the Scheme Administrator. For the purposes of complying with the relevant accounting standards, the Teachers' Superannuation Scheme is accounted for as a defined contribution scheme as the School is not responsible for or entitled to receive benefit for any surplus or deficit on the scheme. The amounts included within the Statement of Financial Activities and the Balance Sheet are in accordance with FRS 102.

The School contributes to a defined contribution scheme with Standard Life and a stakeholder scheme with Legal and General for non-teaching staff. Contributions are charged in the period in which the salaries to which they relate are payable.

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

3. SCHOOL FEES

	2021 £	2020 £
Gross fees	4,055,053	3,996,909
Less: discounts and bursaries	(152,979)	(145,490)
Total	<u>3,902,074</u>	<u>3,851,419</u>

Total bursaries of £83,034 (2020: £78,784) were paid to 18 pupils (2020: 28 pupils).

4. OTHER EDUCATIONAL INCOME

	2021 £	2020 £
School trips and extras	145,506	166,720
Other income	11,719	20,111
Registration fees	<u>8,519</u>	<u>9,365</u>
	<u>165,744</u>	<u>196,196</u>

5. GRANTS AND DONATIONS

	2021 £	2020 £
Donations	2,605	21,736
Coronavirus Job Retention Scheme grant	<u>74,417</u>	<u>177,102</u>
	<u>77,022</u>	<u>198,838</u>

In 2020, donations of £21,736 were restricted.

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

6. ANALYSIS OF EXPENDITURE

	Staff costs 2021 £	Depreciation 2021 £	Other costs 2021 £	Total 2021 £
Raising funds:				
Finance costs	-	-	55,518	55,518
	<u>-</u>	<u>-</u>	<u>55,518</u>	<u>55,518</u>
Charitable activities:				
Teaching	2,373,120	45,729	154,848	2,573,697
Welfare	39,067	-	191,319	230,386
Premises	20,877	107,598	214,661	343,136
Support and governance	329,966	-	236,900	566,866
	<u>2,763,030</u>	<u>153,327</u>	<u>797,728</u>	<u>3,714,085</u>
Total 2021	<u>2,763,030</u>	<u>153,327</u>	<u>853,246</u>	<u>3,769,603</u>

In 2021, of the total expenditure, premises costs of £nil (2020: £1,968) and teaching costs of £nil (2020: £21,027) were in respect of restricted funds.

Finance costs consist of loan interest, bank charges and bad debt expense. Loan interest expense totalled £41,230 (2020: £50,936).

Included within Support and Governance costs are £13,470 (2020: £12,900) relating to auditor's remuneration and Governors' meeting costs of £nil (2020: £150).

ANALYSIS OF EXPENDITURE - PRIOR YEAR

	Staff Costs 2020 £	Depreciation 2020 £	Other Costs 2020 £	Total 2020 £
Raising funds:				
Finance costs	-	-	76,212	76,212
	<u>-</u>	<u>-</u>	<u>76,212</u>	<u>76,212</u>
Charitable activities:				
Teaching	2,394,857	48,560	265,649	2,709,066
Welfare	36,870	-	214,627	251,497
Premises	36,689	107,614	173,762	318,065
Support and governance	339,252	-	263,454	602,706
	<u>2,807,668</u>	<u>156,174</u>	<u>917,492</u>	<u>3,881,334</u>
Total 2020	<u>2,807,668</u>	<u>156,174</u>	<u>993,704</u>	<u>3,957,546</u>

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

7. NET INCOME

This is stated after charging:

	2021 £	2020 £
Depreciation of tangible fixed assets: - owned by the charity	153,327	156,174
Auditors remuneration - audit	<u>13,470</u>	<u>12,900</u>

During the year, no Governors received any remuneration (2020 - £NIL).

During the year, no Governors received any reimbursement of expenses (2020 - £NIL).

8. STAFF COSTS

Staff costs were as follows:

	2021 £	2020 £
Wages and salaries	2,178,372	2,215,821
Social security costs	224,722	228,447
Other pension costs	359,936	363,400
	<u>2,763,030</u>	<u>2,807,668</u>

The average number of persons employed by the company during the year was as follows:

	2021 No.	2020 No.
Teaching staff	53	53
Caretaking staff	1	2
Administration staff	9	9
Playground assistants	<u>4</u>	<u>4</u>
	<u>67</u>	<u>68</u>

The number of higher paid employees was:

	2020 No.	2020 No.
In the band £60,001 - £70,000	3	2
In the band £70,001 - £80,000	-	-
In the band £80,001 - £90,000	1	1
In the band £90,001 - £100,000	1	1

The key management personnel of the school comprise the senior management team. The total employee benefits of key management personnel is £471,157 (2020: £408,524).

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

9. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Equipment, fixtures and fittings £	Total £
Cost or valuation			
At 1 September 2020	6,702,806	760,789	7,463,595
Additions	<u>2,500</u>	<u>4,648</u>	<u>7,148</u>
At 31 August 2021	<u>6,705,306</u>	<u>765,437</u>	<u>7,470,743</u>
Depreciation			
At 1 September 2020	618,658	510,298	1,128,956
Charge for the year	<u>107,598</u>	<u>45,729</u>	<u>153,327</u>
At 31 August 2021	<u>726,256</u>	<u>556,027</u>	<u>1,282,283</u>
Net book value			
At 31 August 2021	<u>5,979,050</u>	<u>209,410</u>	<u>6,188,460</u>
At 31 August 2020	<u>6,084,147</u>	<u>250,491</u>	<u>6,334,639</u>

The Thurlow Park Road and Elmcourt Road sites were revalued by Stanley Hicks & Son Chartered Surveyors (RICS) in October 2013 at £4,825,000 at an existing use value. The historical cost of land and buildings is £1,906,847. The depreciation on the historical cost of the buildings would be £19,068.

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

10. DEBTORS

	2021 £	2020 £
Fee debtors	102,604	123,976
Other debtors	4,447	3,945
Prepayments and accrued income	30,418	33,900
	<u>137,469</u>	<u>161,821</u>

An impairment loss of £18,271 (2020: £17,972) was recognised against trade debtors.

11. CREDITORS: Amounts falling due within one year

	2021 £	2020 £
Bank loans	172,094	163,245
Trade creditors	37,796	26,759
Other taxation and social security	53,450	53,429
Fees in advance	133,656	109,711
Other creditors	93,736	93,267
Accruals and deferred income	64,306	42,131
	<u>555,038</u>	<u>488,542</u>

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

12. CREDITORS: Amounts falling due after more than one year

	2021 £	2020 £
Bank loans	580,140	752,764
Other creditors	260,500	261,500
	<u>840,640</u>	<u>1,014,264</u>

Included within the above are amounts falling due as follows:

	2021 £	2020 £
Between two and five years		
Bank loans	<u>568,382</u>	<u>747,636</u>
Over five years		
Bank loans	<u>11,759</u>	<u>5,128</u>

The bank overdraft facility and bank loans are secured by a first legal charge over the freehold properties known as St Cuthbert's Church, Elmcourt Road, London, SE27 9BZ and 70 Thurlow Park Road, London, SE21 8HZ. The School has three bank loans, as detailed below:

- A medium loan with an outstanding balance of £95,178. Repayments are made quarterly. Interest is payable at 1.85% over the bank's base rate.
- A mortgage loan with an outstanding balance of £221,089. Repayments are made quarterly. Interest is payable at 1.65% over the bank's base rate.
- A treasury loan with an outstanding balance of £435,968. Repayments commenced in April 2010 and will be made quarterly until cessation in January 2025. Interest is payable at a fixed rate of 7.185%

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

13. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 September 2020 £	Income £	Expenditure £	Balance at 31 August 2021 £
Unrestricted funds				
General Funds	<u>5,621,604</u>	<u>4,144,840</u>	<u>(3,769,603)</u>	<u>5,996,841</u>
Total of funds	<u>5,621,604</u>	<u>4,144,840</u>	<u>(3,769,603)</u>	<u>5,996,841</u>

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
Unrestricted funds				
General Funds	<u>5,331,438</u>	<u>4,224,717</u>	<u>(3,934,551)</u>	<u>5,621,604</u>
Restricted funds				
RSA Fund	119	21,736	(21,855)	-
Nursery grant fund	1,140	-	(1,140)	-
	<u>1,259</u>	<u>21,736</u>	<u>(22,995)</u>	<u>-</u>
Total of funds	<u>5,332,697</u>	<u>4,246,453</u>	<u>3,957,546</u>	<u>5,621,604</u>

RSA Fund

This fund relates to amounts given by the Rosemead School Association towards specific needs of the School. A proportion of the funds have been spent in the year to support the delivery of education.

Nursery Grant Fund

The fund relates to grants received from Lambeth Council to fund improvements for the Nursery.

THURLOW EDUCATIONAL TRUST

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

14. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income for the year (as per Statement of Financial Activities)	375,237	288,907
Adjustment for:		
Depreciation charge	153,327	156,174
Interest payable	41,230	50,936
Decrease/(increase) in debtors	24,352	124,461
Increase/(decrease) in creditors	<u>56,646</u>	<u>36,904</u>
Net cash provided by operating activities	<u><u>650,792</u></u>	<u><u>657,382</u></u>

15. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2021 £	2020 £
Cash in hand	<u>1,066,590</u>	<u>627,950</u>
	<u><u>1,066,590</u></u>	<u><u>627,950</u></u>

16. PENSION COMMITMENTS

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £337,544 (2020: £319,208) and at the year-end £43,309 (2020 - £36,777) was accrued in respect of contributions to this scheme.

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the cost cap mechanism revision is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

Contributions were made into a defined contribution scheme with Standard Life and a stakeholder pension scheme with Legal and General for some non-teaching staff. Contributions were made of £22,392 (2020: £44,192) during the year. The School's contribution outstanding at the year end were £nil (2020: £nil).

17. RECONCILIATION OF NET DEBT

	1 September 2020	Cash-flows	Other non- cash changes	31 August 2021
	£	£	£	£
Cash	627,950	425,836	-	1,053,786
	627,950	425,836	-	1,053,786
Loans falling due within one year	(163,254)	163,783	(172,623)	(172,094)
Loans falling due after more than one year	(752,764)	-	172,623	(580,141)
	(916,018)	163,783	-	(752,235)
Total	(288,059)	589,619	-	301,551

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

18. CAPITAL COMMITMENTS

At 31 August 2021 the company had capital commitments as follows:

	2021 £	2020 £
Contracted for but not provided in these financial statements	-	-

19. OPERATING LEASE COMMITMENTS

At 31 August 2021 the total of the Charity's future minimum lease payments under non-cancellable operating leases in respect of a photocopier was:

	2021 £	2020 £
Amounts payable:		
Within 1 year	2,823	2,823
Between 1 and 5 years	7,763	10,762
Total	10,586	13,585

20. RELATED PARTY TRANSACTIONS

As at 31 August 2021, 2 Governors did not have children who were pupils at Rosemead School during the year (2020: 2). School fees paid and discounts received were at the same rate and on the same terms as for all other parents of pupils at the school. The Governors are not involved in decision making processes relating to their own children. There are no other related party transactions.

Accounts

Registered number: 01186165
Charity number: 268482

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

GOVERNORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

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THURLOW EDUCATIONAL TRUST
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS GOVERNORS AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2020**

Registered charity name	Thurlow Educational Trust
Trading name	Rosemead Preparatory School
Charity registration number	268482
Company registration number	01186165
Registered office	70 Thurlow Park Road Dulwich London SE21 8HZ
Governors (company directors and charity trustees)	Mr N Crawford (Chairman) Mrs J Ferguson (Treasurer) Mr T Balaam Mrs A Crane Mrs C Gardiner (resigned 20/5/20) Mr B Jones Mr G Knott Mr T Lello Mrs A Morgan Mrs K Murray Mrs L Passmore (resigned 23/7/20) Dr S Shahdad Dr E Sutherland (resigned 20/5/20) Mr M Horne – Governor Elect (appointed 15/6/20) Mr T Rutteman – Governor Elect (appointed 15/6/20) Mrs M Horne – Governor Elect (appointed 15/6/20) Mrs E Balfe – Governor Elect (appointed 15/6/20)
Company secretary / Bursar	Mr R Sawyer
Head	Mr P Soutar
Independent auditors	
Haysmacintyre LLP, 10 Queen Street Place, London, EC4R 1AG	
Bankers	
Barclays Bank PLC, 5th Floor, Corinthian House, 17 Lansdowne Road, Croydon, CR0 2BX	

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

CHAIRMAN'S STATMENT FOR THE YEAR ENDED 31 AUGUST 2020

From our foundation in 1942, when Miss Dorothy Plumridge started her Dame School in her parents' house in Thornlaw Road, up to the present time, there has always been something about Rosemead's children. The school was so successful it had to relocate to Atkins Road and when, in 1974, Miss Plumridge retired, the school became the largest parent led school in the country. It still maintains this unique model, where each parent becomes a member of the school and its governing body is mainly drawn from the parent body.

This is where I came in, as the parent of two boys who have been through the school, with one still in Year 5, I was delighted when asked to become a Governor. I have one child still at Rosemead in year 5, with my elder son having just left following many happy years at the school. I have recently been elected Chair of Governors, succeeding Gavin Knott who stepped down this summer, following his son leaving to go to secondary school. I hope that I can live up to the high standards and level of sage wisdom he has been able to provide to the Board.

As Chair, I hope that I can continue to guide and support the School, and our impressive team of governors, leaders and teachers as we navigate through these interesting times. This report provides but a glimpse of the activities and challenges that the school has faced and I believe, successfully managed.

I thought it might be useful to provide a review and update regarding Rosemead's approach to schooling during the COVID-19 pandemic. The school 'closed' on Friday 20 March to all pupils. The school remained open for about 30 'keyworker' children per day, to enable their parents to undertake their various roles. This schooling was provided by volunteer staff on a rota basis together with catering staff to provide hot meals throughout, and I would like to thank them here for their hard work.

The school was well prepared for the possibility of closure, with the remote learning programme being quickly developed. Using Google Classroom for delivery of lessons, communication with pupils and delivery of extra curricular opportunities. A new website, Rosemead@Home, was created and this became the hub of the programme and contained all the information, links and support that children and parents needed.

Families that did not have sufficient ICT resources at home were lent Chromebooks or iPads and given ongoing technical advice on accessing resources and using the new systems. The programme was deliberately phased to ensure that we did not overload parents, pupils and staff at the beginning and made progress with manageable expectations. We believe that this was the correct approach as pupil engagement has been huge. This contrasts well when hearing the news about the low number of pupils engaging within the state sector. The well-being of the children during this time was a top priority. Wellbeing resources were provided every week around our themes or relevant news, which they then delivered during their live pastoral sessions.

From 1 June we were able to welcome back Nursery, Reception, Year 1 and Year 6 return into school, so after a lot of activity over the half term break we put in place the required Covid Secure requirements, which together with the Risk Assessment, were reviewed by our lead Governor on behalf of the Board. Our plan 'Rosemead Returns' was published, for the children to return safely into school. This took a huge amount of planning but was very successful with 92% of Year 6 returning, rising to 100% after two weeks, Year 1 had 85% rising to 90% after 1 week, Reception had 72% rising to 80% after two weeks. In addition, the school continued to look after the Keyworker children. The teachers were either working on their full time remote provision or working in school throughout this period.

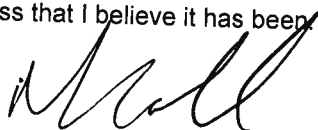
Early in June we were given an indication that we may be able to bring back other year groups if this could be done safely. We worked on a proposal to bring back Year 5 full time and shortly after Year 2 were able to return

THURLOW EDUCATIONAL TRUST
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CHAIRMAN'S STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

full time and Years 3 and 4 part time, so that all children had returned to school in some form before the Summer holidays. From September, despite the children being in year group 'bubbles', all children have returned and are enjoying a near normal education.

As Chairman I would like to thank all of the parents, staff and children who have helped make this difficult period the success that I believe it has been.



N Crawford, Chair of Governors

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Governors, who are also directors for the purposes of company law, present their annual strategic report for the year ended 31 August 2020, together with the audited financial statements, and confirm that the financial statements comply with the Companies Act 2006, the Company's Memorandum and Articles of Association and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2019).

REFERENCE AND ADMINISTRATIVE INFORMATION

The School is a charitable company founded in 1942, incorporated in 1973 and which gained charitable trust status in 1974; its charity registration number is 268482, its company registration number is 1186165, and the liability of its members is limited to £1 each by guarantee.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is governed by its Memorandum and Articles of Association, last amended on 21 May 1998.

Governors and Professional Advisers

A list of Governors and professional advisers appears on page 1.

Governing Body

The Trust is administered by a Board of Governors, whose members are also directors of the company (herein referred to as 'Governors'). The Governors meet regularly in the manner prescribed in the Articles of Association. Every year members of the Board having served three years stand down and are eligible for re-election. The Governors are authorised to appoint new members provided they do not exceed the maximum permitted.

One Governor is appointed to retain oversight of the School's Safeguarding arrangements. This Governor is provided with Training from the Local Authority, so that they may be able to provide support to the Headmaster and offer an independent route for those with concerns about the School's senior management. A Safeguarding Annual Report is provided by the designated Governor Lead to the Board, at its September meeting, on the School's activities and any Safeguarding concerns identified.

Recruitment and Training of Governors

The Board actively recruits new Governors from within its parent body and where required, external specialists, to ensure that it maintains a balanced mix of skills. At the AGM in June 2020 Mr Rutteman, Mrs E Balfe, Mrs Horne & Mr Horne were formally elected to the Board of Governors at the AGM, taking their seats in September 2020.

The Governors benefit from the training resources provided by AGBIS and ISBA and have attended seminars or accessed online support throughout the year. Additionally, Safeguarding training has been introduced to reflect the updated Keeping Children Safe in Education (KCSIE) guidance (as revised Sept 2020). The Governor with responsibility for Safeguarding has received additional training to enable her to fulfil this role.

Organisational Structure and Relationships

The Governors determine the general policy of the Trust and meet at least once each term. These duties are fundamental to the running of the School. So that these duties can be properly discharged, four Governor Sub-committees have been created, to which specific tasks have been delegated. Each Governor is expected to serve on at least one of these sub-committees.

THURLOW EDUCATIONAL TRUST

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GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2020

The sub-committees meet regularly and comprise the Operating, Education, Property, Health & Safety and Personnel sub-committees. These committees undertake regular review of the existing and newly developed educational and governance policies to inform the Board's decision to ratify policies.

The day to day management of the School is delegated to the Headmaster and the Bursar.

The School benefits from the support of the Rosemead School Association (RSA), a registered Charity run by representatives of the School's parents. The objects of the Association are: to raise funds for the Association, the promotion of social activities which support the aims of the Trust and the provision of activities with or for other bodies that support the charitable aims of the Trust.

OBJECTS, AIMS, OBJECTIVES AND PRINCIPAL ACTIVITIES

The object of the Charity, as set out in its Memorandum in 1974 (as amended on 21 May 1998), is to promote and provide for the advancement of education. The School's objective is 'To inspire brilliant futures.'

To achieve this, the Trust runs an independent fee-paying day school that seeks to provide the best possible learning environment for boys and girls aged between 2½ and 11, so that each child can be inspired to excel both academically and socially.

Our fees continue to be set at a level to ensure the financial viability of the School and at a level that is consistent with our aim of developing our estate to provide first class education and resources for local children. In response to the COVID pandemic, the school took the decision to reduce the fees and offer emergency support to families adversely impacted through furlough or other loss of income.

Our School welcomes children from all backgrounds. To admit a prospective child, we need to be satisfied that our School will be able to educate and develop the child to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews and assessments are undertaken to satisfy ourselves and parents that potential new recruits can cope with the pace of learning and benefit from the education we provide. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

We are an equal opportunity organisation which actively promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or children who are, or become, disabled.

Rosemead recognises its responsibility to prevent radicalisation and extremism and has policies and procedures in place that comply with current legislation. British Values have been fully incorporated into the School's curriculum. Rosemead is committed to safeguarding and promoting the welfare of our children and expects all staff and volunteers to share this commitment.

The School was inspected by the Independent Schools' Inspectorate (ISI) on the 17th, 18th and 19th September 2019 for its Educational Quality and achieved 'Excellent' in relation to Pupils' Academic Achievement and 'Excellent' in relation to the Pupils' Personal development. Some shortcomings were identified within the school's recruitment process and a remote assessment in September 2020 found that "from the evidence reviewed the school is likely to have met the standards".

We maintain regular contact with parents throughout the year through informal contact, parent consultation evenings, formal reports, social events and through the weekly email.

The School maintains a high teacher-to-pupil ratio and employs high-quality and committed teachers and support

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FOR THE YEAR ENDED 31 AUGUST 2020

staff to provide the most inspiring education that we can.

In undertaking its activities, the Governors have taken careful regard of the Charity Commission's guidance on public benefit as defined in the Charities Act and Guidance issued February 2014 (Public benefit: rules for charities) and seeks to ensure that it delivers both aspects of public benefit and provides a benefit to a sufficient section of the public through the education of local children. Reflecting the School's charitable objectives, the School offers bursaries and continues to support local and overseas charities through fundraising activities throughout the year. In response to Covid, the Governors increased the funding available for bursaries for the 2020 year.

Community Access Engagement and Outreach

Rosemead provides education to approximately 330 children from the local area. This provides a public benefit through the learning experience that the children receive and the saving to the public purse through the reduction in state school demand.

It is important to us that access to the education we offer and our facilities are not restricted to those who can afford 100% of our fees and that where possible Thurlow Educational Trust is able to play a part in the local community and to be aware of the needs of our neighbours and offer facilities and support where appropriate.

We believe our children benefit from learning within a diverse community and that a great deal of learning occurs through social interaction, conversation and shared experiences which helps our pupils develop an understanding of the perspectives of other people that will be vital in their adult lives.

These include:

- The School traditionally hosts a number of community sporting fixtures attended by both State and Independent schools, including Cross Country, Netball, Football and Hockey. Unfortunately, a number of these were cancelled as a result of the Covid shut down.
- The School encourages parents to walk or cycle to school and the School has been awarded a Gold STARS Accreditation (Sustainable Travel: Active, Responsible and Safe) – awarded to less than 10% of participating schools in London.
- The school continues to work with residents to ensure local road safety including looking to create a 'School Road' outside of our Pre Prep.
- The School's facilities continue to be used by a number of local organisations to provide a community venue. Events have been impacted by Covid as it is not possible to welcome visitors at the moment.
- The School's hall and art studio are used by a number of external clubs to provide: Ballet, Dance Classes including; Tap and Zumba, Art and Design courses and Karate and the school has resumed limited Covid Safe activities.
- Our music studios are used for singing and instrument lessons by children from the community.
- The School continues to host a number of externally facilitated 'after-school' and 'holiday' clubs to provide wrap around care to local parents.
- The School has continued to support the local Rosendale recreation ground, which is used by a range of local community groups and sports clubs.

Access, Scholarships and Bursaries

The Governing body seeks to make available a proportion of its income to enable families who might not otherwise be able, benefit from Rosemead. As a small school these funds are limited and used in a targeted manner. The Board, as part of its Covid-19 response, put in place a 'support fund' to ensure that the education of children currently with the school, whose parents were experiencing hardship through Furlough or the reduction

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GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2020

or loss of work, could be protected.

A number of children currently benefit from bursary awards ranging from a remission of their fees and other concessions. In the year to 31 August 2020, the total value of bursary concession was £78,784 (prior year £49,267). In the year, 28 children (7.6% of all children) benefited in some way from awards representing 2% of fee income. In addition, the school discounted the parents' fees in response to Covid resulting in a reduction in fee income of £269,028 (6.3% of gross fee income pre discount).

Whilst the school views bursary awards as important in helping to ensure children from families who would otherwise not be able to afford the fees, we anticipate increased pressure on this limited resource. Bursary awards are made on the basis of parental means, subject to resources available to support these in the current and successive years, noting that priority will be given to relieve hardship where a current child's education and future prospects would otherwise be at risk, for example in the case of redundancy. To support the Governors in their review of applications the Trust has employed a third party organisation (currently Bursary Administration Limited) who undertake an impartial review of all applications. Information about fee assistance through bursaries is provided to all applying to the School. Further details of Bursaries and how to apply are available on request.

Scholarships

The Sports Scholarship fund, created by a team of Parents and Staff who swam the English Channel to raise these funds, continues to provide scholarships to children who might benefit from additional specialist training. The beneficiaries from the scholarship receive additional specialist coaching, support, advice and equipment.

Educational Scholarships, are awarded to those who excel, in some way, on their 7+ entrance assessment.

Sibling Discount Policy

To underline the value we place on continuity for families, we have increased the discount provided to parents who have three or more children at the School. Rosemead currently offers a 15% discount to the elder of three children. This discount then rises by 5% for each subsequent child.

Assistance for our teaching staff

As part of our emphasis on attracting and retaining high caliber staff, the Governors maintain the policy to offer a discount scheme where staff members choose to educate their children at our School.

Fundraising

Throughout the year the children engage in a range of activities to support and raise funds for worthy causes. This year charities included: Save the Children, Comic Relief, Movember, Poppy Appeal, Australian fires (WWF) and Readathon, raising nearly £2,200 (part year only). In addition, the Harvest festival donations were used to support the local Food Banks.

STRATEGIC REPORT: REVIEW OF ACTIVITIES AND PERFORMANCE FOR THE YEAR

Pupil numbers and fees

Our educational activities are carried out through our Pre Preparatory and Preparatory departments. The pupil roll for the start of the academic year was 319. Our fee increases this year were set by the Governors to reflect the external inflationary pressures and to ensure they are able to provide first class education and facilities. Our fees for the current year, before the deduction of any discount or bursaries, were: Nursery = £3,924 per term; Reception – Year 2 = £4,245 per term; and Years 3 – 6 = £4,484 per term.

Academic

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GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2020

All Year 6 pupils were successfully placed at a school they applied for with places being offered from 34 leading secondary schools.

The 48 children achieved between them 141 places of which 28% were at award level. This is a wonderful validation of the school's commitment to 'Inspiring Brilliant Futures'. These awards included 22 Academic Scholarships, 9 Art Scholarships, 3 Music Scholarships, 3 Sports Scholarships and 2 Drama Scholarships.

Congratulations go to every child, and we hope they continue to have brilliant futures in their chosen schools.

Co-curricular activities

Rosemead provides a wide range of co-curricular activities and offers over 100 opportunities for children to broaden their learning. Activities range from Music (including individual instruments, to our full orchestra or various ensembles, including an Electric Fusion band) to Chess, with our children attending local competitions and the extremely popular knitting club. It is hoped that as Covid-19 recedes the full range of activities will recommence.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The results of the year's operation are set out in the attached financial statements. The net income for the year ending 31 August 2020 amounted to £288,907 (2019: £567,807). The retained reserves at 31 August 2020 amounted to £5,621,604 (2019: £5,332,697).

The school's finances have been impacted this year by the Corona Virus and the school's closure from March 2020. School fees were discounted to reflect the remote learning provision we provided. In addition, the school implemented a Covid 19 Support scheme for parents who's income was affected by the closures. These discount schemes resulted in a reduced income but the school is grateful for the HMRC Furlough Scheme which has helped the school offset some of these costs.

As a charity the parents of our children have the assurance that all the income of the School must be applied for educational purposes.

As an educational charity we enjoy tax exemption on our educational activities and these are applied for our charitable aims. We are also entitled to an 80% reduction on our business rates on the property we occupy for our charitable purposes. The financial benefits we receive from these tax exemptions are all applied for educational purposes and indirectly help us to maintain our fee rates and bursary policies.

However, as an educational charity, we are unable to reclaim VAT tax charges on our costs as we are exempt for VAT purposes.

We also pay tax as an employer through the national insurance contributions we make. In addition to the very substantial benefits our School brings to our children, the local community and society through the education we offer and our bursary programme, we create a social asset without cost to the Exchequer.

RESERVES POLICY

The Governors regularly review the finances, budgets and spend against budget together with a termly cash flow analysis as part of the effective stewardship of the School.

Since the inception of the charity it has been the policy of the Governors to retain a small amount of income on a year to year basis and that it is prudent and necessary to maintain a contingency sum available for planned or unforeseen repairs. In common with other independent schools, the Governors have invested substantial sums

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FOR THE YEAR ENDED 31 AUGUST 2020

into the school buildings in recent years and have a continuing programme of refurbishment, development and investment to maintain excellent teaching facilities for our pupils. Although the free reserves are at a negative balance, this illustrates the extent of the investment in our School, which is a common practice by independent schools which have to finance their own capital investment plans. The Governors consider that given the strength of the charity's balance sheet, the stable cash flow from the ongoing popularity of our School, and the available banking facility that can be called upon if need arises, that there is no need to build up a free reserve. The Governors regard free reserves as being the reserves of the School after deducting fixed assets and any funds held as restricted or designated. Similar to many independent schools, the School has invested heavily in fixed assets which has resulted in this deficit. On the basis described there is a deficit on free reserves of £713,035 (2019: £1,052,934).

The Governors recognise that the level of reserves fluctuates during periods of investment in the School and the arrangements with our bank are in place to provide an adequate 'safety net' should it be required.

PRINCIPAL RISKS AND UNCERTAINTIES

The Governors are responsible for overseeing the major risks to which the charity is exposed.

The Governors have delegated the management of the specific risks to its Board Sub Committees who review risks against the following criteria; External, Financial, Governance, HR, Legal, Technological or Operational in each of their meetings. Amendments and additions are reported to each board meeting and the Governors continue to adopt a policy aimed at ensuring that the safety and wellbeing of both pupils and staff is given a high priority. The Board and its sub committees undertake a review of the key risks relating to their activities through the School's Risk Register and these are prioritised using a risk rating system to alert the School to its principal risks.

The main risks identified by the School's Risk Register relate to:

- Addressing the risks to the health and safety of its children, staff and visitors through Covid transmission
- Responding to the changing demographic and general affordability of private education and reducing Roll.
- Preparing for any changes in the political landscape which might be presented. Including; the loss of Rate Relief, the implementation of VAT on school fees and requirement to demonstrate sufficient Public Benefit.
- Ensuring succession planning of its Governors. As parents of children in the School, Governors rotate out when their children reach Year 6. As such the School regularly needs to identify replacement governors.
- Other risks relate to the ongoing vigilance to ensure positive outcomes from inspection and the safe financial management of the School.

The Governors are satisfied that the major risks have been identified and are being adequately mitigated. Understandably the most significant risk on the school's risk register, is the school's response to the Covid 19 pandemic and ensuring a safe environment for our children and staff through segregation and hygiene. It is recognised that the risk rating system used in the risk register can only provide reasonable but not absolute assurance that major risks have been identified and adequately managed but these are reviewed by each of the Board's subcommittees and the Board itself..

No Serious Incidents have been reported or identified in the current year.

PLANS FOR THE FUTURE

The Estates Strategy is being implemented to ensure that Rosemead continues to invest in the educational

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environment to provide 1st class resources and accommodation across all of the year groups, ensuring that it is adequately resourced to continue to inspire brilliant futures. The future phases for the Prep School will include an application to provide additional storage off of the Prep school Hall and looking forward, the Governors have established a wish list in the Estate Strategy, to include: new catering and dining accommodation, a science laboratory, and new music and drama spaces.

In support of its public benefit responsibilities, the School will, when Covid safe, continue to work with the local community and state schools, to ensure that the School's buildings and resources are actively used to provide benefit to all. The Governors will continue to make available means-tested bursary assistance and publicise this support in all of its publications.

The School roll, in common with other local schools in the sector, has weakened and the Governors and staff are firmly committed to ensuring that the School is actively marketed and that every effort is being made to recruit and retain pupils.

The School promotes itself through local advertising, web presence and holding open days for potential parents. Parents are also able to attend the School during school hours on Show Rounds, accompanied by the Headmaster or other members of the senior management team.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Thurlow Educational Trust for the purposes of company law) are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Governors to prepare a financial statement for each financial year that gives a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

In so far as we are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware and
- The Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

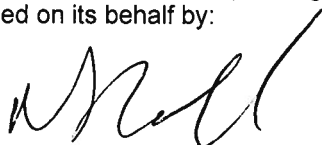
THURLOW EDUCATIONAL TRUST
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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

AUDITORS

The auditors, haysmacintyre, having served 10 years will be invited to apply for re-appointment in accordance with Section 485 of the Companies Act 2006.

The Governors' Report (incorporating the strategic report) was approved by the Governors on 23 November 2020 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Nick Crawford', is written over the printed name.

Mr Nick Crawford
Chair of the Board of Governors
Thurlow Educational Trust

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THURLOW EDUCATIONAL TRUST

Opinion

We have audited the financial statements of Thurlow Educational Trust (the 'charitable company') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Governors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THURLOW EDUCATIONAL TRUST

Other information

The Governors are responsible for the other information. The other information comprises the information included in the Governors' 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 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.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' Report (which includes the strategic report and the directors' report for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and directors' report included within the Governors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THURLOW EDUCATIONAL TRUST

Responsibilities of Governors

As explained more fully in the Governors' Responsibilities Statement, the Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors 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 Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

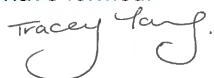
Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Tracey Young (Senior Statutory Auditor)

for and on behalf of

Haysmacintyre LLP

Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

Date: 17 December 2020

THURLOW EDUCATIONAL TRUST
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**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
INCOME FROM:					
Charitable activity					
School fees	3	3,851,419	-	3,851,419	4,178,643
Other educational income	4	196,196	-	196,196	416,277
Donations and grants	5	177,102	21,736	198,838	-
TOTAL INCOME		<u>4,224,717</u>	<u>21,736</u>	<u>4,246,453</u>	<u>4,594,920</u>
EXPENDITURE ON:					
Raising funds:					
Finance costs		76,212	-	76,212	80,338
Charitable activity:					
Teaching		2,688,039	21,027	2,709,066	2,638,880
Welfare		251,497	-	251,497	280,014
Premises		316,097	1,968	318,065	343,908
Support and governance		<u>602,706</u>	<u>-</u>	<u>602,706</u>	<u>683,973</u>
TOTAL EXPENDITURE	6	<u>3,934,551</u>	<u>22,995</u>	<u>3,957,546</u>	<u>4,027,113</u>
NET INCOME/(EXPENDITURE) AND MOVEMENT IN FUNDS		290,166	(1,259)	288,907	567,807
RECONCILIATION OF FUNDS:					
Total funds brought forward		<u>5,331,438</u>	<u>1,259</u>	<u>5,332,697</u>	<u>4,764,890</u>
TOTAL FUNDS CARRIED FORWARD		<u>5,621,604</u>	<u>-</u>	<u>5,621,604</u>	<u>5,332,697</u>

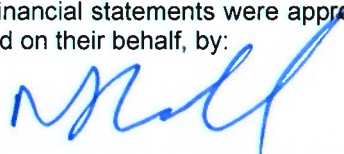
All amounts relate to continuing activities.

The notes on pages 18 to 31 form part of these financial statements.

THURLOW EDUCATIONAL TRUST**(A Company Limited by Guarantee)****REGISTERED NUMBER: 01186165****BALANCE SHEET****AS AT 31 AUGUST 2020**

	Note	£	2020	£	£	2019	£
FIXED ASSETS							
Tangible assets	9			6,334,639			6,384,371
CURRENT ASSETS							
Debtors	10		161,821			286,283	
Cash at bank and in hand			<u>627,950</u>			<u>283,953</u>	
			789,771			570,236	
CREDITORS: amounts falling due within one year	11		<u>(488,542)</u>			<u>(451,516)</u>	
NET CURRENT ASSETS				<u>301,229</u>			<u>118,720</u>
TOTAL ASSETS LESS CURRENT LIABILITIES				6,635,868			6,503,091
CREDITORS: amounts falling due after more than one year	12			<u>(1,014,264)</u>			<u>(1,170,394)</u>
NET ASSETS				<u>5,621,604</u>			<u>5,332,697</u>
CHARITY FUNDS							
Restricted funds	13			-			1,259
Unrestricted funds	13			<u>5,621,604</u>			<u>5,331,438</u>
TOTAL FUNDS	14			<u>5,621,604</u>			<u>5,332,697</u>

The financial statements were approved and authorised for issue by the Governors on 23 November 2020 and signed on their behalf, by:



Mr Nick Crawford
Chair of the Board of Governors

The notes on pages 18 to 31 form part of these financial statements.

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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash provided by operating activities	15	<u>657,382</u>	<u>486,043</u>
Cash flows from investing activities:			
Payments for tangible fixed assets		<u>(106,441)</u>	<u>(93,784)</u>
Net cash used in investing activities		<u>(106,441)</u>	<u>(93,784)</u>
Cash flows from financing activities:			
Repayments of borrowings		(156,008)	(145,610)
Bank interest paid		<u>(50,936)</u>	<u>(59,918)</u>
Net cash used in financing activities		<u>(206,944)</u>	<u>(205,528)</u>
Change in cash and cash equivalents in the year		343,997	186,731
Cash and cash equivalents brought forward		<u>283,953</u>	<u>97,222</u>
Cash and cash equivalents carried forward	16	<u><u>627,950</u></u>	<u><u>283,953</u></u>

The notes on pages 18 to 31 form part of these financial statements.

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

1. ACCOUNTING POLICIES

1.1 General information

The Charity is a company limited by guarantee, incorporated in England and Wales (company number: 01186165) and a charity registered in England and Wales (charity number: 268482). The Charity's registered office address is: 70 Thurlow Park Road, Dulwich, London, SE21 8HZ.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) – Second Edition, effective 1 January 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Thurlow Educational Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.3 Company status

The company has no share capital and is limited by guarantee. The members of the company are the parents or guardians of the pupils at the School. In the event of the company being wound up, the liability of the members is limited to an amount not exceeding £1 per member of the company. The company is a registered charity and there has been no change since 31 August 1992.

1.4 Going Concern

The Governors believe that there are no material uncertainties over the School's ability to continue operating as a going concern. In making this assertion the Governors have considered the impact of the Covid-19 pandemic and detailed budgets and cashflow forecasts for both the next twelve months and medium term and are satisfied that the liquidity of the business is sufficient to meet the business requirements including any obligations arising from financial, operating and other conditions.

1.5 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the School and which have not been designated for other purposes.

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

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. ACCOUNTING POLICIES (CONTINUED)

1.6 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Fees receivable and similar income:

Tuition fees are stated after deducting allowances for awards and other remissions. Other educational income comprises income from school outings, activities and other related income. These sources of income are included in the accounts when they become receivable and their value can be measured with reasonable certainty.

Donations:

Donations are recognised in the period in which they are receivable.

Investment income:

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

Government grant income

Grant income represents the total amount claimed from HM Revenue and Customs under the Coronavirus Job Retention Scheme (CJRS). The income is accounted for in the period in which the associated salary payments are made to furloughed staff.

1.7 Expenditure

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Costs of raising funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities are costs incurred on the company's educational operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Governance costs comprise the costs of running the charity, including strategic planning for its future development, external audit, any legal advice for the School's Governors, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

1.8 Tangible fixed assets and depreciation

Items of furniture, apparatus, equipment and computers costing less than £500 are charged against income in the year of purchase.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities incorporating Income and Expenditure Account.

THURLOW EDUCATIONAL TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. ACCOUNTING POLICIES (CONTINUED)

The School previously had a policy of revaluation of Freehold land and building. As permitted by FRS 102 the value as at 1 September 2014 is considered deemed cost and the School will no longer revalue land and buildings.

Tangible fixed assets are carried at cost or deemed cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. 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:

Freehold property	-	2% straight line
Fixtures and fittings	-	15% reducing balance
Computer equipment	-	33.33% reducing balance

1.9 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

1.10 Financial instruments

Basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable are accounted for on the following basis:

Cash and cash equivalents

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

Debtors and creditors

Debtors and creditors are measured at the transaction price less any provision for impairment. Any losses arising from impairment are recognised as expenditure.

Bank borrowings

Liabilities for borrowings which are subject to a market rate of interest are measured at the value of the amount advanced, less capital repayments.

THURLOW EDUCATIONAL TRUST

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

1. ACCOUNTING POLICIES (CONTINUED)

1.11 Pensions

The School contributes to the Teachers' Superannuation Scheme at rates set by the scheme actuary and advised to the Governors by the Scheme Administrator. For the purposes of complying with the relevant accounting standards, the Teachers' Superannuation Scheme is accounted for as a defined contribution scheme as the School is not responsible for or entitled to receive benefit for any surplus or deficit on the scheme. The amounts included within the Statement of Financial Activities and the Balance Sheet are in accordance with FRS 102.

The School contributes to a defined contribution scheme with Standard Life and a stakeholder scheme with Legal and General for non-teaching staff. Contributions are charged in the period in which the salaries to which they relate are payable.

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

THURLOW EDUCATIONAL TRUST

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

3. SCHOOL FEES

	Unrestricted	
	2020	2019
	£	£
Gross fees	3,996,909	4,273,132
Less: discounts and bursaries	(145,490)	(94,489)
Total	<u>3,851,419</u>	<u>4,178,643</u>

Total bursaries of £78,784 (2019: £49,267) were paid to 28 pupils (2019: 7 pupils).

4. OTHER EDUCATIONAL INCOME

	Unrestricted	
	2020	2019
	£	£
School trips and extras	166,720	361,062
Other income	20,111	45,702
Registration fees	<u>9,365</u>	<u>9,513</u>
	<u>196,196</u>	<u>416,277</u>

5. Grants and donations

	2020	2019
	£	£
Donations	21,736	-
Coronavirus Job Retention Scheme grant	<u>177,102</u>	<u>-</u>
	<u>198,838</u>	<u>-</u>

THURLOW EDUCATIONAL TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

6. ANALYSIS OF EXPENDITURE

	Staff costs 2020 £	Depreciation 2020 £	Other costs 2020 £	Total 2020 £
Raising funds:				
Finance costs	-	-	76,212	76,212
	<u>-</u>	<u>-</u>	<u>76,212</u>	<u>76,212</u>
Charitable activities:				
Teaching	2,394,857	48,560	265,649	2,709,066
Welfare	36,870	-	214,627	251,497
Premises	36,689	107,614	173,762	318,065
Support and governance	339,252	-	263,454	602,706
	<u>2,807,668</u>	<u>156,174</u>	<u>917,492</u>	<u>3,881,334</u>
Total 2020	<u>2,807,668</u>	<u>156,174</u>	<u>993,704</u>	<u>3,957,546</u>

In 2020, of the total expenditure, premises costs of £1,968 (2019: £1,127) and teaching costs of £21,027 (2019: £nil) were in respect of restricted funds.

Finance costs consist of loan interest, bank charges and bad debt expense. Loan interest expense totalled £50,936 (2019: £59,918).

Included within Support and Governance costs are £12,900 (2019: £11,940) relating to auditor's remuneration and Governors' meeting costs of £150 (2019: £384).

ANALYSIS OF EXPENDITURE - PRIOR YEAR

	Staff Costs 2019 £	Depreciation 2019 £	Other Costs 2019 £	Total 2019 £
Raising funds:				
Finance costs	-	-	80,338	80,338
	<u>-</u>	<u>-</u>	<u>80,338</u>	<u>80,338</u>
Charitable activities:				
Teaching	2,215,917	48,233	374,730	2,638,880
Welfare	34,341	-	245,673	280,014
Premises	34,999	102,233	206,676	343,908
Support and governance	347,102	-	336,871	683,973
	<u>2,632,359</u>	<u>150,466</u>	<u>1,163,950</u>	<u>3,946,775</u>
Total 2019	<u>2,632,359</u>	<u>150,466</u>	<u>1,244,288</u>	<u>4,027,113</u>

THURLOW EDUCATIONAL TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

7. NET INCOME

This is stated after charging:

	2020 £	2019 £
Depreciation of tangible fixed assets:		
- owned by the charity	156,174	150,466
Auditors remuneration - audit	<u>12,900</u>	<u>11,940</u>

During the year, no Governors received any remuneration (2019 - £NIL).

During the year, no Governors received any reimbursement of expenses (2019 - £NIL).

8. STAFF COSTS

Staff costs were as follows:

	2020 £	2019 £
Wages and salaries	2,215,821	2,158,565
Social security costs	363,400	219,985
Other pension costs	228,447	253,809
	<u>2,807,668</u>	<u>2,632,359</u>

The average number of persons employed by the company during the year was as follows:

	2020 No.	2019 No.
Teaching staff	53	50
Caretaking staff	2	2
Administration staff	9	9
Playground assistants	<u>4</u>	<u>4</u>
	<u>68</u>	<u>65</u>

The number of higher paid employees was:

	2020 No.	2019 No.
In the band £60,001 - £70,000	2	2
In the band £70,001 - £80,000	-	1
In the band £80,001 - £90,000	1	-
In the band £90,001 - £100,000	1	1

The key management personnel of the school comprise the senior management team. The total employee benefits of key management personnel is £408,524 (2019: £371,398).

THURLOW EDUCATIONAL TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

9. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Equipment, fixtures and fittings £	Total £
Cost or valuation			
At 1 September 2019	6,645,401	711,753	7,357,154
Additions	<u>57,405</u>	<u>49,036</u>	<u>106,441</u>
At 31 August 2020	<u>6,702,806</u>	<u>760,789</u>	<u>7,463,595</u>
Depreciation			
At 1 September 2019	511,044	461,739	972,783
Charge for the year	<u>107,614</u>	<u>48,559</u>	<u>156,174</u>
At 31 August 2020	<u>618,658</u>	<u>510,298</u>	<u>1,128,957</u>
Net book value			
At 31 August 2020	<u>6,084,147</u>	<u>250,491</u>	<u>6,334,639</u>
At 31 August 2019	<u>6,134,357</u>	<u>250,014</u>	<u>6,384,371</u>

The Thurlow Park Road and Elmcourt Road sites were revalued by Stanley Hicks & Son Chartered Surveyors (RICS) in October 2013 at £4,825,000 at an existing use value. The historical cost of land and buildings is £1,906,847. The depreciation on the historical cost of the buildings would be £19,068.

THURLOW EDUCATIONAL TRUST

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

10. DEBTORS

	2020 £	2019 £
Fee debtors	123,976	233,225
Other debtors	3,945	3,452
Prepayments and accrued income	33,900	49,606
	<u>161,821</u>	<u>286,283</u>

An impairment loss of £17,972 (2019: £13,156) was recognised against trade debtors.

11. CREDITORS: Amounts falling due within one year

	2020 £	2019 £
Bank loans	163,245	152,224
Trade creditors	26,759	42,036
Other taxation and social security	53,429	53,511
Fees in advance	109,711	97,069
Other creditors	93,267	77,308
Accruals and deferred income	42,131	29,368
	<u>488,542</u>	<u>451,516</u>

THURLOW EDUCATIONAL TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

12. CREDITORS: Amounts falling due after more than one year

	2020 £	2019 £
Bank loans	752,764	919,794
Other creditors	261,500	250,600
	<u>1,014,264</u>	<u>1,170,394</u>

Included within the above are amounts falling due as follows:

	2020 £	2019 £
Between two and five years		
Bank loans	<u>747,636</u>	<u>700,774</u>
Over five years		
Bank loans	<u>5,128</u>	<u>219,020</u>

The bank overdraft facility and bank loans are secured by a first legal charge over the freehold properties known as St Cuthbert's Church, Elmcourt Road, London, SE27 9BZ and 70 Thurlow Park Road, London, SE21 8HZ. The School has three bank loans, as detailed below:

- A medium loan with an outstanding balance of £112,455. Repayments are made quarterly. Interest is payable at 1.85% over the bank's base rate.
- A mortgage loan with an outstanding balance of £261,459. Repayments are made quarterly. Interest is payable at 1.65% over the bank's base rate.
- A treasury loan with an outstanding balance of £542,095. Repayments commenced in April 2010 and will be made quarterly until cessation in January 2025. Interest is payable at a fixed rate of 7.185%

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

13. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
Unrestricted funds				
General Funds	<u>5,331,438</u>	<u>4,224,717</u>	<u>(3,934,551)</u>	<u>5,621,604</u>
Restricted funds				
RSA Fund	119	21,736	(21,855)	-
Nursery grant fund	1,140	-	(1,140)	-
	<u>1,259</u>	<u>21,736</u>	<u>(22,995)</u>	<u>-</u>
Total of funds	<u><u>5,332,697</u></u>	<u><u>4,246,453</u></u>	<u><u>3,957,546</u></u>	<u><u>5,621,604</u></u>

RSA Fund

This fund relates to amounts given by the Rosemead School Association towards specific needs of the School. A proportion of the funds have been spent in the year to support the delivery of education.

Nursery Grant Fund

The fund relates to grants received from Lambeth Council to fund improvements for the Nursery.

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 September 2018 £	Income £	Expenditure £	Balance at 31 August 2019 £
Unrestricted funds				
General Funds	<u>4,762,504</u>	<u>4,594,920</u>	<u>(4,025,986)</u>	<u>5,331,438</u>
Restricted funds				
RSA Fund	1,246	-	(1,127)	119
Nursery grant fund	1,140	-	-	1,140
	<u>2,386</u>	<u>-</u>	<u>(1,127)</u>	<u>1,259</u>
Total of funds	<u><u>4,764,890</u></u>	<u><u>4,594,920</u></u>	<u><u>(4,027,113)</u></u>	<u><u>5,332,697</u></u>

THURLOW EDUCATIONAL TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

CURRENT YEAR

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	6,334,639	-	6,334,639
Current assets	789,771	-	789,771
Creditors due within one year	(488,542)	-	(488,542)
Creditors due in more than one year	(1,014,264)	-	(1,014,264)
	<u>5,621,604</u>	<u>-</u>	<u>5,621,604</u>

PRIOR YEAR

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Tangible fixed assets	6,384,371	-	6,384,371
Current assets	568,977	1,259	570,236
Creditors due within one year	(451,516)	-	(451,516)
Creditors due in more than one year	(1,170,394)	-	(1,170,394)
	<u>5,331,438</u>	<u>1,259</u>	<u>5,332,697</u>

15. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net income for the year (as per Statement of Financial Activities)	288,907	567,807
Adjustment for:		
Depreciation charge	156,174	150,466
Interest payable	50,936	59,918
Decrease/(increase) in debtors	124,461	(97,162)
Increase/(decrease) in creditors	<u>36,904</u>	<u>(194,986)</u>
Net cash provided by operating activities	<u>657,382</u>	<u>486,043</u>

16. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2020 £	2019 £
Cash in hand	<u>627,950</u>	<u>283,953</u>
	<u>627,950</u>	<u>283,953</u>

THURLOW EDUCATIONAL TRUST

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

17. PENSION COMMITMENTS

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £319,208 (2019: £216,105) and at the year-end £36,777 (2019 - £27,132) was accrued in respect of contributions to this scheme.

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

Contributions were made into a defined contribution scheme with Standard Life and a stakeholder pension scheme with Legal and General for some non-teaching staff. Contributions were made of £44,192 (2019: £37,704) during the year. The School's contribution outstanding at the year end were £nil (2019: £4,249).

THURLOW EDUCATIONAL TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

18. RECONCILIATION OF NET DEBT

	1 September 2019	Cash-flows	Other non- cash changes	31 August 2020
	£	£	£	£
Cash	283,953	343,997	-	627,950
	<u>283,953</u>	<u>343,997</u>	<u>-</u>	<u>627,950</u>
Loans falling due within one year	(152,224)	156,009	(167,030)	(163,245)
Loans falling due after more than one year	(919,794)	-	167,030	(752,764)
	<u>(919,794)</u>	<u>-</u>	<u>167,030</u>	<u>(752,764)</u>
Total	<u>(788,065)</u>	<u>500,006</u>	<u>-</u>	<u>(288,059)</u>

19. CAPITAL COMMITMENTS

At 31 August 2020 the company had capital commitments as follows:

	2020 £	2019 £
Contracted for but not provided in these financial statements	<u>-</u>	<u>9,216</u>

20. OPERATING LEASE COMMITMENTS

At 31 August 2020 the total of the Charity's future minimum lease payments under non-cancellable operating leases in respect of a photocopier and minibus was:

	2020 £	2019 £
Amounts payable:		
Within 1 year	2,823	18,475
Between 1 and 5 years	<u>10,762</u>	<u>20,750</u>
Total	<u>13,585</u>	<u>39,225</u>

21. RELATED PARTY TRANSACTIONS

As at 31 August 2020, 2 Governors did not have children who were pupils at Rosemead School during the year (2019: 2). School fees paid and discounts received were at the same rate and on the same terms as for all other parents of pupils at the school. The Governors are not involved in decision making processes relating to their own children. There are no other related party transactions.