ST BEDE'S SCHOOL TRUST SUSSEX

England & Wales · Charity number 278950

Details

Other names	ST BEDE'S SCHOOL TRUST (SUSSEX) LIMITED
Status	Registered
Legal form	Charitable company
Company number	01386499
Registered	1980-01-17
Register	View on the Charity Commission register

Contact

Address	Bede's Senior School Upper Dicker Hailsham East Sussex BN27 3QH
Phone	01323356623
Email	clerk@bedes.org
Website	www.bedes.org

Activities

Objects: TO PROMOTE AND PROVIDE FOR THE ADVANCEMENT AND EDUCATION OF CHILDREN AND YOUNG PERSONS IN THE UNITED KINGDOM AND ELSEWHERE.

Activities: To promote and provide for the advancement of education of children and young persons.

Classification

- **How:** Makes Grants To Individuals, Provides Services
- **What:** Education/training
- **Who:** Children/young People

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Geography

- **Area of benefit:** UNITED KINGDOM AND ELSEWHERE
- East Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£36,196,000	£36,500,000	£34,540,000	638
2024-08-31	£37,433,000	£36,637,000	£34,844,000	582
2023-08-31	£35,937,000	£32,579,000	£34,048,000	656
2022-08-31	£30,790,000	£26,811,000	£30,690,000	564
2021-08-31	£23,783,000	£22,308,000	£26,711,000	455
2020-08-31	£23,730,000	£23,367,000	£25,236,000	482

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Trustees

Name	Role	Appointed
Alex William Targett		2024-09-14
Catherine Mary Nash BEd		2013-06-21
Charles Arthur Haywood		2023-10-02
Gautam Kakar		2023-04-28
Giles Perrin		2023-10-02
Gnananandan Janakan		2024-09-26
Jeremy Stephen Philip Maynard		2025-11-29
Kyle Siwek		2023-04-26
Marios Kyriaki Pattihis		2022-06-18
Nicholas Andrew Mercer BA		2016-11-19
Philippa Southern		2024-09-14
Rev Jeremy Jonathan Nicholas Sykes		2022-06-18
Sarah Elizabeth Jelly		2018-03-17
Stephen Avery		2024-09-14
Susanna Lesley Rynehart		2025-11-29
Victoria Ellen Amelia Parker		2023-06-17

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ST BEDE'S SCHOOL TRUST SUSSEX

England & Wales - Charity number 278950

Accounts

Company Registration No: 01386499

Charity Registration No: 278950

ST BEDE'S SCHOOL TRUST SUSSEX
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND ACCOUNTS
YEAR ENDED 31 AUGUST 2025

SATURDAY
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A7
20/12/2025
COMPANIES HOUSE
#165

ST BEDE'S SCHOOL TRUST SUSSEX
FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

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LEGAL AND ADMINISTRATIVE INFORMATION

Governors
The current Governors are also the Directors of the Company and Trustees of the Charity. Those who served during the year are:

Mr N A Mercer BA (Hons) (Chair) * # † ‡
Mr S Avery BA, MBA, FCA * (appointed 14 September 2024)
Mr J W Burbidge BA (Hons) ACA (Deputy Chair) # † (retired 2 December 2024)
Mr C Haywood †
Mr G Janakan ‡ (appointed 26 September 2024)
Mrs S E Jelly #
Mr G Kakar *
Mr D Keegan * (retired 21 June 2025)
Dr C Lemaigre MA Hons, DClinPsychol (retired 29 November 2025)
Mr J Maynard * (29 November 2025)
Mrs C M Nash BEd ‡ #
Mrs V Parker †
Mr M Pattihis *
Mr G Perrin ‡
Mrs S Ryenhart # (appointed 29 November 2025)
Mr K Siwek BA MSt ‡
Mrs P Southern MA (Oxon), ACA * (appointed 14 September 2024)
The Reverend Jeremy Sykes, MA Hons ‡ #
Mr A Targett † (appointed 14 September 2024)

* denotes members of the Finance Committee
# denotes members of the Governance, Nominations and Remunerations Committee
† denotes members of the Property Development Committee
‡ denotes members of the Education Committee

Trust Executive Committee

Senior School Head/CEO	Mr P M Goodyer MBA, FRSA
Company Secretary/COO	Dr J R Northway BM, FRCS (resigned 29 August 2025)
Company Secretary/CFOO	Dr P J Church BA (Oxon), MLitt, PhD (appointed 29 August 2025)
Chief People Officer (CPO)	Mrs E Maynard MCIPD
Prep School Head	Mrs L-A Morris BCCOM
Director of Communications, Marketing and Admissions	Mrs R Nairne BA (Hons)
Senior Deputy Head	Mr J Tuson MA, PGCSE
Deputy Head, Operations	Mr P Wise BSc (Hons), MEd, PGCE
Director of Summer School	Mr D Kenward (appointed 3 February 2025)
Director of Safeguarding	Mrs A Hodge RMA CYP
Director of Advancement & Alumni Relations	Mrs Charlotte Sutton BA (Hons), MSc, PGCE
Director of Commercial Partnerships	David Byrne FCMA, CGMA, MBA (appointed 1 September 2025)

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2025

Registered Office Bede's Senior School, Upper Dicker
Hailsham, East Sussex BN27 3QH

Advisors

Bankers	Barclays Bank PLC 1 Churchill Place London E14 5HP	Auditors	HaysMac LLP 10 Queen Street Place London EC4R 1AG
Solicitors	Moore Barlow The Oriel Sydenham Road Guildford, Surrey GU1 3SR		

The Governors, who are the Company's Directors, present their annual report and the audited accounts of St Bede's School Trust Sussex for the year ended 31 August 2025.

CHAIR'S REPORT

I am pleased to present the Trust's Annual Report for the academic year 2024/25, a year marked by significant achievements both educationally and in terms of the Trust's charitable ambitions.

The report details the wide-ranging activities and accomplishments of all areas of the Trust, including our Nursery and Prep School, Summer School and Senior School.

As has been widely documented the independent education sector is going through significant structural change, with the new government changing the charitable status of private schools. This has resulted in Bede's parents having to bear the cost of VAT on the education of their children from 1 January 2025 and the Trust now having to pay full business rates as well as significantly increased employer's National Insurance costs. As a Board we were prepared for these changes and our strategy moving forward will reflect the structural changes we see in the independent education market.

Two highlights this year were firstly an excellent set of results in public examinations. Our Sixth Form pupils achieved a record 82% A*-B grades, while at GCSE, 45% of grades were at the level of 9-7. Secondly the Department for Education has for the first time since 2018-19 due to Covid-19 produced the national league tables on how much value individual schools contribute to the educational attainment of their pupils at key stage 5. I am delighted that Bede's ranked 54 out of 2,541 schools in the UK, placing the Trust in the top 3% (2.12%) nationally and by a significant margin the most successful independent school in Sussex in terms of Value-Added measures.

The Summer School has had another successful year and we continue to evolve our offering and range of courses to reflect the changes that are taking place in the source markets and what parents are seeking for their children.

I hope this report provides insight into the values, energy, and unwavering commitment of the whole community that defines Bede's. It also highlights the remarkable work of our staff and my colleagues on the Board of Governors, who continue to ensure that our pupils thrive in all aspects of their lives. I particularly want to thank and congratulate our pupils who are the life blood of the Trust and who make all our contributions so satisfying.

Nick Mercer
Chair of Governors

STRUCTURE, GOVERNANCE AND MANAGEMENT

a) Structure

St Bede's School Trust Sussex is a registered charitable company established in 1978, charity number 278950, and company number 01386499. The liability of the members of the company is limited by guarantee. It is administered by a Board of Governors, the members of which are also the Trustees. The Trust, (which since 1 September 2012, has been known as "Bede's") is comprised of three schools: a Preparatory School with a nursery, based in Eastbourne, catering for children between the ages of 3 months and 13 years; a Senior School at Upper Dicker, educating children between the ages of 13 and 18 years; and a Summer School providing academic and recreational programmes for young people from around the World. All Schools are co-educational, have boarding and day pupils and welcome children of varied abilities.

b) Governance and Management

The Trust is run in accordance with the Articles of Association of the charitable company by a Board of Governors whose members are listed on page 2. Governors retire in rotation every five years and can stand for re-election. The Chair is elected by the Governors every three years and may stand up to three times for re-election.

New Governors are elected by the Board on the basis of their eligibility, personal competence, specialist skills and local availability. The process involves wide ranging consultation between the Chair, Board members, CEO (Chief Executive Officer), CFOO (Chief Finance and Operating Officer) and CPO (Chief People Officer). The composition of the Board is kept under constant review and proper consideration is given to succession planning.

New Governors are inducted into the way the Trust works by discussion with the CEO, CFOO, CPO and the Clerk to the Board. They receive an information pack about the School and its objectives as well as the Guidelines for Governors, issued by the Association of Governing Bodies of Independent Schools (AGBIS) and approved by the Independent Schools Council, and a Governance Manual of practices and procedures specific to Bede's. They undertake safeguarding training and are also encouraged to attend training courses for new Governors. All Governors are encouraged to go on relevant courses to keep up to date.

The Board has adopted a Governor Performance Review Policy that outlines the basis of the Trust's annual review of the performance of the Board of Governors, each of the Committees and individual Governors. This provides an opportunity for the Board of Governors, each Committee and individual Governors to reflect on their overall performance to ensure they are fulfilling their respective roles and are not distracted either by poor practices and/or processes or by matters which have been, or should be, delegated to management.

The Board of Governors has adopted the Charity Governance Code and this is reviewed and updated every 3 years.

The Governors meet once a term to formally review the Trust's affairs and hold additional meetings as necessary to review strategy and development. Much of the Board business is delegated to various Committees:

The Finance Committee chaired by Mr S Avery (Mr D Keegan until June 2025) meets before each full Governing Body meeting to review annual budgets, termly management accounts, annual report and accounts and development expenditure proposals. It makes recommendations for approval by the Board, including annual accounts, annual budget and setting of fees.

The Property Development Committee chaired by Mrs V Parker, meets once a term to review property development progress and submits proposals for future development expenditure and maintenance for consideration by the Finance Committee.

The Education Committee, chaired by Mr G Perrin (Mrs C Nash until 30 November 2024), meets once a term to focus on the Trust's educational policies and outcomes.

The Governance, Nominations and Remunerations Committee (GN&R), chaired by Mrs C M Nash (Mr J W Burbidge to 30 November 2024), meets once a term to review and monitor the Trust's governance arrangements, to make recommendations to the Board on the appointment and reappointment of Governors and the recruitment and compensation package of the CEO and COO (to 31 August 2025), and have oversight of the remuneration of other members of the Executive Team. At the summer GN&R Committee meeting the Committee are given a copy of the AGBIS/Baines Cutler Heads and Bursars Remuneration Survey report and any other relevant benchmarking information. The Chief People Officer discusses the remuneration of the Head/CEO and CFOO with the Governor attendees on the Committee. This is also linked, but not directly to, the assessment of their performance against the Trust Objectives. The Chair of Governors contacts the four Chairs of Committees mid-way through the Summer term to ascertain their views as to the CEO and CFOO's progress against the Trust Objectives. Once collated, including the Chair's own view, this document forms the basis of the annual review meeting the Chair of Governors holds with the CEO and the CEO holds with the CFOO soon after the end of the summer term. A summary of both reviews is made by the Chair and reported to the whole Board at the Autumn Board meeting, in the Board members only section.

The Risk Review Audit Committee, chaired by the CFOO (COO to 29 August 2025), with Governors in attendance, meets once a term to review the risks facing the Trust and to scrutinise the controls in place to mitigate those risks.

The Safeguarding Compliance Committee, chaired by the Director of Safeguarding, with a Governor in attendance, meets once a term to ensure the Trust remains compliant with all matters pertaining to safeguarding.

The Trust Health and Safety Committee, chaired by the Health and Safety Compliance Manager who meets termly to discuss Health and Safety issues affecting the Trust. A Health and Safety Management Committee, chaired by the CFOO (COO until 31 August 2025), meets annually. All Health and Safety Committees are attended by a Governor.

The day-to-day management of the Schools is delegated to the CEO and COO (to 31 August 2025), supported by the Executive and Senior Management Teams at both Schools.

Governors carry out visits to the Prep School, Senior School and Summer School throughout the academic year.

OBJECTIVES AND ACTIVITIES

a) Charitable Objectives

The Articles of Association state, "The objects of the Charity (Objects) are to promote and provide for the advancement of education of children and young persons in the United Kingdom and elsewhere and, without prejudice to the generality of the foregoing, in particular by the provision of a school or schools." These objects are achieved by the provision of co-educational day and boarding education at both its Preparatory School and its Senior School and by the provision of Summer School facilities. The charity welcomes children of varied abilities and aims to enable each pupil to achieve to the best of their ability; fee remission through scholarships and means tested awards are provided to Pupils with special talents or needs, so that they can benefit from the opportunities offered by the Prep and Senior Schools. The Governors have due regard to the Charity Commission guidance on public benefit.

b) General Objectives for the Year

Our aim is to be the Educational Trust of choice for parents seeking an outstanding all-round education for their children, maximising academic outcomes in relation to ability, becoming the market leader in adding value and building on our existing strengths of pastoral excellence, a strong artistic tradition and outstanding sporting provision, augmented by our warm and caring community.

We are committed to ensuring that Bede's is a school where every child finds something that they enjoy and where they succeed. Pupils are encouraged to aspire to the very highest academic standards and – most importantly – are empowered to enjoy their learning. We want them to develop a love of learning and believe that this should be a source of pride.

Bede's carefully blends rigour, ritual and informality to create a School where the young and the not so young support each other in a positive, vibrant and happy atmosphere.

We recognise our obligation to be an organisation which has a focus on social responsibility and as such, we will continue to grow our partnerships and activities for the benefit of the public.

The beneficiaries include:

- Young people, whose education is funded through fee income, donations, bursaries and scholarships;
- The local community, which benefits from appropriate access to the School's facilities;
- A number of charities based in the UK and worldwide for whom funds are raised at the School;
- The general public, who are the ultimate beneficiaries of the School's high-quality educational system and the social values that it generates.

PUBLIC BENEFIT

The Trust's commitment to public benefit and community engagement remained a central pillar of its operations throughout the 2024-25 academic year, with a strong focus on collaboration with state schools, local residents, and charitable organisations.

The Governors' policy is to make awards for fee remission on the basis of financial need and pupils' educational ability or talent. Bede's does not have any historic endowment and, therefore, in awarding bursaries, the Trust tries to ensure a balance between its obligations to fee-paying parents, many of who make considerable personal sacrifices in order to educate their children at Bede's, and those who will benefit most from the awards.

The Trust invests considerable time and resources in the awarding of its bursaries and ensuring that, as far as able, the benefits of a Bede's education are as accessible as possible to those who do not have the means to pay full fees. During the year, it provided 70 means tested bursary awards at a cost of £831k. Four awards were fully funded places. In addition to its bursarial contributions, the Trust is involved in a range of activities in support of its charitable objectives including providing support for, and partnerships with local schools, as well as fundraising and volunteering in support of charities across the UK and overseas.

The Bede's Development Foundation (the Foundation) was founded in 2023. The objects of the Foundation are to advance education at Bede's School for the public benefit by providing funding, assistance and support in such manner as the charity Trustees shall determine. The initial aim of the Foundation is to fund five 110% Sixth Form bursaries each academic year by 2029. In 2024/25 the Foundation raised a further £219k and there were five Foundation scholars in the School.

Bede's facilities continue to be used extensively by the local community and partner schools, particularly local state schools. The year saw a significant increase in collaborative educational activities. Pupils

from local primary schools, including Chiddingly, East Hoathly, and Park Mead, attended a Year 9 play on the environment, fostering dialogue over a shared lunch. Park Mead Primary, our closest neighbour, is invited to all in-house productions. The Music department significantly expanded its work, hosting a BTEC bands workshop for five local schools and welcoming over 80 musicians from the local service, Create Music, for an ensembles' concert in the newly refurbished Recital Room. A 'come and sing day' was also hosted for students and community choirs, underscoring a strong commitment to building music collaborations across East Sussex.

The Science department shared expertise through Outdoor Physics lessons and the sharing of good practice with St John's primary school in Meads. The on-site zoo proved a popular resource, hosting over 200 children from 14 local maintained schools for hands-on conservation and animal care experiences, while also providing free educational talks for local voluntary youth groups like the Guides and Scouts. The Sports department offered extensive facility access and coaching, supporting over 1,500 children from local schools through a wide variety of activities including swimming, cricket, tennis, football, and hockey. Free weekly swimming lessons were provided for three local schools, and the Trust continued to support East Sussex Activities Placement Support with holiday taster sessions. Furthermore, pupils studying BTEC Level 3 or the Sports Leaders Award led expert coaching sessions in multiple sports for Year 5 and 6 pupils at four local schools, fostering community connection while allowing Bede's pupils to develop valuable leadership skills. The Senior School continued to support weekly swimming lessons for Park Mead, Chiddingly, Dallington, and East Hoathly primary schools.

Formal partnerships continue to grow. The Wealden Partnership, established five years ago, has expanded to include five new schools, hosting a joint school council meeting, numerous sporting events, a debating competition, a quiz, and a public speaking day. The STEM faculty, through the Galactic Challenge Enterprise, organised and hosted academic enrichment days for local primary schools, alongside the Galactic Challenge and the UK Space Design Competition, involving over 200 pupils. The SHAPE faculty visited five schools to deliver workshops such as 'cities from scratch' and 'starting your own business day,' organised the Model United Nations conference for five local schools, and hosted the European Youth Parliament South Coast regional finals. Lower sixth students volunteering as reading ambassadors provided invaluable support to Year 3-6 pupils at Park Mead Primary School. A careers fair, organised by the Head of Careers and Employability, saw over 60 exhibitors and was attended by 350 children from four local schools. The Prep School actively participated in local initiatives, hosting the Meads Community Association annual event, running a STEM day for a state school, and holding creative and performing art workshops for Shinewater Primary School pupils.

Support for Vulnerable Children and Families

The Trust is deeply committed to supporting vulnerable children. This year, the Looked After Children (LAC) programme saw seven LAC from East Sussex educated in the Trust, all of whom were weekly boarding. The School provided 50% bursaries and covered many extra costs, with the Local Authority and the Royal National Children's SpringBoard Foundation contributing the remainder. A dedicated staff member continues to act as the Designated Teacher for LACs and serves as a Governor of the East Sussex Virtual School, which the School hosted for three Governor meetings, the Children in Care Awards, and a training day. The School also partners with the Foster Placement Support Service, hosting groups of children several times a year for art, cookery, animal management activities, and holiday sports sessions. In October, over 50 children in care, their carers, and social workers attended an awards ceremony to celebrate their educational success, with a similar event for younger children held in March.

Bede's continues to support the National Youth Arts Trust, which widens access to the arts for children from non-privileged backgrounds, with 50% of ticket sales from the School Play, Black Comedy, donated to the charity. The Legat Associates programme awarded one free place for its annual dance programme and free entry to the national 'Let's Dance' competition. Furthermore, the Summer School Programme offered fully funded residential places to a number of underprivileged Ukrainian children, providing an all-inclusive programme of boarding, pastoral care, lessons, and activities. The Trust also

provided fully funded day places for five Ukrainian pupils and fee remission for a Ukrainian boarding pupil throughout the academic year.

Community and Charitable Relations

The Senior School maintains a high-value role within the local village community of Upper Dicker. It works closely with the village shop, supports the annual Christmas Carol singing, and maintains services to the village church and amenities, including undertaking repairs, tending to graveyards, and gritting paths in winter. The car park continues to be used by the village primary school daily and for large church events. Local residents have free access to the School's swimming pool and gym at certain times, and the School provides emergency support, such as supplying water to the primary school during outages. Senior pupils provide reading support to all age groups at Park Mead Primary School and volunteer at village events.

In terms of charitable giving and volunteering, pupils are encouraged to develop a strong sense of civic duty. The School donated enough dry food to the Matthew 25 Mission to provide 2,500 meals through its Harvest Festival. At Christmas, 170 "love in a bag" parcels were donated to Hailsham Foodbank, and 15 students sang Christmas carols to residents at a local care home. Over 450 Easter eggs were donated to The Recovery Cafe and psychiatric clinic in Hellingly. The Prep School runs a weekly 'Young at Heart' activity, visiting care homes to engage with the elderly. Boarding and Day Houses raised nearly £13,000 for various charities including Raystede, Demelza, UNHCR, and Young Minds. The Prep School raised nearly £3,000, with the majority supporting the Eastbourne charity, Warming Up the Homeless, which received significant donations of clothing and food. Pupils from both schools undertook beach and park cleans in collaboration with Plastics Free Eastbourne and Surfers Against Sewage. The Animal Management Unit is also actively involved in conservation, supporting the People's Trust for Endangered Species and The Sussex Wildlife Trust in monitoring the Hazel Dormice population, and contributing to the conservation of the critically endangered White Belted Black and White Ruffed Lemur.

Formal Sharing of Knowledge and Expertise

The Trust actively formalises the sharing of knowledge, skills, and expertise with other educational providers. Several members of staff serve as governors for local primary and secondary schools, including St Christopher's School and Ratton School. The Assistant Head (Innovation and Development) leads training and inset sessions in other schools, sharing expertise in online teaching and IT, while the Assistant Head (Academic) and Head of the Prep School are both ISI inspectors, providing valuable feedback and insight. One of the Mathematics teachers provides free online support for state school students attending Oxbridge exams. The Languages department hosted an inter-schools debating competition, the Year 7 and 8 inter-schools quiz, and a Special Educational Needs and Disabilities Coordinator (SENDCO) study day to share best practice. Local secondary schools, Willingdon and St Richard's, utilised Bede's facilities, coaching, and filming equipment for GCSE Football. The zoo also hosted conservation workshops for local schools.

ACHIEVEMENTS AND PERFORMANCE

SENIOR SCHOOL

Academic

This year marked another strong set of examination results at Bede's school. At A-Level and equivalent, 33% of all grades were awarded at A*, the highest ever, and 82% achieved A*–B. Standout departmental results included 95% A*–B in Business Studies, and 100% A*–B in Photography, Art, Ceramics, Spanish, Religious Studies and Drama. Vocational pathways also excelled, with 100% Distinction or Distinction* in Performing Arts, Psychology, Production Arts and Music. At GCSE, 11% of

all grades were awarded at grade 9 and 45% at 9–7. Exceptional results included 71% 9–7 in Religion and Philosophy, 85% in Photography, 56% in Drama and 67% in Computer Science.

Sixth Form headline figures						
	A*	A*- A	A*- B	A*- C	A*- D	A*- E
	%	%	%	%	%	%
Total	**33**	**63**	**82**	**94**	**98**	**100**
A level only	26	60	81	95	98	100
BTEC only	17	51	70	94	98	100

Year on year comparison						
	A*	A*- A	A*- B	A*- C	A*- D	A*- E
	%	%	%	%	%	%
2025	**33**	**63**	**82**	**94**	**98**	**100**
2024	25	57	78	94	98	100
2023	17	51	70	94	98	100
2022	25	47	71	89	96	100

Fifth Form & Pre-Sixth headline figures								
	9	9-8	9-7	9-6	9-5	9-4	9-3	9-2
	%	%	%	%	%	%	%	%
Total	**11**	**24**	**45**	**67**	**82**	**93**	**98**	**99**
GCSE	10	24	45	66	83	93	98	90
BTEC	19	19	36	81	81	81	100	100

Year on year comparison								
	9	9-8	9-7	9-6	9-5	9-4	9-3	9-2
	%	%	%	%	%	%	%	%
2025	**11**	**24**	**45**	**67**	**82**	**93**	**98**	**99**
2024	13	25	44	68	84	94	98	99
2023	11	22	41	65	81	94	98	99
2022	15	29	45	62	81	93	98	99

Results and Value Added
Value added at Sixth Form was exceptional, placing Bede's in the top 3% of schools nationally and securing 94% of pupils' places at their first-choice university. These outcomes demonstrate not only academic excellence but also the School's ability to enable pupils to exceed expectations.

Curriculum and Academic Support
The School's robust approach to assessment continued, with enhanced Year 12 assessments introduced in September. Revision workshops for Year 11 expanded further during the summer term and proved extremely popular. Across the year, 103 additional academic support sessions were offered weekly, ensuring personalised help was widely accessible.

Outreach and Futures Programme
Our Futures provision remained a key strength, guiding pupils towards ambitious and appropriate post-Bede's pathways. University and careers support continued to be underpinned by a programme of industry insights, subject tasters and life skills. Pupils were supported to secure a wide range of exciting offers, with the overwhelming majority placed at their preferred destinations.

Areas of Focus for 2025–26
While results are excellent, priorities for the coming year include improving GCSE and Level 2 BTEC outcomes, with particular attention to Band A boys and strategic subject decisions. Sustaining and

further enhancing value added remains crucial, building on our position as the 54th highest nationally. Finally, the School will develop a more strategic approach to academic marketing, ensuring our achievements are celebrated and communicated effectively to both internal and external audiences. Bede's enters 2025 on the back of a record-breaking year, with strong foundations for continued academic ambition and innovation.

Pastoral

The School significantly advanced its commitment to equity, diversity, inclusion and belonging (EDIB), expanding its calendar of events to include Chinese and Mexican festivals. Other highlights included a series of impactful presentations and film screenings focussing on the theme of diversity in sport. Workshops around mental health and spirituality were introduced in partnership with an organisation called Go Health.

A new Pupil Voice Committee, "Her Voice" was established during the year to amplify the voices of female pupils leading to contributions on sportswear re-designs and improvements to the gym environment and plans are in place to expand the initiative and widen participation and the roll-out of prefect led PSHE sessions has been a particular highlight.

Within boarding, the academic year saw transformative investment in both the physical infrastructure and operational technology, further solidifying our commitment to exceptional pastoral care.

The most visible physical project was the complete refurbishment of Stud House, one of the boys boarding houses. This extensive renovation introduced excellent new common areas designed to benefit the entire boarding community, alongside the addition of a modern kitchen dedicated for use by Sixth Formers.

Crucially, a new dedicated Overnight Care Facility was opened, providing individual rooms which will allow for pupils with infectious illnesses to be cared for safely and effectively. The provision also includes separate, high-quality accommodation for the Night Matron team to ensure uninterrupted overnight care.

Beyond the Senior School houses, we were delighted to mark the completion of the first full year of operation for Fairfield, our Prep School Boarding House, on the Senior School site. The integration has been a resounding success, with our younger pupils (Years 6, 7, and 8) and their dedicated staff blending seamlessly into Senior School life. This close proximity has enriched their experience, allowing our youngest boarders to attend a range of whole school events, including the Annual Colour Run, Bede's Fest, the Boarders Christmas Party, and Bede's Family Day.

A major strategic improvement came with the successful roll-out of 'Reach Boarding Software' across all five Senior Boarding Houses. This powerful system provides live tracking and registers, significantly enhancing our safeguarding oversight of boarders across the site. The implementation of Reach has also streamlined our administrative processes, resulting in demonstrably enhanced UKVI record keeping, ensuring we remain fully compliant and efficient.

Our commitment to fostering a vibrant community remains central. The Boarding Committee has continued its dedicated work, ensuring the boarders' voices are heard in all key decisions. Furthermore, we built on the success of the previous year by hosting even more House-hosted events and welcoming parents to participate, making our family community an even more integral part of boarding life. These developments, from state-of-the-art facilities and technology to exceptional community engagement, showcase our continued dedication to providing the very best supportive and inclusive environment for every boarder at Bede's.

Co-Curricular

Two years after the opening of our newest boarding house, Dorms, we are pleased to have a full complement of top-quality boarding houses on the Senior School site. Our commitment to creating a supportive environment for our boarders is reflected in our ongoing refurbishment efforts.

Our revamped weekend and evening schedule now offers a wider variety of mid-week opportunities. Additionally, we have implemented second prep sessions for all boarders, designed to provide greater academic support and enhance learning outcomes for our pupils.

The Boarding Committee has been particularly active this year, with continued encouragement for boarders to participate in House Council and School Council meetings. Once again, we have achieved representation from all year groups in the Boarding sub-committee meetings. To further foster a sense of belonging, house-hosted events were organised and invitations extended to parents to join us for various evening activities throughout the year. This reflected our strong commitment to fully involving families and making them an integral part of our community.

Our commitment to providing the best possible boarding experience is also reflected in changes to key personnel. Last year we welcomed two new housemistresses both with valuable experience from other HMC schools, to take charge of Dorter and Crossways Houses. All of our Housemasters and Housemistresses continue to be supported by dedicated Deputies, Resident Tutors, House Managers, Matrons and Night Matrons who provide round-the-clock care for our boarders throughout term time. These ongoing developments showcase our commitment to continual improvement and our dedication to cultivating a supportive and inclusive boarding environment that fosters a sense of belonging for everyone at the School.

There were over 500 trips and visits that took place during the year, ranging from local excursions to major overseas tours. Residential visits included a Music Tour to Bruges, a rhino conservation trip to South Africa, a ski trip to Valloire, and the biannual Global Action trip to Nepal. The Media trip to New York, the football training camp at Benfica and the Senior Cricket tour to Antigua which included a pre-tour visit from legendary cricketer Viv Richards, were also highlights.

Bede's teams performed extremely well in Model United Nations events throughout the year and as a result, for the first time, Bede's was selected to participate in The Hague International Model United Nations tournament.

A-Level Drama and English pupils received glowing five-star reviews for their performance of The Trials at the Edinburgh Fringe Festival. The programme of trips also included the popular "Weekends at the West End", which provided an important opportunity to experience British culture for our international students.

Performing Arts

The Music department had a vibrant year, featuring the outdoor festival Bede's Fest, the House Music competition, and the biennial Cabaret concert which involved musicians and dancers and was themed around the history of popular music. During the Spring Term, the Music Department hosted an orchestral event involving 75 young people from across Sussex and the year concluded with the annual Bede's Young Musician of the Year competition

Legat Dance achieved a standout 100% Distinction* for all dancers studying the BTEC Performing Arts Level 2 and 3 courses, and is now a recognised school with the Council for Dance, Drama and Musical Theatre (CDMT). Students enjoyed a programme of workshops with seasoned external professionals as well as trips to Italia Conti School and Move It in London where the dancers both performed and exhibited. The dancers' end-of-year showcase, A Moment in Time, featured 80 pupils from across the

Trust at The Congress Theatre. Students have once again secured places at prestigious performing arts and ballet schools including Bird College, Wilks and Italia Conti.

In Drama, a full-scale production of Black Comedy was staged, and the department began screening National Theatre Live productions, welcoming local community members. Lower Fifth students all designed stage sets for a production of Treasure Island, with work displayed within an exhibition. The winning design was brought to life in full scale for the Junior School Play, with many other students involved in an array of backstage roles. The Drama department also achieved 100% A–A grades* at A Level.

Sport

In Sport, Bede's hosted the Schools' Tennis Championships for over 600 pupils from 15 schools. The Senior School also hosted Sussex Schools U13 and-U18 football trials free of charge, providing opportunities for young athletes to showcase their talents. Bede's staff, leveraging their sports coaching qualifications, supported local junior clubs such as Eastbourne Borough Football Club, enhancing the community's sporting skills.

Tennis achieved remarkable success, reaching the national finals in both boys' and girls' competitions, whilst also winning eight county titles including the Men's Sussex U18 championship.

The year was marked by a number of team successes, including the Girls U17 cricket side which made the national semi-finals, and the Prep School U13 Cricket side which were national IAPS final runners-up. The U18 Boys first XI football team finished fourth in the Hudl national league which features the top ten footballing schools in the UK.

There were also some outstanding individual performances with NaiJanni Cumberbatch representing Barbados U19, Fraser Widdop playing for England U17, Sadie Gregory and Issy Ranger playing for Chelsea and Brighton respectively. Charlotte Watkins competing for East Grinstead 1st XI in hockey becoming a Euro's indoor hockey champion. Lastly Kobe Agbude, Harvey Boddy and Liam Doyle all signed football contracts with professional clubs, leaving the school to pursue a professional pathway. In total, three students signed professional football contracts, underscoring the high calibre of individual performance.

PREP SCHOOL

The Prep School continued to promote reading and writing for pleasure with author visits, writing workshops, and participation in national competitions. A focus on oracy was evident through structured discussions, debates, and a "Performing Shakespeare Competition" culminating in a performance at Shakespeare's Globe. Initiatives like "Drop Everything and Listen," and "Battle of the Book Characters," demonstrate a commitment to developing communication and public speaking skills. The English and Computing departments are utilising innovative teaching methods to enhance learning, which included using AI in interviews and exploring how it can be used as a learning tool for scripting podcasts in Science.

The ISEB Project Qualification (iPQ), now in its third year, engaged all Year 7 pupils in independent research and problem-solving, fostering essential 21st-century skills. The school has been awarded "Gold School" status by ISEB for its commitment to the iPQ (Project Qualification).

A new Maths curriculum with a focus on fluency and number sense has been introduced, supported by parent workshops. The History curriculum has been redesigned to align with Common Entrance and GCSE expectations, focusing on critical thinking skills. New leadership in the Philosophy and Religion department has resulted in a refreshed curriculum and increased community engagement through local

trips and inclusive festival celebrations. The STEM curriculum has been enriched with engaging trips and workshops, including visits to the Paradox Museum and a 'STEM on a farm trip.'

For the first time, there were 17 Year 8 pupils who sat the Edexcel Level 2 Algebra exam. They were the first batch of pupils from the Prep School. The exam covers Algebra content that is taught at GCSE level - Year 10 to 11.

Collaborative projects such as the "Poesieart" competition demonstrate a cross-curricular approach involving English, French, Spanish, and Art. Furthermore, the school is aligning the Key Stage 3 curriculum with the Senior School to ensure a smooth transition for pupils. The implementation of the Jigsaw curriculum across the school standardises PSHE (Personal, Social, Health, and Economic) education, integrating emotional literacy, mindfulness, and social skills development.

The continued success of Beach School and Forest School provides hands-on, outdoor learning experiences that reinforce the "4 C's" of critical thinking, creative thinking, collaboration, and communication. This provision has been enhanced with new awards for pupils from Nursery to Year 5, recognising specific skill development and progression in these areas.

The school is collaborating with 8billionideas to provide pupils from Reception to Year 8 with resources and workshops focused on career literacy and development of key skills.

Bede's Prep had an inspiring visit from local MP Josh Babarinde, who delivered a presentation to Year 7 and 8, all about the power of effective communication.

The newly evolved Discover Programme for Years 7 and 8 challenges pupils with a carousel of projects designed to encourage independent and creative thinking beyond traditional subject boundaries. Some Year 8 pupils joined the Model United Nations conference at the Senior School. They worked alongside 150 pupils from a range of schools, many of whom were in Years 11 to 13. The school has been awarded the Eco-Schools Green Flag with Distinction for the third consecutive year, a testament to the pupils' commitment to sustainability. The pupil-led Eco Committee organised successful initiatives like a whole-school Eco Week, litter-picking drives, and a fundraising stall for WWF.

Bede's was once again recognised as a STEER Champion School. This accolade highlights the school's consistent and high-standard implementation of AS tracking and interventions, which have enhanced pupil wellbeing and personal development.

The school actively participates in trust-wide initiatives, including the promotion of competitions and shared departmental objectives. Local community engagement is a key focus, with plans to visit various local religious buildings. The school is also actively engaging with the local community through events such as inviting a primary school for a Science and swimming morning, holding public music concerts, and having Year 3 and 4 pupils perform poetry at a local nursing home. The school's participation in Eastbourne Youth Radio and the Voice In A Million performance at Wembley Arena also showcase its commitment to external opportunities.

There have been termly assemblies named "Country of the Term" to celebrate the rich diversity within the Bede's community. Each term, a country is highlighted and pupils explore its culture, language and traditions together.

Annual residential trips to France and Spain for Year 7 pupils provided a valuable cultural immersion experience that supports language learning. A cross-curricular programme is also provided for non-MFL and EAL students during this time.

The school provides a diverse range of artistic and performance opportunities. Pupils achieved exceptional results in LAMDA, music, and dance examinations (with two-thirds of music exam pupils gaining a distinction). Dancers performed at the local Congress Theatre in "Let's Dance". The Art

department's collaborations with organisations like the Eastbourne Education Business Partnership provide pupils with real-world experience in fields like architecture and sustainable design.

Bede's Prep was once again named among the top 50 cricket Prep Schools. The annual selection process is rigorous, with numerous schools submitting entries for a coveted spot.

The extra-curricular programme has been updated to explicitly link activities with the development of 21st-century skills. New activities, such as sailing, climbing, horse riding and karate have been explored to expand opportunities for pupils.

In March, Bede's Prep celebrated the grand opening of a new outdoor learning and play space, extending the school's existing facilities and providing pupils with an exceptional environment for physical, social and emotional development.

In May, Bede's Prep celebrated 130 years with a Spring Ball at the Grand Hotel in Eastbourne. The evening was a wonderful occasion to reflect on 130 years of history. Guests enjoyed a delicious 3-course meal, heart-warming speeches from past and present pupils and live music.

SUMMER SCHOOL AND EXTERNAL LETTINGS

Bede's Summer School, the largest boarding school-owned summer school in the UK, enrolled over 1,300 pupils from more than 50 countries, generating in excess of 2,500 pupil 'weeks' across five locations. The Senior School site at Upper Dicker remained the largest centre with pupils participating in the popular English Plus course as well as the football club co-run with La Liga. Other specialist courses included Pro Dance and Zoology.

The Trust's external lettings, camps, and clubs hired out sports facilities to over 20 clubs, amounting to 600 sessions booked across the year, including weekly pool hire for four primary schools.

The annual Seaford Town Youth Football Tournament remained one of the biggest external events and involved hosting 3,000 people at the Senior School over the May bank holiday weekend. The Prep School was also used by a range of local sports clubs in the evenings for winter training sessions. During the Easter and summer holidays three external residential football camps took place at the Senior School, including regular partners Swerve Soccer and Aim High FC - an all-girls football camp.

The Bede's Prep Swim School was successfully launched, and the Holiday Club at the Prep School continued to grow, caring for over 1,700 children aged 5-12 during Easter, May and October holidays.

As well as bringing increased revenue to the Trust, external lettings, club partnerships and camps foster positive relationships with the local community and raise awareness of Bede's facilities and educational opportunities.

OPERATIONAL OVERVIEW

Information technology infrastructure

Much of the focus in IT this year was on creating a robust infrastructure that can withstand power outages, component failures and external disruptions, ensuring that critical services remain available across both sites and significant investments were made in IT infrastructure for improved resilience and security. Key achievements included the successful installation and full operation of the Tesla Powerwall units and APC UPS systems, providing 8-12 hours of power backup to the server room and critical infrastructure. The central network switch was upgraded for better performance and stability, and the data backup solution was migrated to the secure, cloud-based Redstor platform.

As part of the general plan of work to upgrade core systems and improve security the CCTV system was undergoing upgraded, and the Bodet Tannoy system was installed at the Prep School for enhanced critical incident response.

Progress was also made in terms of elevating the end-user experience for staff, students and visitors with a hardware refresh program underway to replace outdated devices in IT rooms and deploy new touchscreens in 16 Senior School classrooms

Estates

The Estates strategy focused on sustainability, compliance, and health and safety, achieving an 89% score on the Safety Mark inspection. Key projects included the installation of a new playground at the Prep School and a successful floor replacement in the Prep Kitchen. Major works at the Senior School included the refurbishment of the Recital Room, enhanced security with new boundary fencing, and a significant repair to the 800 Biomass unit to improve heating and hot water delivery. Work has commenced on a new medical wing and the refurbishment of Stud Boarding House. Planning permission has also been received for the creation of five new sports pitches. A new Facilities Management System, Mainteno, was successfully implemented to enhance productivity.

Human Resources

In the reporting year, the Trust's HR strategy significantly broadened its focus to strategic workforce management and operational efficiency, ensuring that staffing structures were optimised to support the evolving needs of pupils while maintaining financial sustainability. This work was underpinned by a core principle: staffing efficiencies must not compromise the quality of the pupil experience. A major undertaking involved a comprehensive review and restructuring of several academic and operational departments, designed to align departmental structures to the current and future needs of the Trust and its pupils, moving away from legacy arrangements. A key element of this was the development of robust long-term succession planning models, embedded into departmental leadership structures to future-proof the Trust's staffing and ensure a clear pipeline of talent for critical roles, maintaining educational continuity.

Within the operational core, a large-scale restructuring of the Estates department was completed, involving a complete overhaul of the leadership and development framework to drive professionalisation and efficacy. By redefining roles and responsibilities, the Trust ensured its ability to continue offering outstanding provisions and facilities that directly enhance the learning and safety environment for pupils.

To streamline people processes, the Trust successfully implemented a new integrated HR and Recruitment platform, delivering immediate benefits by significantly improving data management and access for all employees. Crucially, the platform enabled the streamlining and "blinding" of the recruitment process, removing identifying personal information from initial shortlisting to mitigate unconscious bias, a fundamental step in embedding values of Diversity, Belonging, and Inclusion (DBI) by ensuring hiring decisions are based purely on merit and competency.

The Trust prioritised targeted professional development, focusing on areas essential to the day-to-day pupil experience. Key training initiatives were rolled out within the Estates team, focusing on compliance, safety, and modern maintenance techniques, and within the Sports department, ensuring that coaching staff maintain the highest standards of safeguarding, performance development, and first aid provision. This commitment to specialized training guarantees that staff directly supporting facilities and co-curricular provision operate at the peak of their profession.

To further underscore the strategic importance of the workforce and culture, the role of Director of People was elevated to Chief People Officer (CPO). This change reflects the Trust's commitment to

positioning human capital at the heart of its governance and operational strategy. The CPO now sits as a statutory member of the Senior Executive, ensuring that all major decisions—from budget allocation to educational strategy—are informed by expert perspectives on talent acquisition, retention, wellbeing, and organisational design. This elevation is a key move in ensuring that the people strategy is not merely supportive, but actively drives the Trust's long-term success and educational excellence.

Safeguarding

The Director of Safeguarding sits on the ESSCP Education Safeguarding Sub group which reports directly back to the East Sussex Safeguarding Children's Partnership Board (ESSCP), allowing key themes and priorities, including sharing of any learning from Safeguarding Practice Reviews, to be fed into the Partnership. Some key foci have been regarding Operation Encompass, the use of Single View (information sharing system between agencies) and the update of the Continuum of need.

Safeguarding teams across the Trust have continued to meet weekly throughout the year to discuss high-priority cases and proactive measures to protect the community.

The Prep School safeguarding team has been broadened to formally support our nursery provision, which operates for 51 weeks of the year.

There are also weekly welfare and pastoral meetings involving the medical team, Heads of Year at the Prep School, Learning Enhancement practitioners and the coordinator for 'Children We Care For' Service (formally Look After Children) within the Trust.

PSHE and Relationships and Sex Education (RSE) programs support key areas of safeguarding and are delivered directly to pupils across the Trust. Subjects such as consent, healthy relationships, Female Genital Mutilation (FGM), and extremism and radicalisation empower our pupils to make informed choices based on the knowledge they have gained.

Mental health continues to be a high priority within our schools. The level of pastoral support provided to pupils at Bede's is exceptional. With diminished external services available (or extremely long waiting times), sessions and support are provided to pupils daily. The pastoral teams across the Trust have worked tirelessly to support these pupils so they can access their education. The Medical and Welfare teams have been integral to this effort, and the demand for these services is high. Trends continue to be identified in the need for this support, for example, exam stress/anxiety, and proactive CPD is offered to ensure all pastoral staff can provide support.

The medical team has developed comprehensive well-being packages to provide tailored care for pupils needing additional support. These packages include mental health support, medical care, and individualised action plans.

New group work initiative at the Prep School include 'Rhythm to Resilience' delivered by the counselling team, as well as the continuation of well-being offerings for staff.

Information is sent out to parents and carers via the School newsletter, either through Safeguarding or PSHE, and parents and carers can sign up for key websites such as National College and the Wellbeing Hub, which provides training and practical information about online issues as well as mental health.

As a Trust, key colleagues have enhanced their safeguarding knowledge by participating in the Independent Schools Safeguarding Group (ISSG), supported and delivered by the Education Safeguarding Team, Education Division.

Working alongside the Summer School team, Bede's safeguarding systems have been integrated and adapted for Summer School use, whilst considering the diversity and transiency of this cohort of young

people. Safeguarding training to reflect new legislation and policy is delivered by the Director of Safeguarding.

The systems for monitoring and filtering online content across School networks are working well and continue to be strengthened depending on identified trends.

Artificial Intelligence (AI) functionality is now a hot topic, including its use within the classroom, and there are complexities surrounding this, especially within a safeguarding capacity.

Newsletters have also been provided to parents and staff with updates, resources, and best practices for maintaining online safety as well as safeguarding digests provided to staff. Knowledge tests are run annually to embed learning and allow staff to assess their understanding of safeguarding practices and identify further training needs.

These initiatives are designed to reinforce our safeguarding architecture, enhance our capacity to support pupils effectively, and ensure a cohesive approach across the entire Trust.

FINANCIAL REVIEW

Results for the year
The Trust always endeavours to ensure financial stability and continuing solvency year on year, so that it can pursue its educational aims and objectives. The Governors and Executive recognise the importance of strong cost control, seeking to contain cost increases as much as possible while ensuring that the Trust continues to deliver a broad, first class education and exceptional pastoral care.

The Schools' charitable activities continue to be the main source of the Group's income and expenditure.

The Consolidated Financial Statements at 31 August 2025 show net outflow of resources of (£0.3m) (2024: net inflow £0.8m), after charging depreciation £1.9m (2024: £2.0m). The Group's income was £36.2m (2024: £37.4m) and expenditure was £36.5m (2024: £36.6m).

Group capital expenditure in the year was £1.8m (2024: £1.7m). In year capital expenditure comprised of, IT (£0.3m), Furniture and Equipment (£1m), Assets Under Construction (£0.3m) and Motor Vehicles (£0.2m).

Mortgage loans outstanding totalled £3.7m (2024: £4.1m) at the end of the financial year and cash at bank and short-term deposits totalled £13.7m (2024: £15.4m).

Investments
The Trust does not hold any long-term investments other than the investment in its subsidiary companies. Any surplus funds, after meeting the operating requirements of the Trust, are held as cash deposits.

Reserves
The principal management policy of the Trust is to ensure the efficient running of the School, whilst maintaining fees at the most affordable levels in order to make the School accessible to the widest cross-section of the community. The Trust's principal source of funding remains pupils' fees.

In common with many similar schools, reserves are represented by fixed assets - principally the School property - and it is essential that these facilities are maintained at a high standard. The Board also believes that the facilities should be continually improved in line with ongoing developments in education, to ensure the long-term viability of the School. The Governors have, therefore, taken the decision that they will normally invest as much as possible in the School's facilities. The increased year-end cash balance showing in these accounts is being held in view of the prevailing economic outlook and various inflationary uncertainties.

The Governors are continuing to monitor the School's operating systems and fee structure. The aim of the School continues to be to provide a high-quality education at the most affordable price, whilst building sufficient reserves to improve facilities and maintain the standard of education in light of changing needs and expectations.

The Governors remain pleased with the ongoing development of facilities. The Trust continues to reward its hardworking staff appropriately to ensure the maintenance of a high-quality academic provision, as well as wider opportunities, for its pupils.

At the Balance Sheet date, the Group held reserves totalling £34.5m (2024: £34.8m) of which the Group's fixed assets, net of borrowing of £3.7m, represents £30.8m. The Trust has free reserves of £3.7m (2024: £3.6m). At the present time, the Governors continue to focus on the delivery of the Trust's Property Masterplan, which requires careful management of cash flow and appropriate financing.

CARBON AND ENERGY REPORTING

UK Greenhouse gas emissions and energy use data for the period 1st September 2024 to 31st August 2025. The Trust has followed the 2019 H.M. Government Environmental Reporting guidelines and have used the 2024 UK Government's conversion factors for company reporting.

	2025	**2024**
Energy consumption used to calculate emissions (kWh)	6,010,948	5,954,358
Energy consumption breakdown (kWh)		
Gas	860,142	841,683
LPG	1,290,241	1,371,240
Fuel Oil	638,254	566,038
Gas Oil	85,133	16,114
Electricity	2,097,604	2,098,447
Transport Fuel		1,006,636
Scope 1 emissions in metric tonnes $C0_2e$		
Gas consumption	157.37	153.94
LGP	276.76	294.13
Fuel Oil	171.13	151.78
Gas Oil	21.84	4.13
Owned transport – minibuses	246.85	240.33
Total Scope 1	**873.95**	**844.31**
Scope 2 emissions in metric tonnes CO_2e		
Purchased electricity	**371.27**	**434.48**
Scope 3 emissions in metric tonnes CO_2e		
Business travel in employee owned vehicles	**6.74**	**13.31**
Total Gross emissions in metric tonnes CO_2e	**1,251.96**	**1,292.10**
Intensity ratio tonnes CO_2e per pupil (1013)	**1.33**	**1.28**

In addition the School has a Biomass plant for heat generation which amounts to 1,990,550 kWh or 22.89 tCO2e which we wish to include on a voluntary basis to provide a complete picture of energy use and emissions, hence the inclusion of fossil fuel sources other than gas within Scope 1.

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil (excluding Biomass). The metric of tCO2e per pupil has risen to 1.33. Although the total tCO2e has reduced, the School roll is lower which has caused the increase in the metric.

Measures taken to improve energy efficiency.

The work to reduce dependence on fossil fuels continues. Biomass is now the primary heating and hot water source for the New Dorms and Stud boarding blocks which has enabled a marked reduction in the use of fuel oil.

Sub-metering at the Senior School is now complete and the electricity consumption for 31 specific areas and gas consumption for 7 areas can be monitored on a 30-minute basis on the Stark metering portal across both sites. 2 electricity and 1 gas meter will be added shortly.

Electricity contracts for the School stipulate green energy sources.

An energy committee will now consider the implementation of Phase 3 ESOS savings recommendations by compiling an Action Plan.

Further engagement of the Staff and pupils will be accelerated using the new sub-metering and coordination with the Eco Schools initiative.

SUBSIDIARY COMPANIES

The Trust has two active subsidiaries, Dicker Enterprises Limited, which operates the School Transport Service, and external lettings, and Letchfield Properties Limited, which provides design and build services. Both subsidiary companies have Deed of Covenants in place. Each year, potential gift aid (being each company's taxable profits) to the Trust is accrued in the Financial Statements at each Balance Sheet date.

PRINCIPAL RISK AND UNCERTAINTIES

The principal risks facing the Trust are those that would generally be expected within the Independent School's sector and include the following:

- Adverse changes in the UK economy including high inflation, interest rate adjustments, exchange rate fluctuations or economic recession.
- Changes to an overseas economy, their overseas study regulations or sanctions against a country from which the School recruits.
- Tax and other legislative changes, either within the UK generally or affecting the Independent Schools sector more specifically, especially VAT on School Fees.
- Competition from other education providers.
- Changes to immigration regulations.
- Any situation which would give rise to a significant decline in pupil roll.
- Any situation which would give rise to an area of non-compliance.
- Cybersecurity threats.
- Energy Costs
- Climate change
- Geopolitical instability

The Board of Governors have set out their approach to risk in a risk appetite statement. A Trust risk register is maintained. The key risks and the controls used by the Trust to manage risk are overseen by the Risk Review Audit Committee. This committee meets termly to formally review current and emerging risks and audit the mitigating control measures on behalf of the Board of Governors and include the following:

- Being aware of the UK economic position and that of overseas countries the Trust recruits from.
- Membership of Independent Schools organisations, along with in-house expertise ensuring that legislative changes affecting the Independent Education sector are known and appropriate changes/actions implemented on a timely basis.
- Tracking pupil recruitment and roll on a weekly basis with appropriate dashboards distributed within the Trust.
- Provision of strong and robust competitor analysis to inform marketing of the School.
- Comprehensive strategic planning, budgeting and management accounting is in place and occurs on a timely basis.
- Budgeting and forecasting is undertaken which includes scenario planning.
- Use of a risk management system to record risks, associated controls, likelihood and impact of the risk is in place.
- A comprehensive range of appropriate insurance products is maintained.
- Safer recruitment procedures, as required by law for the safeguarding of children, are in place and a Safeguarding Compliance Committee, attended by a Governor with specific safeguarding responsibility, monitors overall safeguarding compliance.
- Formal agendas and minutes are in place for all Committee and Board activity and all Committees have detailed terms of reference.
- Established organisational structure and lines of reporting exist within the organisation with formal written policies in place which are annually reviewed by the Board of Governors.
- A regular cycle of external audits and inspections by third parties is followed.

During the course of the year, the Board was satisfied that the overall assessment of retained risk to the Trust was aligned to the stated risk appetite

PLANS FOR FUTURE PERIODS

Mindful of the Trust's desire to realise educational and financial goals amid the realities of the market in which it operates as an independent school, the Governors have developed Strategic Plan.

Plans for future periods are aligned to this plan which outlines on five essential ambitions:-

- A joyful, pupil-centred and innovative education
- Celebrate and strengthen community
- Further promote, appreciate and develop our employee community
- Be socially and environmentally responsible
- Bede's for the future

The Strategic Ambitions flow through to the Annual Operational Development Plans which details plans to achieve these targets, including:

- Educational Excellence: Enhance teaching and learning through structured Continuous Professional Development (CPD) for staff and robust monitoring and support systems for individual pupils.
- Talent Management: Prioritise the recruitment and long-term retention of exceptional staff.
- Market Positioning: Execute effective marketing initiatives.
- Infrastructure Management:
- Systematically pursue the condition survey program and carry out ongoing planned preventative maintenance.
- Develop innovative facilities in line with a planned capital budget.
- Financial Strategy and Sustainability:
- Develop year-specific financial templates that accurately reflect the expenditure required to achieve these strategic plans.

- Ensure adequate income generation to fund these programmes and reduce debt, whilst maintaining affordability.
- Broaden access to the school through funded bursary programmes.
- Environmental Responsibility: Reduce the environmental impact associated with all school activities.

AUDITORS

HaysMac LLP were appointed as auditors to the company in accordance with section 485 of the Companies Act 2006. A resolution proposing the appointment of the auditors is made annually at a General Meeting.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of St Bede's School Trust Sussex for the purposes of company law) are responsible for preparing the Governors' Report (including the Strategic 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 financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group 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 (Statement of Recommended Practice);
- make judgments 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; and
- 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 ensuring that adequate accounting records are maintained that are sufficient to show and explain the charity'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 ensuring their proper application in accordance with charity law, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Governors are aware, there is no relevant audit information of which the charitable company's auditors are unaware. The Governors have each taken all the steps that we ought to have taken as Governors in order to make ourselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

As Trustees, the Governors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. The Governors' Annual Report and accompanying financial statements are approved by the Governors of St Bede's School Trust Sussex. The Strategic Report, which forms part of the Annual Report, is approved by the Governors in their capacity as Directors in company law of St Bede's School Trust Sussex.

Signed on behalf of the Board of Governors on 29 November 2025.

Chair
N A Mercer

Opinion
We have audited the consolidated financial statements of St Bede's School Trust Sussex for the year ended 31 August 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated 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 group's and of the parent charitable company's affairs as at 31 August 2025 and of the group's and parent 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 group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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 Trustees' Annual 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 Trustees' Annual 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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 parent charitable company; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements
As explained more fully in the trustees' responsibilities statement set out on pages 22-23 the trustees (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 trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent 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 trustees either intend to liquidate the group or the parent 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 group 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;
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risk of material misstatement due to fraud;
- Confirmation of related parties with management and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business;
- 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.



Lee Stokes (Senior Statutory Auditor)
For and on behalf of HaysMac LLP, Statutory Auditor
10 Queen Street Place
London
EC4R 1AG

Date: 18 December 2025

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted Funds 2025 £'000	Restricted Funds 2025 £'000	Total 2025 £'000	Total 2024 £'000
INCOME FROM:					
Charitable Activities	3	35,439	-	35,439	36,788
Grants, Donations and Legacies		76	-	76	-
Investment Income		570		570	591
Other Income		56	-	56	15
Non-ancillary trading income	4	55	-	55	39
Total Income		36,196	-	36,196	37,433
EXPENDITURE ON:	8				
Cost of Raising Funds		1,287	-	1,287	1,257
Charitable Activities		34,737	2	34,739	35,380
Charitable Activities (Restructuring)		474	-	474	-
Total Expenditure		36,498	2	36,500	36,637
Net Income		(302)	(2)	(304)	796
Net Movement in Funds		(302)	(2)	(304)	796
Fund Balance at 1st September 2024	18	34,836	8	34,844	34,048
Fund Balance at 31st August 2025	18	34,534	6	34,540	34,844

Net movement in funds for the year arise from the charity's continuing operations.

The statement of financial activities include all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

The notes on pages 30 to 50 form part of these accounts.

Details of comparative figures by fund are disclosed in note 24.

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED AND CHARITY BALANCE SHEET
AT 31 AUGUST 2025

	Notes	Group 2025 £'000	Group 2024 £'000	Charity 2025 £'000	Charity 2024 £'000
Fixed assets					
Intangible Assets	9	28	49	28	49
Tangible Assets	10	34,516	35,231	34,494	35,258
Investments	11	-	-	20	20
		34,544	35,280	34,542	35,327
Current assets					
Debtors	12	8,539	1,777	8,619	1,845
Assets for sale		478	-	478	-
Cash at bank and in hand		13,720	15,362	13,654	15,336
		22,737	17,139	22,751	17,181
Creditors: Amounts falling due within one year	13	(17,036)	(11,030)	(17,060)	(11,066)
Net current assets		5,701	6,109	5,691	6,115
Total assets less current liabilities		40,245	41,389	40,233	41,442
Creditors: Amounts falling due after one year	14	(5,705)	(6,545)	(5,705)	(6,545)
Net assets		34,540	34,844	34,528	34,897
Represented by					
Restricted Funds	18	6	8	6	8
Unrestricted Funds	18				
General Fund		34,534	34,836	34,522	34,889
Total Funds		34,540	34,844	34,528	34,897

The notes on pages 30 to 50 form part of these accounts.

Approved by the Board of Governors and authorised for issue on 29 November 2025.

N A Mercer
Chair of the Board of Governors

S Avery
Chair of the Finance Committee

Company Registration No: 01386499

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £'000	2025 £'000	2024 £'000	2024 £'000
Net cash generated from operating activities	**16**		787		5,671
Cash flows from investing activities					
Purchase of intangible fixed assets		-		(19)	
Purchase of tangible fixed assets		(1,752)		(1,750)	
Proceeds from sale of fixed assets		20		21	
Net cash used in investing activities			(1,732)		(1,748)
Cash flows from financial activities					
Repayment of borrowings		(400)		(400)	
Payment of obligations under finance leases		-		(97)	
Interest paid		(297)		(331)	
Net cash outflow from financing			(697)		(828)
Net (decrease) / increase of cash and cash equivalents			(1,642)		3,095
Cash and cash equivalents at the start of the year			15,362		12,267
Cash and cash equivalents at the end of the year			13,720		15,362
Analysis of cash and cash equivalents					
Current Accounts			4,488		2,119
Deposit Accounts			9,232		13,243
Total			13,720		15,362

Net Debt

	At 01/09/2024 £'000	Cashflow £'000	Other Movements £'000	At 31/08/2025 £'000
Cash	15,362	(1,642)	-	13,720
Loan: falling due <1 year	(400)	400	(400)	(400)
Loan: falling due >1 year	(3,732)	-	400	(3,332)
	11,230	**(1,242)**	**-**	**9,988**

1 ACCOUNTING POLICIES

a) Company Information

St Bede's School Trust Sussex ("the charity") is limited by guarantee and incorporated in England and Wales. The registered office is Upper Dicker, East Sussex, BN27 3QH.

b) Basis of Preparation

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) and the requirements of the Companies Act 2006.

The Charitable Company is a public benefit company as defined by FRS 102 and therefore the Charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

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

These financial statements are prepared on the going concern basis, under the historical cost convention as modified by the revaluation of investments and in accordance with the Companies Act 2006 and applicable accounting standards in the United Kingdom. The principle accounting policies, which have been applied consistently throughout the year, are set out below.

No separate SOFA has been presented for the Charity alone, as permitted by Section 408 of the Companies Act 2006. The Charity has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a Charity only Cash Flow Statement with the consolidated financial statements.

The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. In particular the governors have considered the charitable company's forecasts and projections that covered a 24-month period to August 2027 and have taken account of pressures on fee income and expenditure. After making enquiries the governors have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future, and that there are no material uncertainties in relation to going concern. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

c) Group Accounts

The financial statements consolidate the financial statements of the company, and all its subsidiary companies, charitable trusts and funds with all inter-company balances being eliminated. Entities are consolidated where St Bede's School Trust Sussex exercises overall control either through ownership of shares or through having common trustees with a common objective. Accounting policies are consistently applied between group companies. These financial statements for the year ended 31 August 2025 are prepared on a consolidated basis in accordance with FRS 102.

1 ACCOUNTING POLICIES (CONTINUED)

d) **Income and Expenditure**
All income and expenditure are accounted for on the accruals basis, except where otherwise stated. Legacies are recognised in the SOFA, where the charity being notified of an impending distribution and the amount there is reasonable certainty of the legacy being received. Expenditure is recognised when there is a constructive or legal obligation to pay for expenditure. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. These estimates are based on staff time or on floor area as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

e) **School Fees**
Fees are recognised in the period for which the service is provided. Fees are stated after deducting bursaries, scholarships and other remissions granted by the School. School fees received in advance are recorded as liabilities in the balance sheet and are released to the statement of financial activities in the year to which they relate.

f) **Grants and Bursaries**
Grants are treated as income in the period that they relate to. Bursaries and allowances from unrestricted funds towards school fees are treated as a reduction in those fees. Bursaries funded from restricted funds are included as expenditure in the period in which the award is given or committed.

g) **Donations**
Donations received for the general purpose of the School are credited to "Unrestricted Funds". Donations received for specific projects or activities are credited to "Restricted Funds". All donations are accounted for when the Governors know with certainty that they will be received.

h) **Taxation**
St Bede's School Trust Sussex is a registered charity and as such are exempt from income tax and corporation tax under the provisions of section 478 of the Corporation Tax Act 2010. Independent Schools Fees became subject to VAT on the 1 January 2005 following changes to VAT legislation. The School now operates within a mixed supply status, making both taxable and exempt supplies and transactions are accounted for in accordance with the provisions of the Value Added Tax Act 1994 and relevant UK Government guidance. Prior to the 1 January 2025 VAT was included in expenditure or in the cost of assets as appropriate.

The Trust has subsidiary companies that are subject to taxes including corporation tax and VAT in the same way as any commercial organisation. The tax charged to the profit and loss account is based on the subsidiary company's profit for the year and takes into account tax arising because of timing differences between the treatments of certain items for tax and accounting purposes. The subsidiary company distributes all of its profits to St Bede's School Trust Sussex under Gift Aid and tax liabilities are kept to a minimum.

i) **Intangible fixed assets**
Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

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

Software	5 years

1 ACCOUNTING POLICIES (CONTINUED)

j) **Tangible fixed assets**
All tangible fixed assets held by the charity are for charitable purposes and are shown in the Balance Sheet at cost less accumulated depreciation and accumulated impairment losses. Depreciation is provided on all tangible fixed assets on a straight-line basis calculated to write off the cost over their expected useful lives as follows:

Land is not depreciated	
Freehold Buildings	50 years
Agricultural equipment	5 years
Furniture and equipment	5-10 years
Computer equipment	2 years
Motor vehicles	5 years

Land is not depreciated because it is considered to have an indefinite useful life and its value is not consumed through use.

k) **Fixed asset investments**
Interests in subsidiaries are initially measured at cost and subsequently measured at cost less any accumulated impairment losses. The investments are assessed for impairment at each reporting date and any impairment losses or reversals of impairment losses are recognised immediately in the SOFA.

l) **Debtors**
Trade 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. Fee debtors are reviewed regularly and bad debt is provided for in line with the Trust's policy.

m) **Cash**
Cash at bank and in hand includes cash and short term highly liquid investments.

n) **Creditors and provisions**
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) **Leases**
Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases. Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the statement of financial position as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to the income statement so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals payable under operating leases, including any lease incentive received, are charged to the SOFA on a straight-line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the lease asset are consumed.

1 ACCOUNTING POLICIES (CONTINUED)

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

Financial assets are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

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

q) **Financial assets**
Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through profit or loss are measured at fair value.

Loans and receivables
Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

Impairment of financial assets
Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in profit or loss.

Derecognition of financial assets
Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

r) **Financial liabilities**
Basic financial liabilities are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Other financial liabilities classified as fair value through profit or loss are measured at fair value.

1 ACCOUNTING POLICIES (CONTINUED)

Other financial liabilities
Other financial liabilities, are initially measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability to the net carrying amount on initial recognition.

Derecognition of financial liabilities
Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

s) **Employee benefits**
The costs of short-term employee benefits are recognised as a liability and an expense.

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

t) **Retirement benefits**
The School operates a defined contribution pension scheme for the benefit of all staff.

u) **Fund Accounting**
Funds held by the Trust/Charity are either:

Unrestricted funds:
General funds are funds which can be used in accordance with the charitable objects at the discretion of the Governors.

Designated funds comprise funds which have been set aside at the discretion of the Governors for specific purposes. The purposes and uses of the designated funds are set out in note 19.

Restricted funds:
These are funds which have been given for particular purposes and projects.

v) **Non-Ancillary Trading**
Non-ancillary trading income and expenses represents amounts from activities not directly related to the charitable objects, for example the Schools Transport Service and lettings of school facilities. Income and expenses from these activities is recognised in the SOFA when the goods are sold or services provided.

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

The estimates and underlying assumptions are reviewed on an on-going 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 affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Critical judgements

Useful economic lives
The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Provisions
The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the aging profile of debtors and historical experience. See note 12 for the net carrying amount of the debtors.

3 INCOME FROM CHARITABLE ACTIVITIES

	2025 £'000	2024 £'000
School Fees receivable comprised:		
Gross Fees	31,281	31,512
Less total scholarships, bursaries and other fee remissions	(2,664)	(2,580)
	28,617	28,932
Other Educational Income Comprised:		
Summer School Income	4,292	5,330
Holiday Club	81	66
Other Charges to Parents	2,386	2,384
Registration Fees	63	76
	6,822	7,856
Total Income from Charitable Activities	35,439	36,788

4 NON-ANCILLARY TRADING INCOME

	2025 £'000	2024 £'000
School Shop sales	-	(1)
Lettings	55	40
	55	39

5 EXPENDITURE

Unrestricted funds	2025 £'000	2024 £'000
Direct charitable expenditure includes:		
The operating surplus is stated after charging/(crediting)		
Amortisation	21	28
Depreciation	1,921	1,961
(Profit)/Loss on sale of Fixed Assets	(20)	129
Operating Leases	50	56
(Income) from property leases	(1)	(1)

6 AUDITORS' REMUNERATION

	2025 £'000	2024 £'000
For audit services		
Audit of the Charity's financial statements	23	24
For other services		
Other assurance services	1	7
	24	31

7 EMPLOYEES

	2025	2024
	£'000	£'000
Staff Costs:		
Wages and Salaries	18,124	16,402
Social Security Costs	1,800	1,541
Pension Costs	1,390	2,006
	21,314	19,949

	2025 No	2024 No
Total Staff Headcount:		
Teaching	159	160
Teaching Support	135	131
Support	189	181
Summer School – Temporary	155	215
	638	687

Included in staff costs are redundancy or termination payments totalling £549k (2024: £25k).
Six (2024: Six) Governors were reimbursed for training, travel and accommodation expenses amounting to £2k (2024: £1.7k). None of the Governors received any remuneration or other benefits (2024: £nil).

The number of higher paid employees, as defined by the Charities SORP, was:

	2025 No.	2024 No.
£ 60,001 - £ 70,000	36	18
£ 70,001 - £ 80,000	17	9
£ 80,001 - £ 90,000	9	2
£ 90,001 - £100,000	5	2
£100,001 - £110,000	1	1
£110,001 - £120,000	2	1
£120,001 - £130,000	1	-
£130,001 - £140,000	1	1
£190,001 - £200,000	-	1
£200,000 - £210,000	1	-

Employers National Insurance and pension contributions are not included in the higher paid employee salary calculations.
The number of higher paid staff in defined contribution (DC) pension schemes nil (2024: nineteen) with total employer's contributions amounting to £nil (2024: £146k). Seventy (2024: sixteen) higher paid employees were in the defined benefit (DB) pension scheme. Total employer's contributions in the year were £514k (2024: £278k).
Key management personnel comprise the Executive Committee. The total number of key management personnel receiving pay and benefits is ten (2024: ten) and the total pay and benefits received were £1,020k (2024: £1,008k). Pension contributions relating to the key management personnel are £127k (2024: £128k). There are four (2024: four) members of the key management personnel who are provided with accommodation at no charge, to enable them to better perform their duties.

8 ANALYSIS OF EXPENDITURE 2025

	Staff Costs	Other	Depreciation & Amortisation	Total 2025
	£'000	£'000	£'000	£'000
Cost of Raising Funds				
Non-ancillary trading	665	222	103	990
Finance Cost	-	297	-	297
	665	519	103	1,287
Charitable Activities				
Teaching	15,010	5,510	231	20,751
Welfare	1,503	2,600	-	4,103
Premises	1,330	2,598	1,587	5,515
Support	2,332	1,965	21	4,318
Donation	-	36	-	36
Governance Costs	-	14	-	14
	20,175	12,723	1,839	34,737
Charitable Activities				
Restructuring	474	-	-	474
Expenditure from other funds:				
Restricted	-	2	-	2
Total	21,314	13,244	1,942	36,500

ANALYSIS OF EXPENDITURE 2024

	Staff Costs	Other	Depreciation & Amortisation	Total 2024
	£'000	£'000	£'000	£'000
Cost of Raising Funds				
Non-ancillary trading	613	221	92	926
Finance Cost	-	331	-	331
	613	552	92	1,257
Charitable Activities				
Teaching	14,626	6,526	220	21,372
Welfare	1,347	2,541	-	3,888
Premises	1,197	2,661	1,649	5,507
Support	2,166	1,565	28	3,759
Donation	-	192	-	192
Governance Costs	-	35	-	35
Cost of building mini-roundabouts	-	504	-	504
	19,336	14,024	1,897	35,257
Expenditure from other funds:				
Restricted	-	123	-	123
Total	19,949	14,699	1,989	36,637

Governance Costs for both years comprises of audit fees other services provided by the Auditors for the Trust.

9 INTANGIBLE ASSETS

Group & Charity	Software £'000
Cost	
At 1 September 2024	519
At 31 August 2025	519
Amortisation	
At 1 September 2024	470
Amortisation charge for year	21
At 31 August 2025	491
Net book value	
At 31 August 2025	**28**
At 31 August 2024	49

10 TANGIBLE ASSETS

Group	Freehold Property	Freehold Land	Assets Under Construction	Agricultural Equipment
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2024	42,940	681	584	487
Additions	-	-	284	42
Disposals	-	-	(68)	-
Transfer to Assets for sale	(85)	-	(437)	-
At 31 August 2025	42,855	681	363	529
Depreciation				
At 1 September 2024	12,936	-	-	312
Charge for year	864	-	-	62
Eliminated on Disposals	-	-	-	-
Transfer to Assets for sale	(44)	-	-	-
At 31 August 2025	13,756	-	-	374
Net book value				
At 31 August 2025	**29,099**	**681**	**363**	**155**
At 31 August 2024	30,004	681	584	175

	IT and Computer Equipment	Furniture and Equipment	Motor Vehicles	Totals
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2024	2,862	14,247	1,011	62,812
Additions	260	998	168	1,752
Disposals	-	-	(39)	(107)
Transfer to Assets for sale	-	-	-	(522)
At 31 August 2025	3,122	15,245	1,140	63,935
Depreciation				
At 1 September 2024	2,615	10,961	757	27,581
Charge for year	221	661	113	1,921
Eliminated on Disposals	-	-	(39)	(39)
Transfer to Assets for sale	-	-	-	(44)
At 31 August 2025	2,836	11,622	831	29,419
Net book value				
At 31 August 2025	**286**	**3,623**	**309**	**34,516**
At 31 August 2024	247	3,286	254	35,231

10 TANGIBLE ASSETS (CONTINUED) Charity	Freehold Property £'000	Freehold Land £'000	Assets Under Construction £'000	Agricultural Equipment £'000
Cost				
At 1 September 2024	43,192	681	584	487
Additions	-	-	284	42
Disposals	-	-	(68)	-
Transfer to Assets for sale	(85)	-	(437)	-
At 31 August 2025	43,107	681	363	529
Depreciation				
At 1 September 2024	12,936	-	-	312
Charge for year	864	-	-	62
Eliminated on Disposals	-	-	-	-
Transfer to Assets for sale	(44)	-	-	-
At 31 August 2025	13,756	-	-	374
Net book value				
At 31 August 2025	**29,351**	**681**	**363**	**155**
At 31 August 2024	30,256	681	584	175

	IT and Computer Equipment £'000	Furniture and Equipment £'000	Motor Vehicles £'000	Totals £'000
Cost				
At 1 September 2024	2,862	14,247	134	62,187
Additions	260	998	20	1,604
Disposals	-	-	(6)	(74)
Transfer to Assets for sale	-	-	-	(522)
At 31 August 2025	3,122	15,245	148	63,195
Depreciation				
At 1 September 2024	2,615	10,961	105	26,929
Charge for year	221	661	14	1,822
Eliminated on Disposals	-	-	(6)	(6)
Transfer to Assets for sale	-	-	-	(44)
At 31 August 2025	2,836	11,622	113	28,701
Net book value				
At 31 August 2025	**286**	**3,623**	**35**	**34,494**
At 31 August 2024	247	3,286	29	35,258

10 TANGIBLE ASSETS (CONTINUED)

Freehold land and buildings at cost or valuation includes £2.4m at 31st March 1979 revalued on the basis of re-instatement cost less allowance for age after taking account of subsequent disposals. In accordance with FRS 102 - this valuation has been treated as an historic cost as at the date of conversion. The buildings have been insured on a declared value of £222m.

Following a review, no impairment has been identified.

11 FIXED ASSET INVESTMENTS

Charity

	Shares in group undertakings £'000
Cost	
At 1 September 2024 and 31 August 2025	20

Holdings of more than 20%

The company owns 100% of the equity of the following subsidiaries, which were incorporated in England and Wales:

Subsidiary Company	Holding	Nature of the Business
Dicker Enterprises Limited	Ordinary Shares	Provision of facilities at the School
Letchfield Properties Limited	Ordinary Shares	Provision of design and build services

12 DEBTORS

	Group		Charity	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Fees Recoverable	8,014	1,033	8,014	1,033
Debt Provision	(454)	(383)	(454)	(383)
	7,560	650	7,560	650
Amounts owed by subsidiary companies	-	-	95	93
Other debtors	194	450	179	425
Prepayments and Accrued Income	785	677	785	677
	8,539	1,777	8,619	1,845

Due to the change in UK VAT rules that made independent school fees subject to VAT from 1 January 2025, Fees Recoverable are now recognised at the point of the bills being sent out. The Autumn 2025 fee bills were sent out in August 2025 and therefore were accounted for in the 2024/25 Financial Year. This accounts for the large increase in Fees Recoverable as at 31 August 2025 compared to the prior year. As the Autumn fees were for the financial year 2025/26 this income was deferred at 31 August 2025, this income is showing in Creditors: amounts falling due within one year.

13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Mortgage Loans	400	400	400	400
Deferred Autumn 2025 fees	9,006	-	9,006	-
Fees charged in advance	776	2,045	776	2,045
Fees Paid in Advance for Autumn Term	-	3,268	-	3,268
Entrance Fee Deposits	864	988	864	988
Trade creditors	1,513	1,221	1,500	1,218
Other taxation and social security costs	2,419	605	2,457	651
Other creditors	825	1,267	825	1,267
Accruals	1,233	1,236	1,232	1,229
	17,036	11,030	17,060	11,066

As per the note above, the Deferred Autumn 2025 fees relate to the 2025/26 income on the bills sent out in August 2025. As the Autumn bills are included within the Debtor balance at the year end and any cash received prior to the 31 August 2025 has reduced the Debtors balance, therefore there are no Fees Paid in Advance for Autumn Term figure in 2025.

14 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	Group		Charity	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Entrance fee deposits	2,227	2,324	2,227	2,324
Fees charged in advance	146	489	146	489
Mortgage loans	3,332	3,732	3,332	3,732
	5,705	6,545	5,705	6,545
a) **Entrance fee deposits are due as follows:**				
Within 1 Year	864	988	864	988
Between 2 and 5 years	2,110	2,207	2,110	2,207
After 5 years	117	117	117	117
	3,091	3,312	3,091	3,312
b) **Fees charged in advance are due as follows:**				
Within 1 Year	776	2,045	776	2,045
Between 2 and 5 years	146	489	146	489
	922	2,534	922	2,534
c) **Mortgage loans repayable by instalments are due as follows:**				
Within 1 Year	400	400	400	400
Between 2 and 5 years	1,601	1,601	1,601	1,601
After 5 years	1,731	2,131	1,731	2,131
	3,732	4,132	3,732	4,132

The Trust has two mortgages in place at 31 August 2025:

i) Repayments commenced Sept 2006; repayable by 92 quarterly instalments. Interest is calculated at Barclays base rate plus 1.1%.

ii) Repayments commenced in July 2010; repayable by 92 termly instalments. Interest is calculated on the banks short term base rate plus 1.9%.

The two remaining mortgages are secured by charges against the land and buildings at the Senior School site in Upper Dicker.

The loans have interest rate hedges in place limiting interest charges to 3.1% on part of the loans.

15 MOVEMENT ON DEFERRED INCOME

	2025 £'000	2024 £'000
Deferred income brought forward	5,802	3,555
Release in year	(5,655)	(3,701)
New provision added	9,781	5,948
Deferred income carried forward	9,928	5,802

The Deferred income carried forward relates to Autumn 2025 fees invoiced in the 2024/25 financial year but relating to the 2025/26 financial year, and fees received in advanced for future financial years.

16 NET CASH GENERATED FROM OPERATING ACTIVITIES

	2025 £'000	2024 £'000
Net movement in funds for the year to date	(304)	796
Adjustments for:		
Interest paid	297	331
Operating (deficit)/surplus	(7)	1,127
Amortisation of intangible fixed assets	21	28
Depreciation and impairment of tangible fixed assets	1,921	1,961
Asset in Construction write back to expenditure	68	-
(Profit)/Loss on disposal of tangible fixed assets	(20)	129
Movements in working capital:		
(Increase) in debtors	(6,762)	(455)
Increase in creditors	5,566	2,881
	787	5,671

17 ALLOCATION OF NET ASSETS 2025

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	28	-	28
Tangible fixed assets	-	34,516	-	34,516
Current assets	6	22,731	-	22,737
Current liabilities	-	(17,036)	-	(17,036)
Long term liabilities	-	(5,705)	-	(5,705)
	6	34,534	-	34,540

ALLOCATION OF NET ASSETS 2024

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	49	-	49
Tangible fixed assets	-	35,231	-	35,231
Current assets	8	17,131	-	17,139
Current liabilities	-	(11,030)	-	(11,030)
Long term liabilities	-	(6,545)	-	(6,545)
	8	34,836	-	34,844

18 FUNDS

FUNDS 2025

	At 1 September 2024 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2025 £'000
Group					
Unrestricted Funds					
General	34,836	36,196	(36,498)	-	34,534
Designated funds:					
Foundation Fund	-	-	-	-	-
Total unrestricted funds	34,836	36,196	(36,498)	-	34,534
Charity					
Unrestricted Funds					
General	34,889	36,148	(36,515)	-	34,522
Designated funds:					
Foundation Fund	-	-	-	-	-
Total unrestricted funds	34,889	36,148	(36,515)	-	34,522

	At 1 September 2024 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2025 £'000
Group & Charity					
Restricted Funds					
Building Project	1	-	-	-	1
Tree Project	7	-	(2)	-	5
Total restricted funds	8	-	(2)	-	6

The Building Project is a fund to contribute to key building projects.

The Tree Project is a celebration of the Queen's Platinum Jubilee with the aim of planting trees on the Senior School's grounds.

18 FUNDS (CONTINUED)
FUNDS 2024

	At 1 September 2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2024 £'000
Group					
Unrestricted Funds					
General	33,725	37,433	(36,322)	-	34,836
Designated funds:					
Foundation Fund	192	-	(192)	-	-
Total unrestricted funds	33,917	37,433	(36,514)	-	34,836
Charity					
Unrestricted Funds					
General	33,809	37,402	(36,322)	-	34,889
Designated funds:					
Foundation Fund	192	-	(192)	-	-
Total unrestricted funds	34,001	37,402	(36,514)	-	34,889

	At 1 September 2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2024 £'000
Group & Charity					
Restricted Funds					
Development Foundation Fund	123	-	(123)	-	-
Building Project	1	-	-	-	1
Tree Project	7	-	-	-	7
Total restricted funds	131	-	(123)	-	8

19 PENSION COSTS

The Trust withdrew from the TPS and moved affected members of staff to the Trust's Defined Contribution Scheme with effect from 1 September 2024.

The School operates one Defined Contribution Schemes. Contributions on behalf of staff within these schemes are made to Aegon UK Corporate Services Limited.

Total contributions made to the Aegon Scheme during the year were £2,826k (2024: £1,431k). The total pension contributions which were still outstanding as at the year-end were £Nil (2024: £152k).

Contributions to these schemes are charged to the statement of financial activities as they fall due.

20 CAPITAL COMMITMENTS

At 31 August 2025 the group had capital expenditure contracted for, not provided for in the financial statements of £Nil (2024: £838k).

21 OPERATING COMMITMENTS

At 31 August 2025 the school had commitments for future minimum lease payments under non-cancellable operating leases which fall due as follows:

	2025 Land and buildings £'000	2025 Other £'000	2024 Land and buildings £'000	2024 Other £'000
Within 1 year	11	36	11	36
Within 2 to 5 years	-	-	11	36
	11	36	22	72

22 MEMBERS' LIABILITY

The company is limited by guarantee and does not have a share capital. The liability of the members in the event of winding up is limited to £1.

23 RELATED PARTY TRANSACTIONS

Aside from transactions with other group entities there were no other related party transactions (2024: none).

During the year there were net cross charges from Dicker Enterprises Limited to the school of £154k (2024: £145k).

At 31 August 2025 Dicker Enterprises Limited had a balance due to the school of £95k (2024: £93k).

24 CONSOLIDATED STATEMENT OF FINANCIAL POSITION – COMPARATIVE FIGURES BY FUND TYPE

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2024 £'000
INCOME FROM:			
Charitable Activities	36,788	-	36,788
Investment Income	591	-	591
Other Income	15	-	15
Non-ancillary trading income	39	-	39
Total Income	37,433	-	37,433
EXPENDITURE ON:			
Cost of Raising Funds	1,257	-	1,257
Charitable Activities	35,257	123	35,380
Total Expenditure	36,514	123	36,637
Net Income	919	(123)	796
Transfers between Funds	-	-	-
Net Movement in Funds	919	(123)	796
Fund Balances at 1st September 2023	33,917	131	34,048
Fund Balances at 31st August 2024	34,836	8	34,844

25 SUBSIDIARIES

Dicker Enterprises Limited

The Charity owns all of the share capital of Dicker Enterprises Limited, a company incorporated in England and Wales (company number: 02380368), Registered office: Upper Dicker, East Sussex, BN27 3QH. This company carries out trading activity on behalf of the charity including the operation of lettings of the Charities facilities and the provision of a transport service to the school.

Letchfield Properties Limited

The Charity also owns all of the shares in Letchfield Properties Limited, a company incorporated in England and Wales (company number: 02664231), Registered Office: Upper Dicker, East Sussex, BN27 3QH. This company carries out design, planning and construction services as part of a contract with St Bede's School Trust Sussex for the construction of new boarding accommodation.

	Dicker Enterprises Limited		Letchfield Properties Limited	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Turnover	**1,045**	963	-	-
Expenses	**(976)**	(931)	-	-
Profit on Activities before charges	**69**	32	-	-

	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Fixed Assets	**274**	224	-	-
Net Current Assets/(Liabilities)	**6**	(13)	**7**	7
Net Assets	**280**	211	**7**	7
Funds	**280**	211	**7**	7

	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Interest paid to Charity on Intercompany loans	**7**	7	-	-

ST BEDE'S SCHOOL TRUST SUSSEX

England & Wales - Charity number 278950

Accounts

Company Registration No: 01386499

Charity Registration No: 278950

ST BEDE'S SCHOOL TRUST SUSSEX
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND ACCOUNTS
YEAR ENDED 31 AUGUST 2024

ST BEDE'S SCHOOL TRUST SUSSEX
FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2024

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LEGAL AND ADMINISTRATIVE INFORMATION

Governors
The current Governors are also the Directors of the Company and Trustees of the Charity. Those who served during the year are:

Mr N A Mercer BA (Hons) (Chair) * # † ‡ (appointed 15 June 2024)
Mrs G Watkins (Chair) * # † ‡ (retired 15 June 2024)
Mr S Avery BA, MBA, FCA * (appointed 14 September 2024)
Mr J W Burbidge BA (Hons) ACA (Deputy Chair) # †
Mr S Esson (resigned 29 November 2023)
Mr C Haywood †
Mr G Janakan (appointed 26 September 2024)
Mrs S E Jelly #
Mr G Kakar *
Mr D Keegan *
Dr C Lemaigre MA Hons, DClinPsychol
Mrs C M Nash BEd ‡ #
Mrs V Parker †
Mr M Pattihis *
Mr G Perrin ‡ (appointed 02 October 2023)
Mr K Siwek BA (Hons) ‡
Mr S Smith FRSA ‡ (resigned 15 March 2024)
Mrs P Southern MA (Oxon), ACA ‡ (appointed 14 September 2024)
The Reverend Jeremy Sykes, MA Hons ‡
Mr A Targett † (appointed 14 September 2024)

* denotes members of the Finance Committee
# denotes members of the Governance, Nominations and Remunerations Committee
† denotes members of the Property Development Committee
‡ denotes members of the Education Committee

Trust Executive Committee

CEO/Senior School Head	Mr P M Goodyer MBA, FRSA
Company Secretary/COO	Dr J R Northway BM, FRCS
Chief People Officer (CPO)	Mrs E Maynard MCIPD (formerly Director of People)
Prep School Head	Mrs L-A Morris BCCOM
Director of Communications, Marketing and Admissions	Mrs R Nairne BA (Hons)
Senior Deputy Head	Mr J Tuson MA, PGCSE
Deputy Head, Operations	Mr P Wise BSc (Hons), MEd, PGCE
Director of Summer School	Mr R Edwards BSc (Hons), MSC (resigned 26 September 2024)
Director of Safeguarding	Mrs A Hodge RMA CYP
Director of Advancement & Alumni Relations	Mrs Charlotte Sutton BA (Hons), MSc, PGCE (appointed 1 September 2023)

Registered Office Bede's Senior School, Upper Dicker
Hailsham, East Sussex BN27 3QH

Advisors

Bankers	Barclays Bank PLC 1 Churchill Place London E14 5HP	Auditors	HaysMac LLP 10 Queen Street Place London EC4R 1AG
Solicitors	Moore Barlow The Oriel Sydenham Road Guildford, Surrey GU1 3SR		

The Governors, who are the Company's Directors, present their annual report and the audited accounts of St Bede's School Trust Sussex for the year ended 31 August 2024.

CHAIR'S REPORT

I am pleased to present the Trust's Annual Report for the academic year 2023/24, a year marked by significant achievements both educationally and in terms of the Trust's charitable ambitions.

The report details the wide-ranging activities and accomplishments of all areas of the Trust, including our Nursery and Prep School, Summer School and Senior School.

At the outset, I would like to extend my sincere gratitude to Mrs Geraldine Watkins, who stepped down as Chair of Governors this summer after six years of exemplary leadership and dedicated service. Her tenure has been a period of outstanding growth and success for the Trust. From a governance perspective, we were also proud to see Bede's recognised as the School of the Year by the Association of Governing Bodies of Independent Schools (AGBIS) - a reflection of both Mrs Watkin's stewardship and the invaluable contributions of our wider Board.

A particular highlight this year was an excellent set of results in public examinations. Our Sixth Form pupils achieved 80% A*-B grades, while at GCSE, 45% of grades were at the level of 9-7.

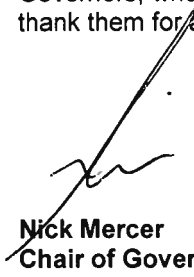
The Summer School continues to evolve and expand, with this year's launch of a new centre at Royal Russell School, extending our reach into the London area. Diversification remains a key priority for Bede's, especially in an increasingly competitive educational landscape.

Closer to home, the development of our new Boarding House at the Prep School, Meads End, is moving forward, with an expected opening in 2025.

While there is much to celebrate in the achievements of the past year, the Board and Executive Committee at Bede's are acutely aware of the challenges which lie ahead. The Government's recent decision to apply VAT to independent school fees, alongside the removal of business rates relief and the upcoming increase in National Insurance rates for employers, present profound financial pressures.

Mitigating these risks is a key priority for the Trust in the coming year. We are committed to navigating these changes strategically to ensure the continued financial sustainability of Bede's and to safeguard the quality of education and opportunities we offer to our pupils.

I hope this report provides insight into the values, energy, and unwavering commitment of the whole community that defines Bede's. It also highlights the remarkable work of our staff and Board of Governors, who continue to ensure that our pupils thrive in all aspects of their lives and I would like to thank them for all their endeavours.



Nick Mercer
Chair of Governors

STRUCTURE, GOVERNANCE AND MANAGEMENT

a) Structure

St Bede's School Trust Sussex is a registered charitable company established in 1978, charity number 278950, and company number 01386499. The liability of the members of the company is limited by guarantee. It is administered by a Board of Governors, the members of which are also the Trustees. The Trust, (which since 1 September 2012, has been known as "Bede's") is comprised of three schools: a Preparatory School with a nursery, based in Eastbourne, catering for children between the ages of 3 months and 13 years; a Senior School at Upper Dicker, educating children between the ages of 13 and 18 years; and a Summer School providing academic and recreational programmes for young people from around the World. All Schools are co-educational, have boarding and day pupils and welcome children of varied abilities.

b) Governance and Management

The Trust is run in accordance with the Articles of Association of the charitable company by a Board of Governors whose members are listed on page 2. Governors retire in rotation every five years and can stand for re-election. The Chair is elected by the Governors every five years and may stand up to three times for re-election.

New Governors are elected by the Board on the basis of their eligibility, personal competence, specialist skills and local availability. The process involves wide ranging consultation between the Chair, Board members, CEO (Chief Executive Officer) and COO (Chief Operating Officer). The composition of the Board is kept under constant review and proper consideration is given to succession planning.

New Governors are inducted into the way the Trust works by discussion with the CEO, COO and the Clerk to the Board. They receive an information pack about the School and its objectives as well as the Guidelines for Governors, issued by the Association of Governing Bodies of Independent Schools (AGBIS) and approved by the Independent Schools Council, and a Governance Manual of practices and procedures specific to Bede's. They undertake safeguarding training and are also encouraged to attend training courses for new Governors. All Governors are encouraged to go on relevant courses to keep up to date. The Independent Schools Inspectorate (ISI) Inspection in February 2024 at the Senior School and at the Prep School in June 2024 confirmed that standards of Governance were being met.

The Board has adopted a Governor Performance Review Policy that outlines the basis of the Trust's annual review of the performance of the Board of Governors, each of the Committees and individual Governors. This provides an opportunity for the Board of Governors, each Committee and individual Governors to reflect on their overall performance to ensure they are fulfilling their respective roles and are not distracted either by poor practices and/or processes or by matters which have been, or should be, delegated to management.

The Governors meet once a term to formally review the Trust's affairs and hold additional meetings as necessary to review strategy and development. Much of the Board business is delegated to various Committees:

The Finance Committee chaired by Mr N A Mercer (Mr D Keegan takes over from September 2024) meets before each full Governing Body meeting to review annual budgets, termly management accounts, annual report and accounts and development expenditure proposals. It makes recommendations for approval by the Board, including annual accounts, annual budget and setting of fees.

The Property Development Committee chaired by Mrs V Parker, meets once a term to review property development progress and submits proposals for future development expenditure and maintenance for consideration by the Finance Committee.

The Education Committee, chaired by Mrs C Nash, meets once a term to focus on the Trust's educational policies and outcomes.

The Governance, Nominations and Remunerations Committee, chaired by Mr J W Burbidge, meets once a term to review and monitor the Trust's governance arrangements, to make recommendations to the Board on the appointment and reappointment of Governors and the recruitment and compensation package of the CEO and COO, and have oversight of the remuneration of other members of the Executive Team.

The Risk Review Audit Committee, chaired by the COO, with Governors in attendance, meets once a term to review the risks facing the Trust and to scrutinise the controls in place to mitigate those risks.

The Safeguarding Compliance Committee, chaired by the Director of Safeguarding, with a Governor in attendance, meets once a term to ensure the Trust remains compliant with all matters pertaining to safeguarding.

The Trust Health and Safety Committee, chaired by the Health and Safety Compliance Manager who took over from the COO in January 2024, meets termly to discuss Health and Safety issues affecting the Trust. A Health and Safety Management Committee, chaired by the COO, meets annually. All Health and Safety Committees are attended by a Governor.

The day-to-day management of the Schools is delegated to the CEO and the COO, supported by the Executive and Senior Management Teams at both Schools.

Governors carry out visits to the Prep School, Senior School and Summer School throughout the academic year.

OBJECTIVES AND ACTIVITIES

a) Charitable Objectives

The Articles of Association state, "*The objects of the Charity (Objects) are to promote and provide for the advancement of education of children and young persons in the United Kingdom and elsewhere and, without prejudice to the generality of the foregoing, in particular by the provision of a school or schools.*" These objects are achieved by the provision of co-educational day and boarding education at both its Preparatory School and its Senior School and by the provision of Summer School facilities. The charity welcomes children of varied abilities and aims to enable each pupil to achieve to the best of their ability; fee remission through scholarships and means tested awards are provided to Pupils with special talents or needs, so that they can benefit from the opportunities offered by the Prep and Senior Schools. The Governors have due regard to the Charity Commission guidance on public benefit.

b) General Objectives for the Year

Our aim is to be the Educational Trust of choice for parents seeking an outstanding all-round education for their children, maximising academic outcomes in relation to ability, becoming the market leader in adding value and building on our existing strengths of pastoral excellence, a strong artistic tradition and outstanding sporting provision, augmented by our warm and caring community.

We are committed to ensuring that Bede's is a school where every child finds something that they enjoy and where they succeed. Pupils are encouraged to aspire to the very highest academic standards and – most importantly – are empowered to enjoy their learning. We want them to develop a love of learning and believe that this should be a source of pride.

Bede's carefully blends rigour, ritual and informality to create a School where the young and the not so young support each other in a positive, vibrant and happy atmosphere.

We recognise our obligation to be an organisation which has a focus on social responsibility and as such, we will continue to grow our partnerships and activities for the benefit of the public.

The beneficiaries include:

- Young people, whose education is funded through fee income, donations, bursaries and scholarships;
- The local community, which benefits from appropriate access to the School's facilities;
- A number of charities based in the UK and worldwide for whom funds are raised at the School;
- The general public, who are the ultimate beneficiaries of the School's high-quality educational system and the social values that it generates.

Public Benefit

Educational

Offering bursaries or other types of assisted places

The Governors' policy is to make awards for fee remission on the basis of financial need and pupils' educational ability or talent. Bede's does not have any historic endowment and, therefore, in awarding bursaries, the Trust tries to ensure a balance between its obligations to fee-paying parents, many of whom make considerable personal sacrifices in order to educate their children at Bede's, and those who will benefit most from the awards.

The Trust invests considerable time and resources in the awarding of its bursaries and ensuring that, as far as it is able, the benefits of a Bede's education are as accessible as possible to those who do not have the means to pay full fees. During the year, it provided 64 means tested bursary awards at a cost of £611k. Four of the awards were for fully funded places. In addition to its bursarial contributions, the Trust is involved in a range of activities in support of its charitable objectives including providing support for, and partnerships with, local schools, as well as fundraising and volunteering in support of charities across the UK and overseas.

Bede's Development Foundation (the Foundation) was founded as an independent registered charity, constituted as a Charitable Incorporated Organisation (CIO), in 2023. It is governed by Charity Commission regulations. It is not registered with Companies House and is not subject to company law. It is voluntarily registered with the Fundraising Regulator.

The objects of the Foundation are to advance education at Bede's School (the "School") for the public benefit by providing funding, assistance and support in such manner as the charity Trustees shall determine including (without limitation) the provision of:

1. Bursary support for the benefit of pupils at the School who would be unable to continue in education at the School or who would be unable to commence education at the School despite being accepted, without financial assistance; and
2. Funding to the School towards the development of its facilities.

The Foundation has a separate Board of Trustees, enabling appointment of board members (including those who may not wish to be a Governor) with specific interest, skills, and expertise in fundraising, investing and distributing funds.

A Memorandum of Understanding (MoU) governs the relationship between the Trust and the Foundation covering areas such as conflicts of interest, setting funding priorities, use of the School's name, branding and data, etc.

The Trust appoints two "nominated Trustees" to the Foundation Board and three Trust employees, the CEO, COO and Director of Advancement & Alumni Relations, are ex officio Trustees of the Foundation.

The nominated Trustees have a responsibility to ensure the Foundation remains strategically aligned with the Trust and along with the ex-officio Trustees, provide Board level awareness of the Foundation's goals and activities.

The ex-officio Trustees have a responsibility to ensure operational alignment and integration of the Foundation and Trust.

The Foundation aims to highlight Bede's ethos and demonstrate that it is the living, breathing heart of everything that the Trust does; hence the Foundation is built around the School values of: Compassion, Conscientiousness, Curiosity and Courage. Bede's Development Foundation believes that by working together as a community we can truly transform lives.

The initial aim of the Foundation is to fund five 110% Sixth Form bursaries each academic year by 2029.

In addition to meeting the usual criteria for Sixth Form entry, to be eligible for Bede's Foundation Scholarship:

- The pupil must live in the local area
- The pupil and their siblings will have studied solely in a state school setting
- The primary caregiver(s) of the pupil should be eligible for, or claiming, universal credit
- The pupil and primary caregiver(s) will demonstrate that they would benefit from and fully take part in, the wide range of both academic and co-curricular opportunities
- A 110% transformational bursary ensures a pupil faces no barrier to every opportunity available at Bede's and includes the pupil's fees, sports kit, School bus transport, meals, curriculum-based trips, one optional activity per term (e.g. sailing, LAMDA, music lessons, etc.), public examination fees, uniform, equipment necessary for academic study and additional learning enhancement lessons and any associated assessments.

In the first year the Foundation raised over £310,000 and secured in excess of £125,000 in pledges. However, the biggest achievement by far was being able to offer the first two places in September 2023.

In 2023/24 the foundation raised a further £244,000 and there are now three Foundation Scholars in the School.

In November 2023 the impressive start that the Foundation has made, was recognised when it won the Institute of Development Professionals in Education (IDPE) Schools' Award for Ambition and Progress.

Allowing pupils from state schools to use its educational facilities

Facilities across both Schools continue as always to be used extensively by organisations and the local community, particularly local state schools.

Pupils from local primary schools such as Park Mead Primary School continue to join all of our in-house drama productions, as well as enjoy free seats at our production of Guys and Dolls performed at the Devonshire Park Theatre. Such opportunities are designed to enhance and inspire children's own creativity and an interest in the performing arts.

Various secondary schools have been able to use our recording studios in the Music department as well as the Recital Room, along with opportunities to sing alongside the Bede's choir in London. This is an opportunity for local pupils including our own to join forces with a young professional chapel choir. Pupils from Chailey School are also participating in the Bede's Concert Band.

Bede's has supported the National Youth Arts Trust which widens access to the arts for children and young people from non-privileged backgrounds. The Legat Associates programme offers one free place in their annual dance programme, including all tuition as well as free tickets to their end of year show for the placement support organisation. A free place was awarded for the week-long Summer School dance programme as well as free entry to the national 'Let's Dance' competition in London.

The Summer School Programme offered six day and residential places across both sites to Ukrainian refugees and underprivileged children, not only during the summer holiday, but also over the Easter break as well, providing an all-inclusive programme of boarding, pastoral care, food, lessons, excursions and activities. £20 per residential pupil was also donated to the Bede's Foundation.

This year saw an increasing number of primary and prep schools visiting our on-site zoo. We had over 185 children visit the zoo in the last academic year, which provided a hands-on experience as well as an opportunity for children to learn about animal conservation and care.

The Sports Department has supported a number of schools through providing access to our facilities in order to run swimming, tough mudder competitions, invasion games, cricket, tennis, strength and conditioning, football and hockey activities. We ran 29 different events throughout the year involving over 1,821 children from local schools. We continued to support East Sussex Activities Placement Support by offering taster sessions in swimming, football and tennis in the school holidays. Free swimming lessons for three local schools take place on a weekly basis during term time.

Pupils studying Business and Technology Education Council (BTEC) level 3 or those studying for the Sports Leaders Award, have led expert coaching sessions for Year 5 and Year 6 pupils in four local schools. The sports offered range from netball, football, hockey, badminton, basketball, athletics, tennis, rounders and cricket. These events foster a healthy connection within our community providing the opportunity to partake in a variety of different sports. Bede's pupils benefit academically and personally, building leadership and confidence skills through the opportunity to teach younger pupils from different schools. As part of their qualification, they organised and ran a mini sports festival along with a Disney style Olympics. Using the Bede's pool, pupils were able to host a fun aqua event as well as a mini swimming gala.

The Senior School has supported swimming lessons for Park Mead Primary School, Chiddingly, Dallington and East Hoathly primary schools, whilst Hailsham Swimming Club, Swerve Soccer, Tennis Eastbourne and Skillz Cricket Club have continued to utilise the facilities for their local sporting provision. We have also provided a number of injury rehabilitation workshops for pupils at local schools. The Prep School has delivered swimming lessons to pupils from Stone Cross Primary and St John's Meads C of E Primary School. St John's School also benefits from science lessons, which are taught in the laboratories at Bede's Prep School. In addition, we hosted the annual event for Meads Community Association, participated in Eastbourne Youth radio, held a Science, Technology, Engineering and Mathematics (STEM) day for a state school, participated in a community run event called Meads Magic and visited care homes to spend time with the elderly playing games, talking and reading to them. This also included visits to members of the Young at Heart elderly community group in Heathfield. Creative and performing arts lessons were provided for pupils at Shinewater School in the theatre and dance studios.

Drama pupils attended the Edinburgh Fringe festival putting on a performance of 'Our Teacher's a Troll.' Low cost ticket concessions were made available for unemployed or disabled patrons as well as children and the elderly.

As part of our Looked After Children programme (LAC) the School hosted the East Sussex Virtual School training day. This is the third event that we have hosted for the Virtual School, including the Children in Care awards.

Having signed up to the Wellbeing Hub initiative this year, in order to enhance our Personal, Social, Health and Economic (education) (PSHE) programme, we were allowed to give a free membership to Heathfield Community College, who have made extensive use of the programme offering advice and support to 1,450 children.

Hosting joint school events with other state and independent schools

Bede's pupils who study BTEC Sport worked with Pevensey and Westham Church of England Primary School and Park Mead Primary School on a regular basis, to host sports coaching days in a range of sports. The younger children are given the opportunity to participate in a variety of different coaching sessions across multiple sports.

We have continued with our formalised partnerships this year with other schools; We were able to build on the support given to Gladesmore Community School and Elmgreen School, by offering an educational day at Bede's for Lilian Baylis School. Twenty pupils from the School took part in STEM lessons as well as a visit to the zoo.

The Wealden Partnership which was set up three years ago by the Head of Partnerships and Social Responsibility has evolved both in terms of events and the numbers of schools participating. Initially ten primary and secondary schools joined the partnership but this number has grown throughout the year, with five more schools joining. We were able to host a joint school council meeting at the beginning of the year, a host of sporting events, as well as a closely fought debating competition and quiz. The Head of Partnerships sits on the schools partnership liaison committee sharing best practice with an ever increasing number of schools across the UK and we are now members of the Schools Partnership Alliance.

A member of staff within the Science, Technology, Engineering and Mathematics (STEM) Faculty fulfils the role of CEO of the Galactic Challenge Enterprise and plays a significant role in organising annual events. We were able to host academic enrichment days for local primary schools as well as continuing to organise and host the Galactic Challenge and the UK Space Design Competition in November and March. The School organised and ran the regional round of the UK Space Design Challenge on behalf of the educational charity Space Science Engineering Foundation (SSEF). Over 200 pupils were involved in these events. We were once again able to host a primary schools STEM fair for 8-10 other schools to showcase their work. The faculty held a 'mission to mars' day for local primary schools in an attempt to encourage children into STEM and space education in particular.

The Social Sciences, Humanities and the Arts for People and the Economy (SHAPE) faculty visited five different schools delivering a variety of workshops entitled 'cities from scratch,' as well as 'starting your own business day.' The SHAPE faculty also organised the Model United Nations conference for five local schools as well as hosting the European Youth Parliament South Coast regional finals. They also delivered a mini debating workshop at two local schools.

Bede's reading ambassadors read with Year 3 and 4 pupils at Park Mead Primary School.

In April the Head of Careers and Employability organised a careers fair with over 50 exhibitors from local and national employers as well as universities and apprenticeship schemes. 350 children from four local schools were able to attend and explore the next stage of their careers.

Working with schools overseas that provide education to children from families that cannot afford to pay for the child's education

The Trust provided fully funded day places for five Ukrainian pupils as well a fee remission for a Ukrainian boarding pupil. In addition, the Trust supported the Eastbourne Rotary Club in their efforts to raise money for building a school in Uganda and donated books and Bede's sport uniform for the

children in Uganda. We helped fund a school trip to Murchison Falls Game Park and a boat trip on the Victoria Nile.

Collaborating with state schools, including working with or sponsoring academies

Bede's continues to represent independent schools across East Sussex in terms of safeguarding and will continue to do so for the foreseeable future as part of the newly named East Sussex Children's Partnership.

In September the Head of the Bede's Partnership Programme organised an inter schools council meeting.

A member of staff at Bede's continues his long-standing commitment and support of Looked After Children (LAC) by acting as the Designated Teacher for LACs. Bede's works closely with the RNCSF and our Designated Teacher is a member of their Expert Advisory Group, providing advice about boarding, in order to help develop their national programme. During the year, there were five LAC from East Sussex who were educated in the Trust, all of whom were weekly boarding at Bede's. The School also supported one child from Eastside Young Leaders' Academy (EYLA), through the Royal National Children's SpringBoard Foundation (RNCSF). The School provides 50% bursaries for the LAC and also covers many of the extra costs, with the Local Authority and the Royal National Children's SpringBoard Foundation providing the remainder of fees. Bede's also provides a 70% bursary for the child from EYLA, with the RNCSF covering the rest including extras.

Our Designated Teacher for LAC has also continued to fulfil his role as a Governor of the East Sussex Virtual School for Children in Care, with the School hosting two of the Governor meetings this year. In this role, he also works closely with the Head of the Virtual School to identify children in care who would benefit from a place at Bede's and to explore ways in which Bede's can support and provide opportunities to other children in care in East Sussex.

The head of LAC has also developed a partnership with Magdalen College School in Oxford offering interview and mock Oxbridge Maths support for a variety of pupils in state schools.

As part of its work to support the Foster Placement Support Service, which provides respite for foster carers, Bede's hosts children several times a year at weekends and during holidays. Each term Bede's hosts groups of up to 15 children on a Saturday morning, providing activities in both the Art and Animal Management Unit followed by lunch. On two occasions we hosted two groups of LAC for holiday sports activities, led by staff in the Sports Centre, during which they tried out a number of different sports.

We hosted two Children in Care Awards ceremonies this year. In October, we hosted over 50 children in care along with their carers and social workers to celebrate their educational success. Bede's caterers, Holroyd Howe, provided dinner, followed by an awards ceremony that took place in the Recital Room. This event was for children in Year 7 and above. In March, we held an event to celebrate the educational success of such children in Year 6 and below. 20 children along with their carers, were invited in for a session in art and animal management, followed by lunch and the award ceremony in the Old Dining Room.

Formalising sharing of knowledge, skills, expertise and experience with other educational providers

Several members of staff act as governors for local primary and secondary schools; namely St Christopher's School in Letchworth. This partnership is particularly pertinent as the member of staff has expert knowledge to help St Christopher's farm and animal small holding. Other schools include Ratton School in Eastbourne as well as Hassocks Infant School. One member of staff sits on the University of York advisory board for Natural Sciences. Another member of staff is a trustee of Project Eileen, a local charity set up to provide help and support for school children coping with the death of a loved one.

Whilst we also have a staff member who is club chair and coach of the Eastbourne Inline Hockey Club for juniors and seniors. Bede's Assistant Head (Innovation and Development) continues to lead various training and inset sessions in other schools, sharing his expertise in the area of online teaching and learning, IT and science. Bede's Assistant Head (Academic) and the Head of the Prep School are both ISI inspectors who in turn can offer feedback to school and colleges surrounding the criteria and values instilled in inspection teams.

Through a collaboration with Park Mead Primary School, the Trust is working to develop knowledge, skills and expertise in Key Stages 1 and 2, both for itself and also for the Sports Leader pupils, so that they are encouraged to continue to develop their leadership skills and volunteering during their final year.

Bede's pupils and staff participated in Eastbourne Holocaust Memorial Day events and has hosted the regional debating competition for local schools. We are involved in the European Youth Parliament, hosting the south coast region event at Bede's. We enter teams for the Model United Nations annual competitions across the country.

The Languages department hosted the inter-schools debating competition, the Year 7 and 8 interschools quiz competition as well as a Special Educational Needs and Disabilities Coordinator (SENDCO) study day, with the opportunity to share best practice amongst local primary, secondary and specialist schools.

Willingdon and St Richard's secondary schools were able to use our facilities, coaching and filming equipment for GCSE Football. A sporting masterclass was held for eight local primary schools including cricket, tennis, hockey and swimming. A swimming gala along with football competitions were also held with local schools.

As well as zoo visits, conservation workshops took place at the zoo for local state and independent schools. The zoo is part of an endangered species programme including hazel dormice and black lemurs. The programme is in an attempt to conserve a British species and return them to areas that were regionally extinct.

Community Relations

Sport

Bede's remains deeply committed to outreach, delivering sports masterclasses, taster sessions, and competitions that have impacted both our pupils and the wider community. This year, we hosted the Schools' Tennis Championships, welcoming over 600 pupils from 15 schools. We offered swimming, cricket, hockey, tennis and football taster sessions to local schools. Our coaching staff also worked closely with organisations providing many tournaments and expert coaching that has engaged over 800 young people from the wider community.

These achievements reflect our continued ambition to create not just great athletes but lifelong enthusiasts of sport and physical activity.

Village Life

The Senior School values highly its role within the local village community of Upper Dicker and its environs. We continue to support Christmas Carol singing in the village, donating money towards the cost of the evening including food, decorations and presents as well as supporting the event itself with pupils and staff. This event is a fantastic social gathering for everyone that resides in the Village. The School also plays a significant role helping with the organisation of Dicker Day which is an event

organised in the Village by local residents during the Summer where there are various traditional stalls and activities which are run by the pupils.

The School maintains services to the village church, including undertaking repairs and tending to the graveyards, cutting hedges, as well as other village amenities, such as tending to the football pitch and verges. During the School's Make a Difference Day the pupils helped with gardening and cleaning up in the Parish garden at the church in the village. Another group of pupils went to assist at Michelham Priory in their gardens in a similar way. Our car park continues to be used for large events at the village church and daily by the parents of the village primary school for drop off and pick up. During the winter months, the School grits the paths in the village, especially around Park Mead Primary School.

The School maintains active links via the Dicker Residents' Association often sending a representative to the meetings that take place several times per year. As well as resolving any issues that arise around the village this was helpful when communicating regarding the new roundabout scheme in the heart of the village that was paid for by the School. This traffic calming measure was something that was welcomed by the village residents and the School had campaigned for this for over twenty years. It finally came to fruition in the Summer of 2024 and has calmed traffic travelling through the village which is beneficial to both the School and to the local residents.

Local residents are able to use the School's swimming pool and have access to the gym at certain times of the week, all of which are free. Bede's also provides emergency support within the village from time to time, for example by providing water to the primary school on occasions when the water supply to the village has been cut off for prolonged periods. The School prints and supplies ID cards for Park Mead Primary School. The School in return sometimes hires the village recreation ground for football training for some of the pupils and on a couple of occasions has hired the Village Hall in order to carry out drama rehearsals when examinations have been running at the School.

Senior pupils provide reading support to all age groups at Park Mead Primary School, building strong relationships with the children, volunteering at events such as the Christmas fair and sports day. Food has also been provided for these events from the Food and Nutrition department.

As part of the late HRH Queen's Green Canopy Project the School planted 1,200 trees in 2022-23 on the hillside above the village. These are of varying species and the School grounds team have tended to them since and the pupils themselves were involved in watering as part of Make a Difference Day. Relatively few have been lost and in years to come these will turn into a new area of woodland above the village.

Wildlife

Bede's Animal Management Unit supports the People's Trust for Endangered Species and The Sussex Wildlife Trust in monitoring the population of Hazel Dormice. Local schools visit the zoo, along with a Young at Heart community group. We continue to extend this offering with over 200 primary aged pupils visiting the zoo this year alone. Bede's also contributes to the conservation of the critically endangered Belted Black and White Ruffed Lemur, one of the most endangered primate species in the world. The School has started an educational partnership with Nyosi Wildlife Reserve, a peri-urban conservation project located in the Eastern Cape of South Africa.

Local Charity and Volunteering Work

Pupils at Bede's are encouraged to develop their relationship with the wider community, through the charitable actions of giving to others, whether that be their time, energy or financial contributions. They are encouraged to develop a strong sense of civic duty and a clear understanding of the values of charitable fundraising and volunteering.

This year Bede's has continued to foster their link with the Matthew 25 Mission in Eastbourne, a charity which cares for vulnerable people who have been exploited. In the Autumn term, as part of the traditional October Harvest Festival, Bede's School was able to donate enough dry food to provide 2,000 meals. The donation drive fostered an awareness of the struggles of those in our own community and helped to encourage a sense of compassion and curiosity.

At Christmas, 150 "love in a bag" parcels were filled with gifts and donated to Hailsham Food bank which were then distributed to families who would not otherwise be able to afford them. At Easter 450 Easter eggs were donated to The Recovery Cafe and psychiatric clinic in Hellingly. This charity seeks to support anyone on a recovery journey. In the Summer term, the Senior School hosted the Demelza Bubble Rush, providing all the set-up, equipment loan, grounds and facilities.

The Prep School runs a weekly activity called Young at Heart during which a group of pupils visit care homes to spend time engaging with the elderly. Pupils are excellent ambassadors for the School demonstrating our values of compassion and their qualities of generosity, care and selflessness. The Senior School also worked closely with the Young at Heart community group, hosting cooking, art and music sessions throughout the year and helping to organise and host a fashion show, raising over £3k for their charity. Music scholars also organised a musical afternoon for a local Seaford community group.

The boarding and day houses at Bede's Senior School continue to demonstrate an admirable focus on charity fundraising. This is testimony to the spirit and camaraderie in each of the houses; staff, pupils and their families showed a great willingness to come together and give to others. Charities supported were Raystede, Crohns in Childhood, Chailey Heritage Foundation, UNHCR, the UN refugee agency, Hope Valley School in South Africa, the ABC fund, UFULU Malawi Ltd and the Hummingbird charity. The total amount raised by the houses was £19k. The Senior School also raised funds for St Wilfred's Hospice, Oxfam, Hailsham Food Bank, the Poppy Appeal and Red Nose Day.

The Prep School raised nearly £9k, through various fundraising events across the year. The majority of the money raised will go to support Wolo, a local charity. Wolo Foundation helps families living in Sussex through their cancer journeys and by offering practical help and support to make their day-to-day lives easier. In addition, we supported Children in Need, Christmas Jumper days, Comic Relief, Macmillan Cancer Support, Royal British Legion, Red Nose Day and World Wildlife Fund. The School choir also visited care homes over the Christmas period to spread some joy.

In developing links with the local community, pupils from both Prep and Senior Schools have undertaken various beach and park cleans in the surrounding area in collaboration with Plastics Free Eastbourne and Surfers Against Sewage. The Deputy Head at the Prep School volunteers for the RNLI, running educational sessions for local schools and charitable organisations.

ACHIEVEMENTS AND PERFORMANCE

SENIOR SCHOOL

Academic

This was the first year where Covid started to have a more limited impact on exam results and the second year where grades were reset to 2019 levels.

The pupils who completed A-Levels and BTEC Level 3's would have completed their GCSEs in 2022 - a year where grade inflation was midway between Covid and Pre-Covid levels, however had the advantage of taking GCSE exams rather than Teacher Assessed Grades.

Results in 2024 A-Level were some of the highest in the last ten years (excluding Covid years) with 80% of pupils achieving A*-B grades (during Covid these figures were 82% and 83%). In 2019, the last year of statistically accurate data, this figure was 70%. Value Added at A-Level was both higher and statistically significant. 26% of all grades were at A* or equivalent.

There were similar positive results at GCSE with 44% of pupils achieving levels 9-7 (39% was the 2019 equivalent figure). Again, Value Added was strong and statistically significant. 25% of grades were at 9-8 (equivalent to an A*).

In the past twelve months Bede's has been a centre of digital teaching and learning in the UK. Two exam boards, AQA and Pearson regularly visited during the mock and exam season and the School is a leading figure in the national conversation concerning online assessment. In the last twelve months Bede's has explored the use of AI in education on a national level and we are currently working both with AQA and Imperial College in this field.

Cumulative percentages at each grade for A Level, BTEC and Pre U qualifications					
	A*	A	B	C	D
2024	26	60	80	95	98
2023	20	42	65	89	96
2022	27	50	70	88	94
2021	33	64	83	94	97
2020	25	54	82	97	99
2019	20	48	70	88	96

Cumulative percentages at each grade for GCSEs							
	9	8	7	6	5	4	3
2024	13	25	55	68	84	94	98
2023	11	22	41	65	81	94	98
2022	15	29	45	62	81	93	98
2021	18	36	56	73	88	99	99
2020	9	23	43	67	82	95	99
2019	7	20	39	56	77	91	96

Regular assessments throughout the year (with one 'robust' assessment for every year group once a term) were designed to ensure that teachers received feedback on progress, pupils develop the strategies for successful exam technique and pupils build resilience to face 'the real thing'. Internal end of year examinations took place for First Year, Lower Fifth and Sixth Form cohorts.

First Year Curriculum Days took place featuring space design and sustainability challenges. These provided non-curricular experiences for pupils at Bede's outside the norms of the classroom.

This year, significant work has been undertaken to continue to develop independent learning skills in the Fifth Form. Fifth Form pupils and their parents participated in Maximising Success workshops in January and February 2024, during which pupils were supported to identify revision strategies to aid their learning. Furthermore, a Fifth Form tutor programme, underpinned by research evidence, focussed on developing a growth mindset by engaging with the 4C values (Compassion, Courage, Curiosity and Conscientiousness), was deployed this year to enable Years 10 and 11 pupils to unlock the power of metacognition and to further embed their practice of using effective revision strategies for learning. In recognition of how challenging exams are, continued provision to support Year 11s was made available throughout their GCSE exams, as pupils in Year 11 were provided with up to 17 subject-specific revision sessions to sign-up for. These revision sessions were extremely popular with parents and pupils, confirming that the journey to becoming self-regulated and independent learners in the Fifth Form and beyond is making demonstrable progress.

The After-School Academy took place every Monday, Tuesday and Thursday evening, with a comprehensive range of subjects on offer and a significant take-up from pupils. Extra sessions are advertised with giant posters displayed around the School, along with regular updates on the Academic Extra Sessions Website. There were close to 100 different sessions on offer during the course of the week with after-school the most popular slot.

The 42 Club continued to take place after School every Thursday evening and is designed to offer supra-curricular activities for pupils. Whilst The 42 Club activities are targeted at gifted & talented pupils, all are welcome to join. Pupils are strongly encouraged to attend numerous sessions during the term. Scholars also help design the programme by running events themselves and providing feedback on requested future events. Examples of the diverse topics and subject areas covered during the year include a conference on ethics in biology, an editorial meeting for the SHAPE Faculty magazine, an animation masterclass and English masterclass focussing on dramatic comedies, a business masterclass exploring start-up success, advice on how to deliver a TED talk, a dissection masterclass, an economics symposium and eco-writing class.

Our outreach programme continued with a significant number of workshops being held at prep and primary schools throughout the local area. Windlesham Prep built a City from Scratch, Park Mead Primary School hosted a Dragons Day workshop and Skippers Hill Prep School hosted a Model UN workshop. This is just a small selection of the 40 different workshops that were undertaken.

Our Universities and Careers Fair in April hosted 50 external exhibitors, including universities, local and national employers, vocational training providers, gap year companies and representation from international universities. Highlights included 21 universities, UK Space Agency, NatWest Bank, all three Armed Services, Conde Nast College of Fashion, Sussex Police and Oyster Worldwide. We were joined by four alumni as exhibiting professionals. We also welcomed pupils from partnering schools including Lewes Priory, King's Academy Ringmer, Seaford Head and Claremont as well as our own Prep School with a total footfall of over 1200 pupils engaged.

Lower Sixth Futures Week took place in the penultimate week of June and aimed to prepare and inspire our pupils in their higher education choices, career aspirations and helps prepare them for leaving the Bede's community. The week included 30 diverse industry insight workshops and subject tasters available for pupils to access, along with a day of "life skills" workshops, and a day at the University of Sussex. The week involves support from over 20 external organisations as well as from our resident experts drawn from within the Bede's community.

The outreach programme which has been in place with our own Prep School for some time now has been extended to include pupils from other local prep schools. Faculties who have hosted

masterclasses include the Languages Faculty which led a writing workshop at Hazelwood Prep School and STEM visited Rose Hill Prep School to deliver a rocketry-based workshop. These supra-curricular events continued to gradually increase in popularity. Taking into account pupils' own preferences, a varied programme was developed including visiting lecturers (such as entrepreneurs and academics), pupil-led talks and debates, masterclasses (including dissection, comedy, feminism and irony) and practical sessions supporting medics and Oxbridge applicants. The schedule also featured the launch of the 'I Belong' pupil poetry publication and SHAPE magazine editorial meetings.

Pastoral

Inclusion and Diversity

The School has made significant strides in embedding Equity, Diversity, Inclusion, and Belonging (EDIB) values into its culture, marking them as central to the School community. This year EDIB events have been formally structured within the School calendar, with enriching activities to celebrate Black History Month, Culture Week, Neurodiversity Week and Pride Month. These events included interactive experiences, such as salsa dancing workshops, symposiums, school visits and influential guest speakers. One highlight was a talk from Laura Bates on Everyday Sexism, engaging both pupils and parents in meaningful discussion.

Staff development has been prioritised to support this focus, with plans for whole-school training on Derogatory Language at the start of the next academic year. EDIB now has a recognised presence in the School's operational processes, from representation on interview panels to a standing agenda item in all meetings, underscoring the commitment to inclusive practices.

A new Pupil Voice Committee, 'Her Voice,' was established this year to amplify the voices of female pupils, allowing them to advocate for change. The committee has already contributed to the redesign of sportswear, offered feedback to enhance the gym environment and shared their classroom experiences. Plans are in place to expand this initiative, encouraging broader participation and ensuring a wider range of pupil perspectives are heard and acted upon.

Overall, the School's dedication to EDIB continues to foster a more inclusive, equitable environment, aligning these principles as core to the School's values and day-to-day practices.

Boarding

Two years after the opening of our newest boarding house, Dorms, we are pleased to have a full complement of top-quality boarding houses on the Senior School site. Our commitment to creating a supportive environment for our boarders is reflected in our ongoing refurbishment efforts.

In 2023/24, we introduced significant enhancements to our boarding program, with a focus on evening activities and academic support for boarders. Our revamped weekend and evening schedule now offers a wider variety of mid-week opportunities. Additionally, we have implemented second prep sessions for all boarders, designed to provide greater academic support and enhance learning outcomes for our pupils.

The Boarding Committee has been particularly active this year, with continued encouragement for boarders to participate in House Council and School Council meetings. Once again, we have achieved representation from all year groups in the Boarding sub-committee meetings. To further foster a sense of belonging, house-hosted events were organised and invitations extended to parents to join us for various evening activities throughout the year. This reflected our strong commitment to fully involving families and making them an integral part of our community.

Our commitment to providing the best possible boarding experience is also reflected in changes to key personnel. Last year we welcomed two new housemistresses both with valuable experience from other HMC schools, to take charge of Dorter and Crossways Houses. All of our Housemasters and Housemistresses continue to be supported by dedicated Deputies, Resident Tutors, House Managers, Matrons and Night Matrons who provide round-the-clock care for our boarders throughout term time. These ongoing developments showcase our commitment to continual improvement and our dedication to cultivating a supportive and inclusive boarding environment that fosters a sense of belonging for everyone at the School.

Co-Curricular

At Bede's it is our goal to ensure that we develop good people through the growth and education of the whole individual. It is our strong belief that courage, curiosity and compassion are revealed through co-curricular activities. These values enable pupils to develop their strengths, qualities and self-confidence in order to help them to flourish and pupils continue to enjoy a diverse and engaging array of over 100 clubs and activities across afternoon activity sessions, evening enrichment and the weekend and boarding programme.

Trips and Visits

There were a range of visits including local regular UK based trips to Brighton, Ashford and Covent Garden as well as a Chinese Trip to the British Museum, the Women's FA Cup Final and rugby at Twickenham as well as a special celebratory trip to Thorpe Park for the Upper Fifth.

The specialist subject-based trips were numerous and included local visits to places as diverse as the Sussex Planetarium for Physics, the Rathfinny Estate for Business Studies and Potfest for Ceramics at Glyndebourne. Additionally, there were trips further afield organised by the SHAPE faculty to the Churchill War Rooms, Slapton Ley in Devon and the Houses of Parliament. In total there were over 500 trips and visits during the course of the year.

Bede's teams also performed extremely well at the UK Space Design final at Imperial College and performed superbly in the Galactic Challenge hosted at the Senior School.

Bede's pupils also participated in Warhammer in Nottingham and the successful launch of Model United Nations saw pupils attend several conferences with great success at Hurstpoint College, the Royal Hospital School and Felsted School. There were several Duke of Edinburgh trips during the year including excursions to the Ashdown Forest, Midhurst, the Peak District and the Lake District.

We believe strongly that such trips not only provide opportunities to enrich learning outside the classroom but also increase confidence and collaboration between pupils as well as enabling them to explore other physical and creative lifestyles. There were over twenty residential visits which involved over five hundred participants. Pleasingly this year saw the return of even more overseas trips with over 180 pupils taking part, including a History and Politics Trip to Washington, a STEM trip to the Texas Space Centre, a rhino conservation trip to South Africa as well as two ski trips to the Alps. This was on top of sporting trips which included the Girls 1st XI Hockey visiting the Netherlands and a La Liga tour to Spain for the footballers. The School is the only one in the country to partner with La Liga in this way and also ran a La Liga camp for Spanish players at Bede's who came and stayed in the Easter Holidays.

In Drama the popular *Weekends at the West End* sign up trips again saw over 100 pupils engage with eight Saturday productions that ranged from the popular 'Minority Report' to the ethical examination of 'The Effect'. These trips extend the enrichment of our cultural offer at Bede's and give our boarding pupils in particular a highly worthwhile weekend activity.

A level Drama and English pupils performed Our Teacher's a Troll at the Edinburgh Fringe Festival. The group performed five shows off the Royal Mile and undertook marketing, promotional showcasing, working within a professional venue whilst also watching 15 productions throughout the week. This trip provides our pupils with a plethora of opportunities and experiences that is fed directly back into their work as they enter the Upper Sixth, as well as infuse in pupils a lifelong passion for the arts.

Events

During the Summer Term, it was wonderful to invite our leavers and their parents to join us once again for the Summer Ball. We also invited all our new families in for a series of evening and weekend events to help support the transition of new pupils joining the Senior School. Finally, we were pleased to close the year by inviting the whole School community to Speech Day and Prize Giving in order to reflect on the myriad of achievements during the year and say farewell to our leavers.

Performing Arts

We finished the year being shortlisted for the TES Creative Arts Award for our wide-ranging opportunities offered to pupils across the School. Across the year there were a variety of performances showcasing our highly regarded performing arts offer, which are outlined below.

Music

Our musicians began the year in earnest by preparing for Bede's Fest, an outdoor music festival and welcome event for all parents in the park. Shortly after this, the School community began preparing for House Music and the biennial Gala concert, held in the Recital Room in December. Bede's musicians enjoyed the opportunity to collaborate with dancers and dramatists at the biennial musical production at the Devonshire Park Theatre in Eastbourne, which was Abe Burrows and Joe Swerling's Guys & Dolls. This was, yet again, a resounding success and showed Bede's strengths in its representation of the Performing Arts. Our Cabaret concerts, musical productions, theatre performances and Legat dance shows further enhances the reputation of the School in the wider community and shows that Bede's is a beacon for the Performing Arts in the South East. The year consisted of informative and inspirational workshops and masterclasses with an Alexander Technique Masterclass with Catherine Fleming in February 2024, who came and gave her expertise in this important art of movement.

At the end of the Spring term, the Bede's Singers had another opportunity to sing choral evensong with the choir of the Old Royal Naval College Chapel, London, and the music department was busy preparing for an ensembles' concert, and a pupil rock/pop gig, giving performance opportunities to all members of the community. The Summer term brought lots of music and rehearsal workshops with some of our talented visiting music team. The Director of Music, visited St Ronan's School in a choral workshop and masterclass, and Bede's Prep School came to a morning's choral workshop at the Senior School. We held the Bede's Young Musician of the Year competition recently, which enjoyed a healthy pupil sign-up, the prize for which was two tickets to a concert or gig of choice. We held a Leavers' Recital and music for a summer evening and had a whole host of musicians across the community at Speech Day.

Legat Dance

The Legat dancers have not only produced incredible live performances throughout the year but the pupils have also achieved top results in their academic studies including 100% Distinction* for the BTEC Performing Arts exams Level 3 pupils.

In the Autumn term the dancers performed an original dance production of The Wizard of Oz in The Miles Studio to two sold out audiences. This was a huge success, with half of the proceeds being donated to the Bede's Foundation.

The Spring term saw the return of our Legat Solo Awards brilliantly judged by our guest professional Pippa Duke, as well as being selected once more to perform at Move It, the World's biggest dance event held at The ExCel. 33,000 people attended over three days and for the first time Legat exhibited at the event enabling us to promote the School and the opportunities available to prospective pupils.

In the Summer term, Legat produced another huge end of year showcase entitled 'Let's Go To The Movies' at The Congress Theatre in Eastbourne. 80 pupils took part from across the Trust.

Throughout the year the company was treated to workshops with seasoned professionals including Damien Delaney, Jaye Elster, Christina Gibbs as well as a trip to spend the day at Italia Conti. The Vice Principal was so impressed with the talent on offer that they awarded one of our pupils a scholarship to attend their Summer School.

Theatre trips included seeing Matthew Bourne's Edward Scissorhands with one of our esteemed alumni Holly Saw performing the lead role as well as a trip to see Everybody's Talking About Jamie at The Congress Theatre in Eastbourne.

Many of our leavers successfully auditioned for further dance colleges including placements at Trinity Laban, London Studio Centre, Performers College and Italia Conti.

Drama

This year the Drama Department has continued to strengthen its links with the Prep School through the fortnightly Drama Masterclasses which have provided a sense of continuity for the pupils. We also invited the Prep School to our "Guys and Dolls" production as well as the Year 9 devised piece, 'Lost Property', that was also attended by Park Mead Primary School.

"Guys and Dolls" was a wonderfully ambitious production at the Devonshire Park Theatre that saw 61 pupils involved in all aspects of the performance and design and our professional review was wonderfully positive. The show was well attended and our opening matinee was enjoyed by four prep and primary schools and this is something we intend to build on.

The Junior Play this year was "Soldier" - an adaptation from our Head of Academic Drama, of Anthony Minghella's "Soldier and Death" originally created as a fantasy puppet piece. This production was staged in a thrust configuration and 35 pupils enjoyed onstage performing and creating imaginative staging and props.

Theatre visits included Metamorphosis at the Connaught Theatre, Worthing and The Young Vic to see "F***k Miss Saigon" and "Machinal" at the Old Vic as well as "A View From the Bridge" and "Life of Pi" at Chichester Festival Theatre, "Nye" at the National and "Bluebeard" at Battersea Arts Centre.

We taught the first year of our BTEC Production Arts Course and our pupils were involved in a plethora of productions as lighting designers and operators to events managers; of particular note was the assisting with our annual Performing Arts Celebration Event that saw 100 pupils come together from music, dance and drama to celebrate a very busy year.

Our London Academy of Music and Dramatic Art (LAMDA) results have been superb with the majority of our pupils gaining distinctions. We've also expanded the range of courses on offer and we now offer devised drama as well as acting, verse and speech, Shakespeare, musical theatre and public speaking. Once again we have had one pupil sit the PCertLam award that is equivalent to an AS level in terms of UCAS points.

Sport

Bede's School hosted the Schools' Tennis Championships, which involved over 600 pupils from 15 schools over ten days, providing a competitive platform and fostering a love for tennis among young pupils.

The Senior School also hosted Sussex Schools U12-U18 football trials free of charge, providing opportunities for young athletes to showcase their talents. Bede's staff, leveraging their sports coaching qualifications, supported local junior clubs such as Lewes Football Club, enhancing the community's sporting skills.

Throughout the year, Bede's hosted numerous masterclasses and tournaments, including masterclasses in a range of sports for East Hoathly and St Mary Virgin schools involving 125 pupils, a masterclass for Brighton and Hove U12 elite female footballers, cricket masterclasses for Skippers Hill Prep Schools, a talent ID Day for local footballers, which included representatives of national and regional teams, an event for the local primary school Park Mead Primary School and hosting the Lady Taverners Cricket Tournament which Bede's also won.

Bede's sports teams enjoyed considerable team success. The U18 boys tennis team performed well in the national finals and achieved remarkable success, winning every county championship across age groups from 14 to 18. The Girls U17 cricket side also made it to the national finals and the boys U14 and U12 cricket teams both reached the county cup finals.

There were also some outstanding individual performances with NaiJanni Cumberbatch representing Barbados U19, Lola Brown playing for England U17, Sadie Gregroy and Issy Ranger both competing for the ISFA U14 team, Charlotte Watkins competing for East Grinstead 1st XI in hockey. Jake Vosloo also won the "Men's Disability Bowler of the Year" at 15 years old.

PREP SCHOOL

Autumn Term

English

The English department has continued to offer all pupils with a wide range of exciting and forward thinking learning opportunities. This has been evident already this term with English featuring as the first module of AEP, English lessons helping facilitate the ISEB Project Qualification (iPQ) and the School's participation in both Roald Dahl day and Book Week. Furthermore, the Head of Department at the Senior School visited to help celebrate our pupils' work during our weekly assembly.

Computing

Computing lessons and extra-curricular offerings have continued to embrace AI, as well as explore the possibilities for our pupils. As part of this, a staff working group was created and is in the process of creating an AI pupil council. The aim of this is to help gather pupil voice and also to gauge current levels of knowledge and understanding. Online safety continued to be a whole School theme and is supported via the computing and PSHE curriculums.

Humanities

Learning outside of the classroom has been evident in Geography lessons. Year 7 visited the different courses of the River Cuckmere and Year 6 investigated air quality at different sites around Eastbourne. Year 5 have the Earth Experience and the physical geography section of the Natural History Museum.

Languages

Following French and Spanish trips, a Pen Pals project was introduced and Year 7 have visited the Senior School to participate in the Open Mic event.

PSHE

PSHE remains a key element of the holistic education provided at the Prep School, with the Votes for Schools element of the programme supporting the Spiritual, Moral, Social and Cultural development of all pupils, in addition to a continuous dialogue about British Values by all pupils.

Music

At the start of the year there was strong representation by the Prep School community at 'Bede's Fest', which was hosted by the Senior School. Years 3 - 8 all competed in the annual and highly competitive intersection music event.

Bede's pupils performed well in Associated Board of the Royal Schools of Music (ABRSM) exams with an overall average score of 123 (MERIT) out of a possible 150. This is compared with the national average of 116 (PASS). Furthermore, 37% pupils passed, 30% passed with Merit and 33% passed with Distinction.

Pre-Prep

The four school values, Courage, Compassion, Curiosity and Conscientiousness have evolved into four child friendly animals, which are clearly present in all elements of the School day and ultimately allowing all pupils to feel immersed in the Bede's learning journey. This academic year has also seen the implementation of the 'Holywell Herald' which helps keep the parents abreast of day to day life and any upcoming events. A parent group has been formed to gather input and feedback and Pre-Prep pupils are now able to sign up to extra-curricular activities, which allows them to hone new skills and interests.

We were delighted to announce the opening of our Learning Lodge. Our vision was to create a dedicated EYFS space that promotes a language and performance rich environment where our children become curious learners.

Launch of Academic Enrichment Programme (AEP)

September saw the launch of the innovative Academic Enrichment Programme (AEP) which runs from Year 7 at the Prep School to Year 9 at the Senior School. During the year, pupils will participate in lectures and debates, focussed lessons (for example Latin), as well as contribute to Bede's SHAPE magazine. Any pupils not participating in AEP will continue to participate in the popular and exciting Creative Carousel activities.

Eco Schools Award

The Prep School remains committed to the Trust wide sustainability initiatives and as part of this, pupils have recently celebrated being awarded the Eco Schools Award, with distinction, for a second year running. The process of gaining this award has again demonstrated outstanding citizenship and genuine drive by the pupils to make realistic but dynamic change.

Spring Term

English

Year 8 pupils enjoyed a trip to London where they visited The Globe Theatre. Whilst there, they had the opportunity to take part in dramatic workshops and learn more about Shakespeare.

The Prep School enjoyed another brilliant book week. Reception to Year 4 met author Valerie Bloom, Years 5 and 6 met author Lindsay Galvin and Years 7 and 8 met author Matt Dickinson. Furthermore, the whole School took part in Roald Dahl Day and this was supported by each class 'dropping everything' and reading a chapter from their favourite book for the last 5 minutes of their lesson.
Words of the week are now firmly embedded across subjects in the older year and this focus and initiative hopes to help support the pupils' vocabulary.

Maths

As part of the Academic Enrichment Programme (AEP), Year 7 pupils planned and pitched their concept for a new theme park to a panel of judges which comprised members of the Senior Leadership Team (SLT) and Heads of Faculty. The project required pupils to calculate running costs, create a map and think about how it could earn a profit.

Science

Year 5 pupils visited the Senior School zoo where they learnt about animal management, as well as learning about the different species. 'Daisy First Aid' visited the Prep School and taught Year 6 pupils basic first aid, as well as teaching them about different parts of the anatomy.

Geography

As part of the Year 7 research project, the year group visited and collected information from the different courses of the River Cuckmere. Year 6 embarked on an air quality survey from different sites around Eastbourne. This experiment was followed up by a visit from Ania Woodgate from Sustrans - the sustainable transport charity and campaign group. He gave a talk to the pupils about air pollution, some of its causes relating to our transport choices and how we can choose to travel more sustainably.

Languages

Year 5 pupils have been communicating with their pen pals in either France or Spain. Year 7 pupils attended the open mic languages event at the Senior School and then also participated in a classics taster event. Some Year 8 pupils visited the British Museum as part of the Senior School's Languages trip.

Computing

In addition to supporting computer literacy and online safety education, Computing has recently seen the introduction of education around AI and also an exciting competition that actively encourages girls to participate in STEM in national competitions.

Creative and Performing Arts

There was plenty on offer for musicians, dancers and actors during the Spring term. Opportunities ranged from performing on Eastbourne Youth Radio, choreographing and performing dances in the

dance competition and performing in either the guitar or piano concerts. Our Section Music Competition saw another successful year with pupils in Years 3-8 participating.

Sport and PE

It was another busy term on the sport front with pupils across the Prep School participating in regular training and inter-school matches. In addition to 'sport for all' sessions on Wednesday, boys' football and girls' football teams took part in regional and national competitions.

Beach School & Forest School

Younger pupils across both the Prep School and Pre-Prep have been enjoying Beach School, as well as Forest School. Children have also visited Friston Forest to develop their Forest School skills further.

Summer Term

This term all of the pupils at the Prep School have enjoyed the usual array of rich learning opportunities. In addition, pupils have embraced a plethora of experiences beyond the classroom. Below are a few highlights from across some of the subjects:

English

We have been delighted to develop our cross-curricular links as well as celebrate performance, public speaking and collaborative projects. Highlights since the Spring term include the Year 3's topic on Romans, which inspired critical discussions on why the Romans invaded England whilst Year 4 focused on South America in their topic work, creating fantastic information posters about the natural world. Year 6 pupils became news reporters on plastic pollution, writing and recording news reports using digital literacy. Year 7 were challenged to design a city from scratch. Organised by the SHAPE Faculty from the Senior School, pupils were given the brief to work in teams to create a city that needed to consider a wide range of factors: location, economy, sustainability, religion, law and politics.

During Languages Week, and to celebrate World Book Day, pupils took part in a Spelling Bee competition organised between section teams, involving English, French and Spanish spellings. Other highlights, to celebrate World Book Day, included Drop Everything and Read in a different language as well as an inaugural Blind Book Date in the library, which was well-attended and enjoyed.

Performance and public speaking were also notable features in lessons this term. In the lower years, children learnt and performed poetry by heart; highlights including Year 5 class bringing to life Roald Dahl's Revolting Rhymes using digital literacy, whilst Year 4 and 5 performed their poetry to the residents of a local care home. In Year 7 pupils presented their fantastic iPQ projects to their peers, demonstrating confidence and impressive communication skills. In Year 8 pupils wrote and performed TED talks to their peers on subjects that they felt passionate about.

Geography

As part of their studies of the ever-popular Plate Tectonics topic the Year 8 pupils enjoyed working in groups as news teams to research, produce and present short news bulletin style videos on the New Year's Day earthquake in Japan. This task was very well received by the pupils, who worked collaboratively with roles such as the news anchor presenter, the scientific advisor, reporters on the scene, researchers, graphic producers and even eye-witnesses.

Year 7 enjoyed some much-awaited sunshine on a trip to Holywell beach, as part of their topic on Coasts. A second coastal fieldwork trip allowed pupils to compare the management of the cliffs and coastline at Saltdean with Birling Gap.

Performing and Creative Arts

Art
Pupils demonstrated their artistic flair when they attended the Senior School's Art Department for an afternoon of Ceramics, Photography, and DT workshops.

Our pupils' love for nature was evident when they were invited to produce three floral bed designs to scale, each based on this year's 'Downland' theme. Their creations celebrated the rich diversity of the land that borders Eastbourne and enabled pupils to learn more about its nature, environment, and related science.

The Rotary Club were pleased to announce that two junior age group entries from Bede's School have been successful in their local competition; describe how their drawings interpret the subject of 'REBUILDING'.

Drama
Our Drama Masterclass pupils, in Year 7 and 8, worked on physical theatre, writing monologues on subjects they are passionate about. The pupils attended the Senior School for sessions on a fortnightly basis. The pupils performed their finished work to parents in the Miles Studio at the end of March. 69% of pupils taking LAMDA examinations gained distinctions.

Dance
Our talented dancers had the opportunity to display their dedication and skills during their Tap and Modern exams. 53% of pupils gained a distinction!

Music
Older Prep pupils participated in the 'Orchestral Day' at the Senior School. As well as a range of other performances at the Prep School including vocal and orchestral performances.

Finally, pupils participated in the 15th-anniversary concert 'Voice In A Million'.

Computing

In Year 8 pupils learnt to write computer code using a professional text-based coding environment, and this sets them up well for GCSE work using the same language. Year 5 learnt about the principles of online etiquette when preparing and writing their own blogs. They used their blogs to share work with each other and practised giving constructive and effective comments through an online digital interface. E-safety continues to be an important topic with pupils scoring an average of 96% in the Safer Internet Day national quiz.

Our STEM Week activities allowed pupils to develop their Computing skills further, with a focus on advanced coding.

Modern Foreign Languages

The Prep School celebrated the annual Languages Week by hosting a Spelling Bee competition in Spanish, French, and English. Additionally, the language teachers organised bilingual football workshops for pupils in Years 6 to 8, along with special lessons, a Duolingo challenge, Arabic writing in their art lessons, a bilingual café for Year 5 pupils, and a special menu throughout the week amongst other activities. In April Year 7 French pupils travelled to Normandy for an immersive trip.

Academic Enrichment Programme

This term the children have been studying Artificial Intelligence (AI) in depth. In order to enhance their understanding, they have been undertaking the Raspberry Pi Foundation's 'Experience AI Challenge', working in teams to design and train a machine learning model that can classify data such as audio, text and images.

Forest School

Children from Reception to Year 5 have enjoyed regular visits to Friston Forest learning outdoor skills such as fire lighting and wood-based crafting as well as learning about the forest habitat and wildlife.

Eco initiatives

Sussex Green Living visited us to undertake ambitious environmental themed workshops with our pupils. Our Year 5 and 6s discovered the true cost of fast fashion and our younger pupils in Pre-Prep and Years 3 and 4 got 'hands on' with building their own recycled baskets and planting some seeds for their windowsills. Whilst in previous years we have undertaken short Black Outs to raise awareness about our energy consumption, during this year's Eco Week we extended it to last an entire day. A very popular recycled model competition ran for the duration of the week and pupils were extremely innovative with their ideas, creating life sized people, stunning lions, intricate race cars and thoughtfully constructed 'Eco homes'.

SUMMER SCHOOL

Bede's, which is the largest boarding School-owned Summer School in the UK, offers a wide range of residential and day English language programmes across six reputable boarding school and university locations in Sussex and Surrey. In 2024, it enrolled in excess of 1,650 pupils between the ages of 6 and 20 years of age, as well as successfully operating the Bede's Holiday Club at the Prep School for pupils aged 5-12. For the first time the Summer School operated an Easter Camp which attracted over 15 nationalities.

The Summer School welcomed pupils from 55 countries. The top source markets across all locations were: France, Italy, China, Spain, Germany, Japan, Turkey, Argentina and significant new business in Vietnam, Moldova and Slovenia. There were free places for Ukrainian pupils in the local community which were provided for local refugees to aid their assimilation in UK society, as well as some places for underprivileged French pupils organised in conjunction with our biggest partner.

Pupil numbers were positive with over 1,650 enrolled pupils participating in over 3,500 pupil 'weeks', delivered across six sites. Bede's Senior School, with nearly 1000 weeks, was our largest centre in 2024. With pupils taking part in our English Plus course as well as LaLiga Football Camps UK, Pro Dance and our new Zoology and Animal Management courses also providing a great festival of opportunity. Lancing and Royal Russell, our other senior school sites, each delivered around 700 weeks, followed by Windlesham, Eastbourne, including day and parent places), and Brighton which are all around 300 weeks. There was excellent growth delivered by the Holiday Club at the Prep School. This is now operational at Easter, May and October school holidays.

EXTERNAL LETTINGS, CAMPS AND CLUBS

The Trust's external lettings, camps and clubs have had another busy year of growth. The majority of external lets currently sit within the Senior School sports department. Our sports facilities are hired year-round by local cricket, hockey, tennis, football and netball clubs. Three local primary schools hire the Senior School pool and our instructors for swimming lessons, as well as Hailsham Swim School hiring the pool year-round for training and galas.

In addition to the regular weekly lets, the sports facilities have been hired for annual and large-scale events, including a weekend youth tournament for a local football club and hosting the British Triathlon South East Youth Academy trials, with organisations rebooking for 2025.

Hiring out the school theatres is a new area being explored for 2024/25 and negotiations have begun with a national theatre school to use the facilities for week-long day camps during the Easter and Summer holidays.

Bede's Swim School, set up by the Trust in 2021, provides after school swimming lessons for local children. It has been highly successful, raising over £120k income for the Trust, reaching full capacity and currently has a waiting list. We are in the process of expanding the Swim School team to offer more sessions at the Senior School and begin lessons at the Prep School, to maximise the income potential of both pools and support the local community in accessing swimming lessons.

Bede's Holiday Club provides day care outside of term time and is held at the Prep School for children aged 5 - 12 years. The Holiday Club is attended by pupils currently at Bede's Prep and children of Trust staff, with the majority of children coming from other local schools. It has gone from strength to strength, reaching full capacity during the summer holidays in 2024.

As well as bringing increased revenue to the Trust, external lettings, clubs and camps foster positive relationships with the local community, strengthen partnerships and increase the exposure and reach of the school. Looking ahead, more use of the facilities at the Prep School, particularly the pool, theatres and residential camps at the Senior School will be targeted, as well as supporting the existing year round lettings.

STRATEGIC IT INFRASTRUCTURE AND MANAGEMENT OVERVIEW

There remains a focus on strategically optimising IT infrastructure to achieve greater security and resilience. This strategy recognises the greater use and reliance on technology day to day and aligns to the transition towards a more digital based public examination offering

This has been undertaken alongside the removal of legacy hardware and software, improved equipping of teaching and learning and a careful consideration of value for money.

As part ongoing efforts to optimise IT infrastructure, a comprehensive review of mobile phone usage was undertaken across the Trust's estate, identifying underused assets and aligning device deployment with actual needs. Additionally, outdated devices, which were no longer supported by manufacturers, were replaced ensuring better security, support, and performance moving forward.

A full WiFi survey was conducted across the senior school campus, identifying areas with weak signal coverage and misaligned Access Points (APs). Following this, a detailed plan was implemented to reposition APs and install new cabling where necessary, particularly in large shared areas and has yielded significantly improved WiFi speeds and stability.

Laptops were procured during year to support critical incident management. These devices are designed to be deployed in emergencies, ensuring rapid access to up-to-date contact details and communication tools. The laptops are powered on daily to sync contact data from the ISAMS system, and we are working with key staff to automate the data transfer process, ensuring that they are always prepared for any eventuality.

Additional dedicated exam laptops were purchased to accommodate the growing demand. This required expanding the cabling infrastructure in the Multi-Purpose Hall (MPH) to ensure all devices could be hardwired into the network, guaranteeing a stable and secure connection for exam conditions.

Additional printers were also purchased to streamline the exam day process, reducing wait times for pupils needing printouts.

The relocation of HR, Finance, and Estates departments to the Old Dorms building necessitated significant upgrades to the local network infrastructure. This included relocating and upgrading network cabinets, adding new CAT6 cabling, and repositioning photocopiers to align with the new office layout. The relocation also provided an opportunity to repurpose existing network switching equipment from the old office spaces, maximizing the use of resources while enhancing connectivity for the relocated departments.

To streamline staff operations and reduce the need for multiple devices, docking stations have been purchased and deployed in classrooms and offices. By centralising staff workstations into a single device setup, this initiative minimises equipment needs, allowing the Trust to reallocate savings to upgrade other essential assets, such as touchscreen devices in classrooms. This move also enhances staff mobility, enabling them to seamlessly transition between classroom and office settings with a single device.

A new software solution for managing the Trust's transport has been implemented. This system provides real-time tracking for minibuses, allowing parents to monitor their child's transport in real time and adjust bookings as necessary. The software also supports driver's license verification and regular vehicle maintenance checks.

The Estates team transitioned to Mainteno software in 2024, replacing the previous Planet system. This new platform, set to go live in November 2024, offers a more intuitive user interface for both the Estates team and end-users who report issues on the site. The migration will streamline operations and improve overall efficiency in managing the School's estate as well as removing a legacy server.

To enhance library services across both the Prep and Senior Schools, the Trust migrated from the outdated Oliver software to Access IT. The new system offers a more modern user experience and provides greater flexibility for librarians at both sites to support each other in managing library operations.

The Trust successfully migrated the Salto door locking software from an unsupported Windows 2012 server to the more secure and stable Windows Server 2022. This upgrade centralises the management of door access and enhances the security and reliability of the system.

To support the growing needs of various departments, an ongoing targeted hardware investment program has continued.

This has included hardware in the Marketing department to support the creation and rendering of multimedia content, particularly video production for communication with parents and pupils.

Ageing monitors across classrooms and offices have been replaced, improving staff and pupil productivity with upgraded, more reliable displays. Alongside this, old smartboards and projectors have been replaced with Vivitek Touchscreens.

Bede's remains committed to optimising IT and infrastructure to support the evolving needs of staff, pupils, and the broader School community. This will be achieved through:

1. Continued Investment in Technology: Careful evaluation will allow informed decisions to replace and upgrade devices, software, and infrastructure.

2. Enhanced Connectivity and Security: Ongoing improvements to WiFi network, data security protocols, and critical systems will ensure that the Trust remains at the forefront of educational technology.

3. Sustainability and Efficiency: By optimising our technology usage, we aim to reduce costs while ensuring that our technology ecosystem is sustainable, secure, and capable of meeting future challenges.

This comprehensive approach to IT management ensures that Bede's School Trust can continue to deliver high-quality educational experiences while maintaining operational excellence across all areas.

ESTATES

The Estates strategy focusses on sustainability maintaining, enhancing and developing the infrastructure needed to facilitate the delivery of a joyful education. Work required to address compliance and health and safety concerns is always prioritised. All works and improvements to the School are referenced through decarbonisation and condition survey reports.

The team have managed various works this year including the refurbishment of the Old Dorms Building into office space for The People Team, Summer School, Estates, Finance and the Bursary. This has in turn created additional space for redevelopment around the campus including a new teaching space for the EAL Department.

A total refurbishment of the Nursery in Downs House at the Prep School has taken place, along with refurbishment works to the pupil bathrooms in Holywell and flooring replacement through the whole of the ground floor. The Coach House roof has been replaced and a complete external redecoration to the Science Block was undertaken.

Works continue on the refurbishment of Meads End Boarding House at the Prep School. This has been slower than hoped due to unforeseen circumstances. This in turn resulted in the need for full refurbishment of Fairfields allowing it to be used as a Boarding House for the Prep School until Meads End is completed. This was executed to a high standard in a very tight timescale.

The road crossing scheme, which was the installation of 2 new roundabouts to allow safer road crossing for the Bede's community, has been completed and seems to show significant reduction in the speed of vehicles moving past the School. Works continue to progress on the new pupil pathway to the rear of Old Dorms which will further assist in ensuring safer pupil, staff and visitor access from one side of the site to the other.

Boundary security is continuing to be addressed across both sites This is a rolling programme which will see additional fencing being erected at the Senior School.

As part of the Trust's commitment to reducing energy consumption, additional check meters have been installed and new software allows energy consumption to be monitored across the Trust. All of the lighting in the Sports Hall has been changed to LED lighting, which will create significant savings moving forward. The biomass district heating scheme has been expanded, allowing further reduction in the use of heating oil.

A number of new Facilities Management Systems were tested to explore a new platform supporting all reactive and planned preventative maintenance (PPM) across the Trust moving forward. The selected system (Mainteno) will provide a better communication stream with Estates and the rest of the Trust in reporting maintenance issues. It is due to be rolled out Trust wide by the end of 2024.

Planning for additional sports facilities and the redevelopment of the car park at the Senior School as well as improvements for the Prep School continues.

HUMAN RESOURCES

The Trust's HR strategy for year focused on several key areas to enhance employee satisfaction, performance, and retention. A major achievement was the full review of the teachers' pay structure, conducted in collaboration with Baines Cutler. This comprehensive exercise ensured that all teachers across the Trust were fairly and competitively remunerated. Through a two-term consultation process involving all teachers and their recognised Unions, the Trust successfully transitioned to the bespoke Bede's pay scale. Unlike traditional models that relied on automatic increases with no performance criteria, this new scale emphasises contribution and performance, fostering a culture of meritocracy.

Another major initiative was the transition to a singular pension plan for all Trust employees. This required extensive consultation with unions and members of the Teachers' Pension Scheme (TPS) to facilitate a smooth exit from the TPS scheme. The successful implementation of the Aegon pension scheme provides a more equitable offering for both teaching and operational staff, with standardised employer contributions and salary exchange options.

The Trust also initiated the groundwork for an operational staff pay scale, benchmarking over 300 roles to create a new operational spine. This development addresses the long-standing disparity, allowing operational staff access to pay progression and more competitive remuneration and aligning with the Trust's commitment to fairness and performance. In introducing our new pay scales to teaching staff and starting the process for operational staff, the Trust has strengthened its ability to reward excellence and address underperformance consistently.

Finally, a dedicated wellbeing drive focused on modernising workplace practices, including beginning the process to pilot a nine-day fortnight. This ongoing initiative aims to attract and retain high-value staff by offering flexible progressive working patterns and accommodate diverse needs, reinforcing the Trust's commitment to fostering a supportive and innovative work environment. A pilot program of 9-day working fortnights is scheduled for next academic year to assess the long-term viability of modern workplace practices and their potential benefits.

SAFEGUARDING

The Director of Safeguarding continues to sit on the East Sussex Safeguarding Children's Partnership Board, allowing key themes and priorities, including sharing of any learning from Safeguarding Practice Reviews.

Safeguarding teams across the Trust have continued to meet weekly throughout the year to discuss high-priority cases and proactive measures to protect the community. There are also weekly welfare and pastoral meetings involving the medical team, Heads of Year at the Prep School, Learning Enhancement practitioners and the coordinator for Looked After Children within the Trust.

PSHE and Relationships and Sex Education (RSE) programs support key areas of safeguarding and are delivered directly to pupils across the Trust. Subjects such as consent, healthy relationships, Female Genital Mutilation (FGM), and extremism and radicalisation empower our pupils to make informed choices based on the knowledge they have gained.

Mental health concerns have continued to rise across all communities, including among young people. The level of pastoral support provided to pupils at Bede's is exceptional. With diminished external services available (or extremely long waiting times), sessions and support is provided to pupils daily. The pastoral teams across the Trust have worked tirelessly to support these pupils so they can access their education. The Medical and Welfare teams have been integral to this effort, and the demand for these services is high. Trends continue to be identified in the need for this support, for example exam stress/anxiety, and proactive CPD is offered to ensure all pastoral staff can provide support.

Information is sent out to parents and carers via the School newsletter, either through Safeguarding or PSHE, and parents and carers can sign up for key websites such as National Online Safety, which provides training and practical information about online issues.

As a Trust, key colleagues have enhanced their safeguarding knowledge by participating in the Independent Schools Safeguarding Group (ISSG), supported and delivered by the Education Safeguarding Team, Education Division. These have continued to be online augmented by termly newsletters, ensuring staff are informed of key themes, policy and legislative changes, and other useful information for our Schools and roles.

Working alongside the Summer School team, Bede's safeguarding systems have been integrated and adapted for Summer School use, whilst considering the diversity and transiency of this cohort of young people. Safeguarding training to reflect new legislation and policy, is delivered by the Director of Safeguarding.

A significant project during the year has been the implementation of advanced software to monitor and filter online content across School networks, ensuring pupils' online activities are safe and appropriate.

Regular newsletters have also been provided to parents and staff with updates, resources, and best practices for maintaining online safety as well as safeguarding digests provided to staff. Knowledge tests are run annually to embed learning and allow staff to assess their understanding of safeguarding practices and identify further training needs.

Work has continued to further align safeguarding practices and policies across the Prep and Senior Schools. The launch of a Welfare dashboard has improved real-time access to key information across the Trust and ensure appropriate support is in place.

The medical team has developed comprehensive well-being packages to provide tailored care for pupils needing additional support. These packages include mental health support, medical care, and individualised action plans. Coaching opportunities have also been introduced to help staff and pupils build resilience and develop coping strategies.

New group work initiatives at the Senior School focusing on mindfulness and well-being for both pupils and staff, were also introduced, aiming to promote emotional health, reduce stress, and foster a supportive School environment.

We are confident that these new initiatives will further strengthen our safeguarding framework, enhance our ability to support pupils effectively, and ensure a unified approach across the Trust.

FINANCIAL REVIEW

Results for the year
The Trust always endeavours to ensure financial stability and continuing solvency year on year, so that it can pursue its educational aims and objectives. The Governors and Executive recognise the importance of strong cost control, seeking to contain cost increases as much as possible while ensuring that the Trust continues to deliver a broad, first class education and exceptional pastoral care.

The Schools' charitable activities continue to be the main source of the Group's income and expenditure.

The Consolidated Financial Statements at 31 August 2024 show net inflow of resources of £0.8m (2023: £3.4m), after charging depreciation £2.0m (2023: £1.9m). The Group's income was £37.4m (2023: £35.9m) and expenditure was £36.6m (2023: £32.6m).

Group capital expenditure in the year was £1.7m (2023: £1.8m). In year capital expenditure comprised of, IT (£0.3m), Furniture and Equipment (£1m), Assets Under Construction (£0.3m) and other (£0.1m).

Mortgage loans outstanding totalled £4.1m (2023: £4.5m) at the end of the financial year and cash at bank and short-term deposits totalled £15.4m (2023: £12.3m).

Investments
The Trust does not hold any long-term investments other than the investment in its subsidiary companies. Any surplus funds, after meeting the operating requirements of the Trust, are held as cash deposits.

Reserves
The principal management policy of the Trust is to ensure the efficient running of the School, whilst maintaining fees at the most affordable levels in order to make the School accessible to the widest cross-section of the community. The Trust's principal source of funding remains pupils' fees.

In common with many similar schools, reserves are represented by fixed assets - principally the School property - and it is essential that these facilities are maintained at a high standard. The Board also believes that the facilities should be continually improved in line with ongoing developments in education, to ensure the long-term viability of the School. The Governors have, therefore, taken the decision that they will normally invest as much as possible in the School's facilities. The increased year-end cash balance showing in these accounts is being held in view of the prevailing economic outlook and various inflationary uncertainties.

The Governors are continuing to monitor the School's operating systems and fee structure. The aim of the School continues to be to provide a high-quality education at the most affordable price, whilst building sufficient reserves to improve facilities and maintain the standard of education in light of changing needs and expectations.

The Governors remain pleased with the ongoing development of facilities. The Trust continues to reward its hardworking staff appropriately to ensure the maintenance of a high-quality academic provision, as well as wider opportunities, for its pupils.

At the Balance Sheet date, the Group held reserves totalling £34.8m (2023: £34m) of which the Group's fixed assets, net of borrowing of £4.1m, represents £31.2m. The Trust has free reserve of £3.6m (2023: £2.5m). At the present time, the Governors continue to focus on the delivery of the Trust's Property Masterplan, which requires careful management of cash flow and appropriate financing.

CARBON AND ENERGY REPORTING

UK Greenhouse gas emissions and energy use data for the period 1st September 2023 to 31st August 2024. The Trust has followed the 2019 H.M. Government Environmental Reporting guidelines and have used the 2024 UK Government's conversion factors for company reporting.

	2024	2023
Energy consumption used to calculate emissions (kWh)	5,954,358	6,151,333
Energy consumption breakdown (kWh)		
Gas	841,683	867,381
LPG	1,371,240	1,262,580
Fuel Oil	566,038	848,820
Gas Oil	16,114	76,887
Electricity	2,098,447	2,119,782
Transport Fuel	1,006,636	925,781
Scope 1 emissions in metric tonnes $C0_2e$		
Gas consumption	153.94	156.13
LGP	294.13	265.14
Fuel Oil	151.78	229.18
Gas Oil	4.13	19.99
Owned transport – minibuses	240.33	225.51
Total Scope 1	**844.31**	**895.95**
Scope 2 emissions in metric tonnes CO_2e		
Purchased electricity	**434.48**	**438.95**
Scope 3 emissions in metric tonnes CO_2e		
Business travel in employee owned vehicles	**13.31**	**8.63**
Total Gross emissions in metric tonnes CO_2e	**1,292.10**	**1,343.53**
Intensity ratio tonnes CO_2e per pupil (1013)	**1.28**	**1.21**

In addition the School has a Biomass plant for heat generation which amounts to 2,030,780 kWh or 22.99 tCO2e which we wish to include on a voluntary basis to provide a complete picture of energy use and emissions, hence the inclusion of fossil fuel sources other than gas within Scope 1.

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil (excluding Biomass). The metric of tCO2e per pupil has risen to 1.28. Although the total tCO2e has reduced, the School roll is lower which has caused the increase in the metric.

Measures taken to improve energy efficiency.
The work to reduce dependence on fossil fuels continues. Biomass is now the primary heating and hot water source for the New Dorms and Stud boarding blocks which has enabled a marked reduction in the use of fuel oil.

Sub-metering at the Senior School is now complete and the electricity consumption for 31 specific areas and gas consumption for 7 areas can be monitored on a 30-minute basis on the Stark metering portal across both sites. 2 electricity and 1 gas meter will be added shortly.

Electricity contracts for the School stipulate green energy sources.

An energy committee will now consider the implementation of Phase 3 ESOS savings recommendations by compiling an Action Plan.

Further engagement of the Staff and pupils will be accelerated using the new sub-metering and coordination with the Eco Schools initiative.

SUBSIDIARY COMPANIES

The Trust has two active subsidiaries, Dicker Enterprises Limited, which operates the School Transport Service, and external lettings, and Letchfield Properties Limited, which provides design and build services. Both subsidiary companies have Deed of Covenants in place. Each year, potential gift aid (being each company's taxable profits) to the Trust is accrued in the Financial Statements at each Balance Sheet date.

PRINCIPAL RISK AND UNCERTAINTIES

The principal risks facing the Trust are those that would generally be expected within the Independent School's sector and include the following:

- Adverse changes in the UK economy including high inflation, interest rate adjustments, exchange rate fluctuations or economic recession.
- Changes to an overseas economy, their overseas study regulations or sanctions against a country from which the School recruits.
- Tax and other legislative changes, either within the UK generally or affecting the Independent Schools sector more specifically, especially VAT on School Fees.
- Competition from other education providers.
- Changes to immigration regulations.
- Any situation which would give rise to a significant decline in pupil roll.
- Any situation which would give rise to an area of non-compliance.
- Cybersecurity threats.
- Energy Costs
- Climate change
- Geopolitical instability

The Board of Governors have set out their approach to risk in a risk appetite statement. A Trust risk register is maintained. The key risks and the controls used by the Trust to manage risk are overseen by the Risk Review Audit Committee. This committee meets termly to formally review current and emerging risks and audit the mitigating control measures on behalf of the Board of Governors and include the following:

- Being aware of the UK economic position and that of overseas countries the Trust recruits from.
- Membership of Independent Schools organisations, along with in-house expertise ensuring that legislative changes affecting the Independent Education sector are known and appropriate changes/actions implemented on a timely basis.
- Tracking pupil recruitment and roll on a weekly basis with appropriate dashboards distributed within the Trust.
- Provision of strong and robust competitor analysis to inform marketing of the School.
- Comprehensive strategic planning, budgeting and management accounting is in place and occurs on a timely basis.
- Budgeting and forecasting is undertaken which includes scenario planning.
- Use of a risk management system to record risks, associated controls, likelihood and impact of the risk is in place.
- A comprehensive range of appropriate insurance products is maintained.

- Safer recruitment procedures, as required by law for the safeguarding of children, are in place and a Safeguarding Compliance Committee, attended by a Governor with specific safeguarding responsibility, monitors overall safeguarding compliance.
- Formal agendas and minutes are in place for all Committee and Board activity and all Committees have detailed terms of reference.
- Established organisational structure and lines of reporting exist within the organisation with formal written policies in place which are annually reviewed by the Board of Governors.
- A regular cycle of external audits and inspections by third parties is followed.

During the course of the year, the Board was satisfied that the overall assessment of retained risk to the Trust was aligned to the stated risk appetite

PLANS FOR FUTURE PERIODS

Mindful of the Trust's desire to realise educational and financial goals amid the realities of the market in which it operates as an independent school, the Governors have developed the "Bede's towards 2025 Strategic Plan".

Plans for future periods are aligned to this plan which outlines on five essential ambitions:-

- A joyful, pupil-centred and innovative education
- Celebrate and strengthen community
- Further promote, appreciate and develop our employee community
- Be socially and environmentally responsible
- Bede's for the future

The Strategic Ambitions flow through to the Annual Operational Development Plans which details plans to achieve these targets, including:

- Enhancing teaching and learning through planned staff CPD programmes and individual pupil monitoring and support systems
- Recruitment and retention of excellent staff
- Marketing initiatives
- Systematically implementing the condition survey program of work and ongoing planned preventative maintenance
- Innovative development of facilities against a planned capital budget
- Financial templates for each year which reflecting the expenditure required to achieve these plans
- Ensuring sufficient income is available to fund these programmes and reduce debt, whilst remaining as affordable as possible
- Broadening access through funded bursaries
- Reducing the environmental impact of all our activity

AUDITORS

HaysMac LLP were appointed as auditors to the company in accordance with section 485 of the Companies Act 2006. A resolution proposing the appointment of the auditors is made annually at a General Meeting.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of St Bede's School Trust Sussex for the purposes of company law) are responsible for preparing the Governors' Report (including the Strategic 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 financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group 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 (Statement of Recommended Practice);
- make judgments 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; and
- 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 ensuring that adequate accounting records are maintained that are sufficient to show and explain the charity'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 ensuring their proper application in accordance with charity law, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Governors are aware, there is no relevant audit information of which the charitable company's auditors are unaware. The Governors have each taken all the steps that we ought to have taken as Governors in order to make ourselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

As Trustees, the Governors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Governors' Annual Report and accompanying financial statements are approved by the Governors of St Bede's School Trust Sussex. The Strategic Report, which forms part of the Annual Report, is approved by the Governors in their capacity as Directors in company law of St Bede's School Trust Sussex.

Signed on behalf of the Board of Governors on 30 November 2024.

Chair
N A Mercer

Opinion
We have audited the consolidated financial statements of St Bede's School Trust Sussex for the year ended 31 August 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated 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 group's and of the parent charitable company's affairs as at 31 August 2024 and of the group's and parent 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 group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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 Trustees' Annual 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 Trustees' Annual 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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 parent charitable company; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements
As explained more fully in the trustees' responsibilities statement set out on page 36 the trustees (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 trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent 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 trustees either intend to liquidate the group or the parent 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 group 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;
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risk of material misstatement due to fraud;
- Confirmation of related parties with management and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business;
- 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.



Lee Stokes (Senior Statutory Auditor)
For and on behalf of HaysMac LLP, Statutory Auditor
10 Queen Street Place
London
EC4R 1AG

Date: 9 December 2024

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted Funds 2024 £'000	Restricted Funds 2024 £'000	Total 2024 £'000	Total 2023 £'000
INCOME FROM:					
Charitable Activities	3	36,788	-	36,788	35,323
Grants, Donations and Legacies	4	-	-	-	193
Investment Income		591	-	591	347
Other Income		15	-	15	18
Non-ancillary trading income	5	39	-	39	56
Total Income		37,433	-	37,433	35,937
EXPENDITURE ON:	9				
Cost of Raising Funds		1,257	-	1,257	1,272
Charitable Activities		35,257	123	35,380	31,307
Total Expenditure		36,514	123	36,637	32,579
Net Income		919	(123)	796	3,358
Transfer between Funds		-	-	-	-
Net Movement in Funds		919	(123)	796	3,358
Fund Balance at 1st September 2023	19	33,917	131	34,048	30,690
Fund Balance at 31st August 2024	19	34,836	8	34,844	34,048

Net movement in funds for the year arise from the charity's continuing operations.

The statement of financial activities include all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

The notes on pages 43 to 64 form part of these accounts.

Details of comparative figures by fund are disclosed in note 25.

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED AND CHARITY BALANCE SHEET
AT 31 AUGUST 2024

	Notes	Group 2024 £'000	Group 2023 £'000	Charity 2024 £'000	Charity 2023 £'000
Fixed assets					
Intangible Assets	10	49	58	49	58
Tangible Assets	11	35,231	35,592	35,258	35,640
Investments	12	-	-	20	20
		35,280	35,650	35,327	35,718
Current assets					
Debtors	13	1,777	1,322	1,845	1,440
Cash at bank and in hand		15,362	12,267	15,336	12,104
		17,139	13,589	17,181	13,544
Creditors: Amounts falling due within one year	14	(11,030)	(8,948)	(11,066)	(8,887)
Net current assets		6,109	4,641	6,115	4,657
Total assets less current liabilities		41,389	40,291	41,442	40,375
Creditors: Amounts falling due after one year	15	(6,545)	(6,243)	(6,545)	(6,243)
Net assets		34,844	34,048	34,897	34,132
Represented by					
Restricted Funds	19	8	131	8	131
Unrestricted Funds	19				
General Fund		34,836	33,725	34,889	33,809
Designated Funds		-	192	-	192
		34,836	33,917	34,889	34,001
Total Funds		34,844	34,048	34,897	34,132

The notes on pages 43 to 64 form part of these accounts.

Approved by the Board of Governors and authorised for issue on 30 November 2024.

N A Mercer
Chair of the Board of Governors

D Keegan
Chair of the Finance Committee

Company Registration No: 01386499

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £'000	2024 £'000	2023 £'000	2023 £'000
Net cash generated from operating activities	17		5,671		7,057
Cash flows from investing activities					
Purchase of intangible fixed assets		(19)		(9)	
Purchase of tangible fixed assets		(1,750)		(1,824)	
Proceeds from sale of fixed assets		21		19	
Net cash used in investing activities			(1,748)		(1,814)
Cash flows from financial activities					
Repayment of borrowings		(400)		(867)	
Payment of obligations under finance leases		(97)		(130)	
Interest paid		(331)		(334)	
Net cash outflow from financing			(828)		(1,331)
Net increase of cash and cash equivalents			3,095		3,912
Cash and cash equivalents at the start of the year			12,267		8,355
Cash and cash equivalents at the end of the year			15,362		12,267
Analysis of cash and cash equivalents					
Current Accounts			2,119		2,014
Deposit Accounts			13,243		10,253
Total			15,362		12,267

Net Debt

	At 01/09/2023 £'000	Cashflow £'000	Other Movements £'000	At 31/08/2024 £'000
Cash	12,267	3,095	-	15,362
Loan: falling due <1 year	(400)	400	(400)	(400)
Loan: falling due >1 year	(4,132)	-	400	(3,732)
Finance Lease Obligation	(97)	97	-	-
	7,638	**3,592**	**-**	**11,230**

1 ACCOUNTING POLICIES

a) Company Information

St Bede's School Trust Sussex ("the charity") is limited by guarantee and incorporated in England and Wales. The registered office is Upper Dicker, East Sussex, BN27 3QH.

b) Basis of Preparation

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) and the requirements of the Companies Act 2006.

The Charitable Company is a public benefit company as defined by FRS 102 and therefore the Charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

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

These financial statements are prepared on the going concern basis, under the historical cost convention as modified by the revaluation of investments and in accordance with the Companies Act 2006 and applicable accounting standards in the United Kingdom. The principle accounting policies, which have been applied consistently throughout the year, are set out below.

No separate SOFA has been presented for the Charity alone, as permitted by Section 408 of the Companies Act 2006. The Charity has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a Charity only Cash Flow Statement with the consolidated financial statements.

The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. In particular the governors have considered the charitable company's forecasts and projections that covered a 24-month period to August 2026 and have taken account of pressures on fee income and expenditure. After making enquiries the governors have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future, and that there are no material uncertainties in relation to going concern. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

c) Group Accounts

The financial statements consolidate the financial statements of the company, and all its subsidiary companies, charitable trusts and funds with all inter-company balances being eliminated. Entities are consolidated where St Bede's School Trust Sussex exercises overall control either through ownership of shares or through having common trustees with a common objective. Accounting policies are consistently applied between group companies. These financial statements for the year ended 31 August 2024 are prepared on a consolidated basis in accordance with FRS 102.

1 ACCOUNTING POLICIES (CONTINUED)

d) **Income and Expenditure**
All income and expenditure are accounted for on the accruals basis, except where otherwise stated. Legacies are recognised in the SOFA, where the charity being notified of an impending distribution and the amount there is reasonable certainty of the legacy being received. Expenditure is recognised when there is a constructive or legal obligation to pay for expenditure. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. These estimates are based on staff time or on floor area as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

e) **School Fees**
Fees are recognised in the period for which the service is provided. Fees are stated after deducting bursaries, scholarships and other remissions granted by the School. School fees received in advance are recorded as liabilities in the balance sheet and are released to the statement of financial activities in the year to which they relate.

f) **Grants and Bursaries**
Bursaries and allowances from unrestricted funds towards school fees are treated as a reduction in those fees. Bursaries funded from restricted funds are included as expenditure in the period in which the award is given or committed.

g) **Donations**
Donations received for the general purpose of the School are credited to "Unrestricted Funds". Donations received for specific projects or activities are credited to "Restricted Funds". All donations are accounted for when the Governors know with certainty that they will be received.

h) **Taxation**
St Bede's School Trust Sussex is a registered charity and as such are exempt from income tax and corporation tax under the provisions of section 478 of the Corporation Tax Act 2010. There is no similar tax exemption for VAT, which is included in expenditure or in the cost of assets as appropriate.

The Trust has subsidiary companies that are subject to taxes including corporation tax and VAT in the same way as any commercial organisation. The tax charged to the profit and loss account is based on the subsidiary company's profit for the year and takes into account tax arising because of timing differences between the treatments of certain items for tax and accounting purposes. The subsidiary company distributes all of its profits to St Bede's School Trust Sussex under Gift Aid and tax liabilities are kept to a minimum.

i) **Intangible fixed assets**
Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

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

Software	5 years

1 ACCOUNTING POLICIES (CONTINUED)

j) **Tangible fixed assets**

All tangible fixed assets held by the charity are for charitable purposes and are shown in the Balance Sheet at cost less accumulated depreciation and accumulated impairment losses. Depreciation is provided on all tangible fixed assets on a straight-line basis calculated to write off the cost over their expected useful lives as follows:

Land is not depreciated	
Freehold Buildings	50 years
Agricultural equipment	5 years
Furniture and equipment	5-10 years
Computer equipment	2 years
Motor vehicles	5 years

Freehold land and buildings are functional assets and are therefore shown at cost. Their value is maintained by a full programme of repair and renovation and the book value is substantially less than the present value for insurance purposes. Therefore, no provision for depreciation on the freehold land and buildings is made. The freehold buildings are reviewed annually for any potential impairment.

k) **Fixed asset investments**

Interests in subsidiaries are initially measured at cost and subsequently measured at cost less any accumulated impairment losses. The investments are assessed for impairment at each reporting date and any impairment losses or reversals of impairment losses are recognised immediately in the SOFA.

l) **Debtors**

Trade 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. Fee debtors are reviewed regularly and bad debt is provided for in line with the Trust's policy.

m) **Cash**

Cash at bank and in hand includes cash and short term highly liquid investments.

n) **Creditors and provisions**

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

o) **Leases**

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases. Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the statement of financial position as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to the income statement so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals payable under operating leases, including any lease incentive received, are charged to the SOFA on a straight-line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the lease asset are consumed.

1 ACCOUNTING POLICIES (CONTINUED)

p) **Financial Instruments**

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

Financial assets are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

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

q) **Financial assets**

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through profit or loss are measured at fair value.

Loans and receivables

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

r) **Financial liabilities**

Basic financial liabilities are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Other financial liabilities classified as fair value through profit or loss are measured at fair value.

1 ACCOUNTING POLICIES (CONTINUED)

Other financial liabilities
Other financial liabilities, are initially measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability to the net carrying amount on initial recognition.

Derecognition of financial liabilities
Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

s) **Employee benefits**
The costs of short-term employee benefits are recognised as a liability and an expense.

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

t) **Retirement benefits**
The school contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the School by the Scheme Administrator. The Scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the Scheme which are attributable to the School. In accordance with FRS102 Section 28 the Scheme is accounted for as a defined contribution scheme and contributions are accounted for in the period to which they relate. The Trust withdrew from this scheme on the 1 September 2024.

The School operates a defined contribution pension scheme for the benefit of non-teaching staff and teachers not in the Defined Benefits Scheme.

u) **Fund Accounting**
Funds held by the company are either:

Unrestricted funds:
General funds are funds which can be used in accordance with the charitable objects at the discretion of the Governors.

Designated funds comprise funds which have been set aside at the discretion of the Governors for specific purposes. The purposes and uses of the designated funds are set out in note 19.

Restricted funds:
These are funds which have been given for particular purposes and projects.

v) **Non-Ancillary Trading**
Non-ancillary trading income and expenses represents amounts from activities not directly related to the charitable objects, for example the Schools Transport Service and lettings of school facilities. Income and expenses from these activities is recognised in the SOFA when the goods are sold or services provided.

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

The estimates and underlying assumptions are reviewed on an on-going 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 affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Critical judgements

Useful economic lives
The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Provisions
The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the aging profile of debtors and historical experience. See note 13 for the net carrying amount of the debtors.

3 INCOME FROM CHARITABLE ACTIVITIES

	2024 £'000	2023 £'000
School Fees receivable comprised:		
Gross Fees	31,512	30,440
Less total scholarships, bursaries and other fee remissions	(2,580)	(2,627)
Add back: Bursaries paid for by the Hardship Fund	-	-
	28,932	27,813
Other Educational Income Comprised:		
Summer School Income	5,330	4,997
Quarantine School/Holiday Club	66	29
Other Charges to Parents	2,384	2,411
Registration Fees	76	73
	7,856	7,510
Total Income from Charitable Activities	36,788	35,323

4 GRANTS & DONATIONS

	2024 £'000	2023 £'000
Unrestricted		
Donations	-	58
Restricted		
Donations	-	135
Total Grants & Donations	-	193

5 NON-ANCILLARY TRADING INCOME

	2024 £'000	2023 £'000
School Shop sales	(1)	12
Lettings	40	44
	39	56

6 EXPENDITURE

Unrestricted funds	2024 £'000	2023 £'000
Direct charitable expenditure includes:		
The operating surplus is stated after charging/(crediting)		
Amortisation	28	25
Depreciation	1,961	1,862
(Profit) on sale of Fixed Assets	129	(15)
Operating Leases	56	49
(Income) from property leases	(1)	(1)

7 AUDITORS' REMUNERATION

	2024 £'000	2023 £'000
For audit services		
Audit of the company's financial statements -		
Current	24	23
Prior	-	7
	24	30
For other services		
Other assurance services	7	4
	31	34

8 EMPLOYEES

	2024	2023
	£'000	£'000
Staff Costs:		
Wages and Salaries	16,402	14,803
Social Security Costs	1,541	1,379
Pension Costs	2,006	1,899
	19,949	18,081

	2024 No	2023 No
Total Staff Headcount:		
Teaching	160	146
Teaching Support	131	143
Support	181	176
Summer School – Temporary	110	191
	582	656

Included in staff costs are redundancy or termination payments totalling £25k (2023: £114k).
Six (2023: Five) Governor were reimbursed for training, travel and accommodation expenses amounting to £1.7k (2023: £1.6k). None of the Governors received any remuneration or other benefits (2023: £nil).

The number of higher paid employees, as defined by the Charities SORP, was:

	2024 No.	2023 No.
£ 60,001 - £ 70,000	18	12
£ 70,001 - £ 80,000	9	4
£ 80,001 - £ 90,000	2	2
£ 90,001 - £100,000	2	1
£100,001 - £110,000	1	-
£110,001 - £120,000	1	-
£130,001 - £140,000	1	1
£140,001 - £150,000	-	1
£180,001 - £190,000	-	1
£190,001 - £200,000	1	-

Employers National Insurance and pension contributions are not included in the higher paid employee salary calculations.
The number of higher paid staff in defined contribution (DC) pension schemes was nineteen (2023: eleven) with total employer's contributions amounting to £146k (2023: £90k). Sixteen (2023: eleven) higher paid employees were in the defined benefit (DB) pension scheme. Total employer's contributions in the year were £278k (2023: £166k).
Key management personnel comprise the Executive Committee. The total number of key management personnel receiving pay and benefits is ten (2023: nine) and the total pay and benefits received were £1,008k (2023: £873k). Pension contributions relating to the key management personnel are £128k (2023: £113k). There are four (2023: four) members of the key management personnel who are provided with accommodation at no charge, to enable them to better perform their duties.

9 ANALYSIS OF EXPENDITURE 2024

	Staff Costs £'000	Other £'000	Depreciation & Amortisation £'000	Total 2024 £'000
Cost of Raising Funds				
Non-ancillary trading	613	221	92	926
Finance Cost	-	331	-	331
	613	552	92	1,257
Charitable Activities				
Teaching	14,626	6,526	220	21,372
Welfare	1,347	2,541	-	3,888
Premises	1,197	2,661	1,649	5,507
Support	2,166	1,565	28	3,759
Donation	-	192	-	192
Governance Costs	-	35	-	35
Cost of building mini-roundabouts	-	504	-	504
	19,336	14,024	1,897	35,257
Expenditure from other funds:				
Restricted	-	123	-	123
Total	19,949	14,699	1,989	36,637

ANALYSIS OF EXPENDITURE 2023

	As restated Staff Costs £'000	As restated Other £'000	Depreciation & Amortisation £'000	Total 2023 £'000
Cost of Raising Funds				
Non-ancillary trading	527	316	95	938
Finance Cost	-	334	-	334
	527	650	95	1,272
Charitable Activities				
Teaching	13,002	5,548	233	18,783
Welfare	1,288	2,284	-	3,572
Premises	1,052	2,632	1,559	5,243
Support	2,212	1,438	-	3,650
Governance Costs	-	30	-	30
	17,554	11,932	1,792	31,278
Expenditure from other funds:				
Restricted	-	29	-	29
Total	18,081	12,611	1,887	32,579

Governance Costs for both years comprises of audit fees other services provided by the Auditors for the Trust.
The Trust funded the building of two mini-roundabouts as part of a traffic calming scheme. The roundabouts owned and maintained by National Highways.

10 INTANGIBLE ASSETS

Group & Charity	Software £'000
Cost	
At 1 September 2023	500
Additions	19
At 31 August 2024	519
Amortisation	
At 1 September 2023	442
Amortisation charge for year	28
At 31 August 2024	470
Net book value	
At 31 August 2024	**49**
At 31 August 2023	58

11 TANGIBLE ASSETS

Group

	Freehold Property	Freehold Land	Assets Under Construction	Agricultural Equipment
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2023	42,940	681	857	454
Additions	-	-	251	71
Transfer	-	-	(374)	-
Disposals	-	-	(150)	(38)
At 31 August 2024	42,940	681	584	487
Depreciation				
At 1 September 2023	12,072	-	-	293
Charge for year	864	-	-	57
Eliminated on Disposals	-	-	-	(38)
At 31 August 2024	12,936	-	-	312
Net book value				
At 31 August 2024	**30,004**	**681**	**584**	**175**
At 31 August 2023	**30,868**	**681**	**857**	**161**

	IT and Computer Equipment	Furniture and Equipment	Motor Vehicles	Totals
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2023	2,610	12,833	875	61,250
Additions	252	1,040	136	1,750
Transfer	-	374	-	-
Disposals	-	-	-	(188)
At 31 August 2024	2,862	14,247	1,011	62,812
Depreciation				
At 1 September 2023	2,402	10,233	658	25,658
Charge for year	213	728	99	1,961
Eliminated on Disposals	-	-	-	(38)
At 31 August 2024	2,615	10,961	757	27,581
Net book value				
At 31 August 2024	**247**	**3,286**	**254**	**35,231**
At 31 August 2023	**208**	**2,600**	**217**	**35,592**

11 TANGIBLE ASSETS (CONTINUED) Charity	Freehold Property £'000	Freehold Land £'000	Assets Under Construction £'000	Agricultural Equipment £'000
Cost				
At 1 September 2023	43,192	681	857	454
Additions	-	-	251	71
Transfer	-	-	(374)	-
Disposals	-	-	(150)	(38)
At 31 August 2024	43,192	681	584	487
Depreciation				
At 1 September 2023	12,072	-	-	293
Charge for year	864	-	-	57
Eliminated on Disposals	-	-	-	(38)
At 31 August 2024	12,936	-	-	312
Net book value				
At 31 August 2024	**30,256**	**681**	**584**	**175**
At 31 August 2023	**31,120**	**681**	**857**	**161**

	IT and Computer Equipment £'000	Furniture and Equipment £'000	Motor Vehicles £'000	Totals £'000
Cost				
At 1 September 2023	2,610	12,833	111	60,738
Additions	252	1,040	23	1,637
Transfer	-	374	-	-
Disposals	-	-	-	(188)
At 31 August 2024	2,862	14,247	134	62,187
Depreciation				
At 1 September 2023	2,402	10,233	98	25,098
Charge for year	213	728	7	1,869
Eliminated on Disposals	-	-	-	(38)
At 31 August 2024	2,615	10,961	105	26,929
Net book value				
At 31 August 2024	**247**	**3,286**	**29**	**35,258**
At 31 August 2023	**208**	**2,600**	**13**	**35,640**

11 TANGIBLE ASSETS (CONTINUED)

Freehold land and buildings at cost or valuation includes £2.4m at 31st March 1979 revalued on the basis of re-instatement cost less allowance for age after taking account of subsequent disposals. In accordance with FRS 102 - this valuation has been treated as an historic cost as at the date of conversion. The buildings have been insured on a declared value of £222m.

Following a review, no impairment has been identified.

12 FIXED ASSET INVESTMENTS

Charity

	Shares in group undertakings £'000
Cost	
At 1 September 2023 & 31 August 2024	20

Holdings of more than 20%

The company owns 100% of the equity of the following subsidiaries, which were incorporated in England and Wales:

Subsidiary Company	Holding	Nature of the Business
Dicker Enterprises Limited	Ordinary Shares	Provision of facilities at the School
Letchfield Properties Limited	Ordinary Shares	Provision of design and build services

13 DEBTORS

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Fees Recoverable	1,033	792	1,033	792
Debt Provision	(383)	(353)	(383)	(353)
	650	439	650	439
Amounts owed by subsidiary companies	-	-	93	175
Other debtors	450	374	425	336
Prepayments and Accrued Income	677	509	677	490
	1,777	1,322	1,845	1,440

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Net obligations under finance leases	-	97	-	97
Mortgage Loans	400	400	400	400
Fees charged in advance	2,045	554	2,045	554
Fees Paid in Advance for Autumn Term	3,268	3,001	3,268	3,001
Entrance Fee Deposits	988	1,076	988	1,076
Trade creditors	1,221	880	1,218	878
Other taxation and social security costs	605	548	651	594
Other creditors	1,267	1,214	1,267	1,214
Accruals	1,236	1,178	1,229	1,073
	11,030	8,948	11,066	8,887

15 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

		Group		Charity	
		2024	2023	2024	2023
		£'000	£'000	£'000	£'000
	Entrance fee deposits	2,324	2,111	2,324	2,111
	Fees charged in advance	489	-	489	-
	Mortgage loans	3,732	4,132	3,732	4,132
		6,545	6,243	6,545	6,243
a)	**Entrance fee deposits are due as follows:**				
	Within 1 Year	988	1,076	988	1,076
	Between 2 and 5 years	2,207	1,917	2,207	1,917
	After 5 years	117	194	117	194
		3,312	3,187	3,312	3,187
b)	**Fees charged in advance are due as follows:**				
	Within 1 Year	2,045	554	2,045	554
	Between 2 and 5 years	489	-	489	-
		2,534	554	2,534	554
c)	**Net obligations under finance leases are due as follows:**				
	Within 1 Year	-	97	-	97
		-	97	-	97
d)	**Mortgage loans repayable by instalments are due as follows:**				
	Within 1 Year	400	400	400	400
	Between 2 and 5 years	1,601	1,601	1,601	1,601
	After 5 years	2,131	2,531	2,131	2,531
		4,132	4,532	4,132	4,532

The Trust has two mortgages in place at 31 August 2024:

i) Repayments commenced Sept 2006; repayable by 92 quarterly instalments. Interest is calculated at Barclays base rate plus 1.1%.

ii) Repayments commenced in July 2010; repayable by 92 termly instalments. Interest is calculated on the banks short term base rate plus 1.9%.

A ten-year finance lease which commenced in July 2014 was redeemed during the year.

The two remaining mortgages are secured by charges against the land and buildings at the Senior School site in Upper Dicker.

The loans have interest rate hedges in place limiting interest charges to 3.1% on part of the loans.

16 MOVEMENT ON DEFERRED INCOME

	2024 £'000	2023 £'000
Deferred income brought forward	3,555	3,064
Release in year	(3,701)	(3,212)
New provision added	5,948	3,703
Deferred income carried forward	5,802	3,555

All deferred income relates to early payment of fees either as FIA that covers at minimum one year's fees or payment of the Autumn 2024 bill. £147k (2023: £147k) of release in year are from new provision.

17 NET CASH GENERATED FROM OPERATING ACTIVITIES

	2024 £'000	2023 £'000
Net incoming resources for the year to date	796	3,358
Adjustments for:		
Interest paid	331	334
Operating surplus	1,127	3,692
Amortisation of intangible fixed assets	28	25
Depreciation and impairment of tangible fixed assets	1,961	1,862
Loss/(Profit) on disposal of tangible fixed assets	129	(15)
Movements in working capital:		
Decrease in stock	-	79
(Increase) in debtors	(455)	(309)
Increase in creditors	2,881	1,723
	5,671	7,057

18 ALLOCATION OF NET ASSETS 2024

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	49	-	49
Tangible fixed assets	-	35,231	-	35,231
Current assets	8	17,131	-	17,139
Current liabilities	-	(11,030)	-	(11,030)
Long term liabilities	-	(6,545)	-	(6,545)
	8	34,836	-	34,844

ALLOCATION OF NET ASSETS 2023

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	58	-	58
Tangible fixed assets	-	35,592	-	35,592
Current assets	131	13,266	192	13,589
Current liabilities	-	(8,948)	-	(8,948)
Long term liabilities	-	(6,243)	-	(6,243)
	131	33,725	192	34,048

19 FUNDS

FUNDS 2024

	At 1 September 2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2024 £'000
Group					
Unrestricted Funds					
General	33,725	37,433	(36,322)	-	34,836
Designated funds:					
Foundation Fund	192	-	(192)	-	-
Total unrestricted funds	33,917	37,433	(36,514)	-	34,836
Charity					
Unrestricted Funds					
General	33,809	37,402	(36,322)	-	34,889
Designated funds:					
Foundation Fund	192	-	(192)	-	-
Total unrestricted funds	34,001	37,402	(36,514)	-	34,889

	At 1 September 2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2024 £'000
Group & Charity					
Restricted Funds					
Development Foundation Fund	123	-	(123)	-	-
Building Project	1	-	-	-	1
Tree Project	7	-	-	-	7
Total restricted funds	131	-	(123)	-	8

The remaining funds in the designated Foundation Fund and restricted Development Foundation Fund were transferred to the Bede's Development Foundation, a separate charity within the year. The aim of the Foundation is to advance education at Bede's School by providing funding, assistance and support through the provision of bursaries for the benefit of pupils who would otherwise be unable to commence education at the School.

The Building Project is a fund to contribute to key building projects.

The Tree Project is a celebration of the Queen's Platinum Jubilee with the aim of planting trees on the Senior School's grounds.

19 FUNDS (CONTINUED)

FUNDS 2023

	At 1 September 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2023 £'000
Group					
Unrestricted Funds					
General	30,531	35,744	(32,550)	-	33,725
Designated funds:					
Foundation Fund	134	58	-	-	192
Total unrestricted funds	30,665	35,802	(32,550)	-	33,917
Charity					
Unrestricted Funds					
General	30,599	35,694	(32,484)	-	33,809
Designated funds:					
Foundation Fund	134	58	-	-	192
Total unrestricted funds	30,733	35,752	(32,484)	-	34,001

	At 1 September 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2023 £'000
Group & Charity					
Restricted Funds					
Development Foundation Fund	-	123	-	-	123
Building Project	1	-	-	-	1
Hardship Fund	21	-	(21)	-	-
Tree Project	3	12	(8)	-	7
Total restricted funds	25	135	(29)	-	131

20 PENSION COSTS

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 £1,215k (2023: £1,294k) and at the year-end £117k (2023: £151k) 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 Stage following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report, which was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation has valued the 'grater value' benefits for groups of relevant members.

The employer contribution rate for the TPS is 28.6%, and employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

The Trust consulted with relevant staff during the year and agreed to withdraw from the TPS and move affected members of staff to the Trust's Defined Contribution Scheme with effect from 1 September 2024 and so this is the last year in which the Trust will participate in the TPS.

The School additionally operates one Defined Contribution Schemes. Contributions on behalf of staff within these schemes are made to Aegon UK Corporate Services Limited.

Total contributions made to the Aegon Scheme during the year were £1,431k (2023: £588k). The total pension contributions which were still outstanding as at the year-end were £152k (2023: £83k).

Contributions to these schemes are charged to the statement of financial activities as they fall due.

21 CAPITAL COMMITMENTS

At 31 August 2024 the group had capital expenditure contracted for, not provided for in the financial statements of £838k (2023: £189k).

22 OPERATING COMMITMENTS

At 31 August 2024 the school had commitments for future minimum lease payments under non-cancellable operating leases which fall due as follows:

	2024 Land and buildings £'000	2024 Other £'000	2023 Land and buildings £'000	2023 Other £'000
Within 1 year	11	36	11	36
Within 2 to 5 years	22	36	33	73
	33	72	44	109

23 MEMBERS' LIABILITY

The company is limited by guarantee and does not have a share capital. The liability of the members in the event of winding up is limited to £1.

24 RELATED PARTY TRANSACTIONS

Aside from transactions with other group entities there were no other related party transactions (2023: none).

During the year there were net cross charges from Dicker Enterprises Limited to the school of £145k (2023: £98k), and from Letchfield Properties Limited to the school of £Nil (2023: £242k).

At 31 August 2024 Dicker Enterprises Limited had a balance due to the school of £93k (2023: £157k) and Letchfield Properties Limited had a balance due to the Trust of £Nil (2023: £18k).

25 CONSOLIDATED STATEMENT OF FINANCIAL POSITION – COMPARATIVE FIGURES BY FUND TYPE

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2023 £'000
INCOME FROM:			
Charitable Activities	35,323	-	35,323
Donations and Legacies	58	135	193
Investment Income	347	-	347
Other Income	18	-	18
Non-ancillary trading income	56	-	56
Total Income	35,802	135	35,937
EXPENDITURE ON:			
Cost of Raising Funds	1,272	-	1,272
Charitable Activities	31,278	29	31,307
Total Expenditure	32,550	29	32,579
Net Income	3,252	106	3,358
Transfers between Funds	-	-	-
Net Movement in Funds	3,252	106	3,358
Fund Balances at 1st September 2022	30,665	25	30,690
Fund Balances at 31st August 2023	33,917	131	34,048

26 SUBSIDIARIES

Dicker Enterprises Limited

The Company owns all of the share capital of Dicker Enterprises Limited, a company incorporated in England and Wales (company number: 02380368), Registered office: Upper Dicker, East Sussex, BN27 3QH. This company carries out trading activity on behalf of the charity including the operation of lettings of the Charities facilities and the provision of a transport service to the school.

Letchfield Properties Limited

The company also owns all of the shares in Letchfield Properties Limited, a company incorporated in England and Wales (company number: 02664231), Registered Office: Upper Dicker, East Sussex, BN27 3QH. This company carries out design, planning and construction services as part of a contract with St Bede's School Trust Sussex for the construction of new boarding accommodation.

	Dicker Enterprises Limited		Letchfield Properties Limited	
	2024	**2023**	**2024**	**2023**
	£'000	**£'000**	**£'000**	**£'000**
Turnover	**963**	919	**-**	87
Expenses	**(931)**	(932)	**-**	(89)
Profit / (Loss) on Activities before charges	**32**	(13)	**-**	(2)

	2024	**2023**	**2024**	**2023**
	£'000	**£'000**	**£'000**	**£'000**
Fixed Assets	**224**	205	**-**	-
Net Current (Liabilities)/Assets	**(13)**	(26)	**7**	7
Net Assets	**211**	179	**7**	7
Funds	**211**	179	**7**	7

	2024	**2023**	**2024**	**2023**
	£'000	**£'000**	**£'000**	**£'000**
Interest paid to Charity on Intercompany loans	**7**	6	**-**	-

ST BEDE'S SCHOOL TRUST SUSSEX

England & Wales - Charity number 278950

Accounts

Company Registration No: 01386499

Charity Registration No: 278950

ST BEDE'S SCHOOL TRUST SUSSEX
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND ACCOUNTS
YEAR ENDED 31 AUGUST 2023

ST BEDE'S SCHOOL TRUST SUSSEX
FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2023

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LEGAL AND ADMINISTRATIVE INFORMATION

Governors

The current Governors are also the Directors of the Company and Trustees of the Charity. Those who served during the year are:

Mrs G Watkins (Chair) * # † ‡
Mr J W Burbidge BA (Hons) ACA (Deputy Chair) # †
Mr S Esson * (appointed 17 June 2023 and resigned 29 November 2023)
Mr C Haywood † (appointed 2 October 2023)
Mr C Heinrich, BA, PGCE * ‡ (resigned 3 November 2022)
Mrs S E Jelly #
Mr G Kakar * (appointed 28 April 2023)
Mr D Keegan *
Dr C Lemaigre, MA Hons, DClinPsychol
Mr M S McFadden FRICS † (resigned 17 June 2023)
Mr N A Mercer BA (Hons) * #
Mrs C M Nash BEd ‡ #
Mrs V Parker † (appointed 17 June 2023)
Mr M Pattihis *
Mr G Perrin ‡ (appointed 2 October 2023)
Mr E R Plumley † (resigned 3 October 2022)
Mr K Siwek BA (Hons) ‡ (appointed 26 April 2023)
Mr S Smith, FRSA ‡
The Reverend Jeremy Sykes, MA Hons ‡
Mrs J R Woodhouse Cert. Ed. (London) ‡ (retired 16 March 2023)

* denotes members of the Finance Committee
# denotes members of the Nominations and Remunerations Committee
† denotes members of the Property Development Committee
‡ denotes members of the Education Committee

Trust Executive Committee

CEO/Senior School Head	Mr P M Goodyer MBA, FRSA
Company Secretary/COO	Dr J R Northway BM, FRCS
Prep School Head	Mr M Hammond BA (Hons) MA, PGCE (resigned 7 January 2023) Mrs L-A Morris BCCOM, (appointed 13 January 2023)
Director of Communications, Marketing and Admissions	Mrs R Nairne BA (Hons)
Senior Deputy Head	Mr J Tuson MA, PGCSE
Deputy Head, Operations	Mr P Wise BSc (Hons), MEd, PGCE
Director of People	Mrs E Maynard MCIPD
Director of Summer School	Mr R Edwards BSc (Hons), MSC
Director of Safeguarding	Mrs A Hodge RMA CYP
Director of Advancement & Alumni Relations	Mrs Charlotte Sutton BA (Hons), MSc, PGCE (appointed 1 September 2023)

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2023

Registered Office Bede's Senior School, Upper Dicker
Hailsham, East Sussex BN27 3QH

Advisors

Bankers	Barclays Bank PLC 1 Churchill Place London E14 5HP	Auditors	Haysmacintrye LLP 10 Queen Street Place London EC4R 1AG
Solicitors	Moore Barlow The Oriel Sydenham Road Guildford, Surrey GU1 3SR		

The Governors, who are the Company's Directors, present their annual report and the audited accounts of St Bede's School Trust Sussex for the year ended 31 August 2023.

CHAIR'S REPORT

I am pleased to present the Trust's annual report for the academic year 2022/23. It has been another year of excellent achievements both educationally and in regards to the Trust's charitable ambitions.

This annual report details the myriad activities and achievements of all areas of our Trust, including our Nursery and Prep School, Summer School and Senior School. It was particularly pleasing that this year our Summer School, which was so impacted by the pandemic, has had such a successful year, not only in terms of the number of international pupils attending, but also with the growth of our provision for local children, with the offer of enriching activities and holiday care. I am pleased to say that the Summer School also underwent a very successful inspection by the British Council this year as well.

Another highlight of the year was undoubtedly the establishment of the Bede's Development Foundation. It is my sincerest hope that through the work of the Foundation and over the coming years, we will be able to support many more children who would not otherwise have had the opportunity to experience a Bede's education. Welcoming the first recipients of our new transformational bursaries in September 2023 has been a joyful moment for all involved.

We were pleased to announce a new Head of our Prep School in January 2023 and upon the appointment of Mrs Morris, we immediately began working on exciting complete renovation plans for the boarding house at Bede's Prep School. The high-quality boarding accommodation at our Senior School is well recognised by the market, and it is very much our intention that the Prep boarding house will be of a similarly high standard when it opens in September 2024.

As a Board, we recognise that whilst this report provides a welcomed opportunity to reflect on the achievements of the last academic year, it is also a moment to take stock of the challenges which may face the School going forward, not least the possible introduction of VAT on school fees. The Board of Governors are working closely with the Executive team to do all it can to alleviate the burden on parents by reducing costs wherever possible, providing they do not impact on the quality of the excellent education which Bede's provides its pupils.

I hope this report will enable those interested in the Trust to understand the values and energy which characterises Bede's and the commendable work and commitment of the staff and Board of Governors who consistently strive to ensure our pupils thrive in all aspects of their lives. I take this opportunity to thank staff for their continued commitment. I also thank my fellow Governors for their support and dedication.

Geraldine Watkins
Chair of Governors

STRUCTURE, GOVERNANCE AND MANAGEMENT

a) Structure

St Bede's School Trust Sussex is a registered charitable company established in 1978, charity number 278950, and company number 01386499. The liability of the members of the company is limited by guarantee. It is administered by a Board of Governors, the members of which are also the Trustees. The Trust, (which since 1 September 2012, has been known as "Bede's") is comprised of three schools: a Preparatory School with a nursery, based in Eastbourne, catering for children between the ages of 3 months and 13 years; a Senior School at Upper Dicker, educating children between the ages of 13 and 18 years; and a Summer School providing academic and recreational programmes for young people from around the World. All Schools are co-educational, have boarding and day pupils and welcome children of varied abilities.

b) Governance and Management

The Trust is run in accordance with the Articles of Association of the charitable company by a Board of Governors whose members are listed on page 2. Governors retire in rotation every five years and can stand for re-election. The Chair is elected by the Governors every three years and may stand up to four times for re-election.

New Governors are elected by the Board on the basis of their eligibility, personal competence, specialist skills and local availability. The process involves wide ranging consultation between the Chair, Board members, CEO (Chief Executive Officer) and COO (Chief Operating Officer). The composition of the Board is kept under constant review and proper consideration is given to succession planning.

New Governors are inducted into the way the Trust works by discussion with the CEO, COO and the Clerk to the Board. They receive an information pack about the School and its objectives as well as the Guidelines for Governors, issued by the Association of Governing Bodies of Independent Schools (AGBIS) and approved by the Independent Schools Council, and a Governance Manual of practices and procedures specific to Bede's. They undertake safeguarding training and are also encouraged to attend training courses for new Governors. All Governors are encouraged to go on relevant courses to keep up to date. The Independent Schools Inspectorate (ISI) Education Quality and Regulatory Compliance Inspection in November 2019 at the Senior School and the Prep School confirmed that standards of Governance were being met.

The Board has adopted a Governor Performance Review Policy that outlines the basis of the Trust's annual review of the performance of the Board of Governors, each of the Committees and individual Governors. This provides an opportunity for the Board of Governors, each Committee and individual Governors to reflect on their overall performance to ensure they are fulfilling their respective roles and are not distracted either by poor practices and/or processes or by matters which have been, or should be, delegated to management.

The Governors meet once a term to formally review the Trust's affairs and hold additional meetings as necessary to review strategy and development. Much of the Board business is delegated to various Committees:

The Finance Committee chaired by Mr N A Mercer, meets before each full Governing Body meeting to review annual budgets, termly management accounts, annual report and accounts and development expenditure proposals. It makes recommendations for approval by the Board, including annual accounts, annual budget and setting of fees.

The Property Development Committee chaired by Mr M McFadden (Mrs G Watkins from 17 June 2023), meets once a term to review property development progress and submits proposals for future development expenditure and maintenance for consideration by the Finance Committee.

The Education Committee, chaired by Mrs C Nash, meets once a term to focus on the Trust's educational policies and outcomes.

The Governance, Nominations and Remunerations Committee, chaired by Mr J W Burbidge, meets once a term to review and monitor the Trust's governance arrangements, to make recommendations to the Board on the appointment and reappointment of Governors and the recruitment and compensation package of the CEO and COO, and have oversight of the remuneration of other members of the Executive Team.

The Risk Review Audit Committee, chaired by the COO, with Governors in attendance, meets once a term to review the risks facing the Trust and to scrutinise the controls in place to mitigate those risks.

The Safeguarding Compliance Committee, chaired by the Director of Safeguarding, with a Governor in attendance, meets once a term to ensure the Trust remains compliant with all matters pertaining to safeguarding.

The Trust Health and Safety Committee, chaired by the COO, meets termly to discuss Health and Safety issues affecting the Trust. A Health and Safety Management Committee, chaired by the COO, meets annually. All Health and Safety Committees are attended by a Governor.

The day-to-day management of the Schools is delegated to the CEO and the COO, supported by the Executive and Senior Management Teams at both Schools.

OBJECTIVES AND ACTIVITIES

a) Charitable Objectives

The Articles of Association state, "*The objects of the Charity (Objects) are to promote and provide for the advancement of education of children and young persons in the United Kingdom and elsewhere and, without prejudice to the generality of the foregoing, in particular by the provision of a school or schools."* These objects are achieved by the provision of co-educational day and boarding education at both its Preparatory School and its Senior School and by the provision of Summer School facilities. The charity welcomes children of varied abilities and aims to enable each student to achieve to the best of their ability; fee remission through scholarships and means tested awards are provided to Pupils with special talents or needs, so that they can benefit from the opportunities offered by the Prep and Senior Schools. The Governors have due regard to the Charity Commission guidance on public benefit.

b) General Objectives for the Year

Our aim is to be the Educational Trust of choice for parents seeking an outstanding all-round education for their children, maximising academic outcomes in relation to ability, becoming the market leader in adding value and building on our existing strengths of pastoral excellence, a strong artistic tradition and outstanding sporting provision, augmented by our warm and caring community.

We are committed to ensuring that Bede's is a school where every child finds something that they enjoy and where they succeed. Pupils are encouraged to aspire to the very highest academic standards and – most importantly – are empowered to enjoy their learning. We want them to develop a love of learning and believe that this should be a source of pride.

Bede's carefully blends rigour, ritual and informality to create a School where the young and the not so young support each other in a positive, vibrant and happy atmosphere.

We recognise our obligation to be an organisation which has a focus on social responsibility and as such, we will continue to grow our partnerships and activities for the benefit of the public.

The beneficiaries include:

- Young people, whose education is funded through fee income, donations, bursaries and scholarships;
- The local community, which benefits from appropriate access to the School's facilities;
- A number of charities based in the UK and worldwide for whom funds are raised at the School;
- The general public, who are the ultimate beneficiaries of the School's high-quality educational system and the social values that it generates.

Public Benefit

Educational

Offering bursaries or other types of assisted places

The Governors' policy is to make awards for fee remission on the basis of financial need and pupils' educational ability or talent. Bede's does not have any historic endowment and, therefore, in awarding bursaries, the Trust tries to ensure a balance between its obligations to fee-paying parents, many of whom make considerable personal sacrifices in order to educate their children at Bede's, and those who will benefit most from the awards.

The Trust invests considerable time and resources in the awarding of its bursaries and ensuring that, as far as it is able, the benefits of a Bede's education are as accessible as possible to those who do not have the means to pay full fees. During the year, it provided 75 means tested bursary awards at a cost of £689k. Three of the awards were for fully funded places. In addition to its bursarial contributions, the Trust is involved in a range of activities in support of its charitable objectives including providing support for, and partnerships with, local schools, as well as fundraising and volunteering in support of charities across the UK and overseas.

Bede's Development Foundation (the Foundation) was founded as an independent registered charity, constituted as a Charitable Incorporated Organisation (CIO), in 2023. It is governed by Charity Commission regulations. It is not registered with Companies House and is not subject to company law. It is voluntarily registered with the Fundraising Regulator.

The objects of the Foundation are to advance education at Bede's School (the "School") for the public benefit by providing funding, assistance and support in such manner as the charity trustees shall determine including (without limitation) the provision of:

1. bursary support for the benefit of pupils at the School who would be unable to continue in education at the School or who would be unable to commence education at the School despite being accepted, without financial assistance; and
2. funding to the School towards the development of its facilities.

The Foundation has a separate Board of Trustees, enabling appointment of board members (including those who may not wish to be a Governor) with specific interest, skills, and expertise in fundraising, investing and distributing funds.

An MoU governs the relationship between the Trust and the Foundation covering areas such as conflicts of interest, setting funding priorities, use of the School's name, branding and data, etc.

The Trust appoints two "nominated Trustees" to the Foundation Board and three Trust employees, the CEO, COO and Director of Advancement & Alumni Relations, are ex officio Trustees of the Foundation.

The nominated Trustees have a responsibility to ensure the Foundation remains strategically aligned with the Trust and along with the ex-officio Trustees, provide Board level awareness of the Foundation's goals and activities.

The ex-officio Trustees have a responsibility to ensure operational alignment and integration of the Foundation and Trust.

The Foundation aims to highlight Bede's ethos and demonstrate that it is the living, breathing heart of everything that the Trust does; hence the Foundation is built around the School values of: Compassion, Conscientiousness, Curiosity and Courage. The Bede's Development Foundation believes that by working together as a community we can truly transform lives.

The initial aim of the Foundation is to have five 110% transformational bursary holders starting each academic year in the Sixth Form by 2029.

In addition to meeting the usual criteria for sixth form entry, to be eligible for Bede's Transformational Bursary:

- The pupil must live in the local area
- The pupil and their siblings will have studied solely in a state school setting
- The primary caregiver(s) of the pupil should be eligible for or claiming universal credit
- The pupil and primary caregiver(s) will demonstrate that they would benefit from and fully take part in, the wide range of both academic and co-curricular opportunities
- A 110% transformational bursary ensures a pupil faces no barrier to every opportunity available at Bede's and includes the pupil's fees, sports kit, school bus transport, meals, curriculum-based trips, one optional activity per term (e.g. sailing, LAMDA, music lessons, etc.), public examination fees, uniform, equipment necessary for academic study and additional learning enhancement lessons and any associated assessments.

In the first year the Foundation raised over £310,000 and secured in excess of £125,000 in pledges. However, the biggest achievement by far was being able to offer two transformational bursary recipient places in September 2023.

In November 2023 the impressive start that the Foundation has made, was recognised when it won the Institute of Development Professionals in Education (IDPE) Schools' Award for Ambition and Progress.

Allowing pupils from state schools to use its educational facilities

Facilities across both Schools have again been used extensively by organisations and the local community, particularly local state schools.

Park Mead Primary School and Skippers Hill Prep School have both made use of the School's Food and Nutrition facilities. Pupils from Park Mead also watched in-house drama performances in the theatre and have visited the zoo, learning about animal welfare and conservation. Drama equipment has also been loaned to the school as well as art boards for display purposes.

Bede's has supported the National Youth Arts Trust which widens access to the arts for children and young people from non-privileged backgrounds. The Legat Associates programme offered one free place to their annual programme including all tuition. A free place was also awarded for the week-long Summer School dance programme as well as free entry to the national 'Let's Dance' competition in London.

The Summer School Programme offered free day and residential places across both sites to Ukrainian refugees and underprivileged children in our partnership with France.

The Trust provided transport for 24 local schools so that pupils may visit various historic and educational places of interest at a total cost of £3,321, as well as providing transport for various competitions which we ran such as girls football, debating and school council. This year also saw an increasing number of primary and prep schools visiting the zoo. Musical equipment was made available for other schools to use, including our recording studio and our large recital room.

The Sports Department has supported a number of schools through providing access to our facilities in order to run swimming, tough mudder competitions, cricket, tennis, football and hockey activities. We continued to support East Sussex Activities Placement Support by offering taster sessions in swimming, football and tennis in the school holidays.

The Senior School has supported swimming lessons for Park Mead Primary School, Chiddingly, Dallington and East Hoathly primary schools, whilst Hailsham Swimming Club, Swerve Soccer, Tennis Eastbourne and Skillz Cricket Club have continued to utilise the facilities for their local sporting provision. We have also provided a number of injury rehabilitation workshops for pupils at local schools.

Hosting joint school events with other state and independent schools

Bede's pupils who study BTEC Sport worked with Pevensey and Westham Church of England Primary School and Park Mead Primary School on a regular basis, to host sports coaching days.

We have continued with our formalised partnerships this year with other schools; We were able to build on the support given to Gladesmore Community School in Tottenham last year, to include Elmgreen School in Tulse Hill, London. We were able to offer online and in person STEM workshops to 20 gifted and talented pupils.

The Wealden Partnership which was set up last year by the Head of Partnerships and Social Responsibility has evolved both in terms of events and the numbers of schools participating. Initially ten primary and secondary schools joined the partnership but this number has grown throughout the year, with five more schools joining. We were able to host a joint school council meeting at the beginning of the year, followed by a debating experience, boys and girls football tournaments and provided a host of lessons to five different schools in English, Languages and STEM on our Make a Difference day. The Head of Partnerships sits on the schools partnership liaison committee sharing best practice with an ever increasing number of schools across the UK.

A member of staff within the STEM Faculty fulfils the role of CEO of the Galactic Challenge Enterprise and plays a significant role in organising annual events. We were able to host academic enrichment days for local primary schools as well as continuing to organise and host the Galactic Challenge and the UK Space Design Competition. Additional challenges were held throughout the year, involving children from both independent and state schools. The School organised and ran the regional round of the UK Space Design Challenge on behalf of the educational charity Space Science Engineering Foundation (SSEF). Over 200 pupils were involved in these events. The CEO also helped to organise and judge the Galactic Challenge which took place at Shoreham Academy. The faculty were also able to host a primary STEM schools fair for 8-10 other schools to showcase their work.

We were able to offer an after-school STEM activity to our local primary school Parkmead, including pond dipping as well as experiments using static electricity generators.

Pupils undertaking a BTEC Level 3 award in Sports Coaching were able to offer their expertise as sports coaches to four local schools, teaching Year 6 pupils in a range of sports including netball, football, hockey, badminton, basketball, athletics, tennis, rounders and cricket.

Pupils undertaking the Sports Leaders award organised and ran a swimming gala for five local schools. Over 100 children took part in the event with the winners collecting a medal at the end. Again, Bede's pupils were able to display their leadership skills, whilst helping to develop the swimming skills of

children in the local area. Free swimming lessons for three local schools take place on a weekly basis during term time.

Working with schools overseas that provide education to children from families that cannot afford to pay for the child's education

The Trust provided full funded day places for five Ukrainian pupils as well a fee remission for a Ukrainian Boarder.

Collaborating with state schools, including working with or sponsoring academies

Specialist teachers have taught STEM in after school classes at Chiddingly Primary School. These were very successful and popular activities that greatly benefitted the pupils but also helped to develop leadership qualities and independence in our own pupils. Pupils from Chiddingly and Park Mead Primary Schools were then invited to watch the final devised piece performed by Bede's pupils. The Prep School has also been able to continue its support for Eastbourne Youth Radio. As part of Bede's 'Make a Difference Day', the Prep school invited 26 pupils in Years 4 and 5 from three local primary schools (Stonecross Primary, Stafford Junior, Langley Primary) to participate in a range of co-curricular activities, including sports and the performing and creative Arts.

Bede's continues to represent independent schools across East Sussex in terms of safeguarding and will continue to do so for the foreseeable future as part of the newly named East Sussex Children's Partnership.

A member of staff at Bede's continues his long-standing commitment and support of Looked After Children (LAC) by acting as the Designated Teacher for LACs. Bede's works closely with the RNCSF and our Designated Teacher is a member of their Expert Advisory Group, providing advice about boarding, in order to help develop their national programme. During the year, there were seven LAC from East Sussex who were educated in the Trust, all of whom were weekly boarding at Bede's. The School also supported one child from Eastside Young Leaders' Academy (EYLA), through the Royal National Children's SpringBoard Foundation (RNCSF). The School provides 50% bursaries for the LAC and also covers many of the extra costs, with the Local Authority and the Royal National Children's SpringBoard Foundation providing the remainder of fees. Bede's also provides a 70% bursary for the child from EYLA, with the RNCSF covering the rest including extras.

Our Designated Teacher for LAC has also continued to fulfil his role as a Governor of the East Sussex Virtual School for Children in Care, with the school hosting two of the Governor meetings this year. In this role, he also works closely with the Head of the Virtual School to identify children in care who would benefit from a place at Bede's and to explore ways in which Bede's can support and provide opportunities to other children in care in East Sussex.

As part of its work to support the Foster Placement Support Service, which provides respite for foster carers, Bede's hosts children several times a year at weekends and during holidays. Every term we hosted groups of up to 15 children on a Saturday morning, providing activities in both the Art and Animal Management Unit and providing lunch. On two occasions we hosted two groups of LAC for holiday sports activities, led by staff in the Sports Centre, during which they tried out a number of different sports.

We hosted two Children in Care Awards ceremonies this year. In October, we hosted over 50 children in care along with their carers/ social workers to celebrate their educational success. Holroyd Howe provided the catering and the awards ceremony took place in the Recital room. This event was for children in Year 7 and above. In March, we held an event to celebrate the educational success of such children in Year 6 and below. 20 children along with their carers, were invited in for a session in art and animal management, followed by lunch and the award ceremony in the Old Dining Room.

This year Bede's was recognised for its work with LAC over the course of the last decade, by the Boarding Schools Association, winning the Working with Vulnerable Children Award. The award submission detailed research carried out by Bede's Head of Boarding into the experience of and outcomes for LAC who have attended Bede's. The evidence provided explained that to date 22 LAC have attended Bede's and that, whilst some are still currently studying at Bede's, 14 children have left with the equivalent of 3 A levels or more and a university offer, the vast majority having achieved considerable academic success at university.
We continue to have links with Sibs, a national charity supporting children who have disabled siblings or parents. As a result, we work with Downs Junior School in Brighton, which is the only primary school in the South East to have a Sibs group. Across two Saturdays, groups of up to 12 children came in for sessions in Art and Animal Management followed by lunch. Transport to and from Brighton was provided on both occasions.

Formalising sharing of knowledge, skills, expertise and experience with other educational providers

Several members of staff act as governors for local primary and secondary schools; we have staff who are currently governors at Catsfield Church of England Primary School, Hove Park School, as well as Ratton School in Eastbourne and Hassocks Infant School. They also sit on the University of York advisory board for Natural Sciences. One member of staff is a trustee of Project Eileen, a local charity set up to provide help and support for school children coping with the death of a loved one. Another member of staff is a committee member and Safeguarding Officer for Kingston Tennis Club, coaching youngsters from the age of three upwards. Whilst we also have a staff member who is club chair and coach of the Eastbourne Inline hockey Club for juniors and seniors. Bede's Assistant Head (Innovation and Development) continues to lead various training and inset sessions in other schools, sharing his expertise in the area of online teaching and learning.

Through a collaboration with Park Mead Primary School, the Trust is working to develop knowledge, skills and expertise in Key Stages 1 and 2, both for itself and also for the Sports Leader pupils, so that they are encouraged to continue to develop their leadership skills and volunteering during their final year. The Head of Partnerships has worked with the headteacher of our local primary school, enabling their pupils to achieve their key skills award. Pupils have cooked in the food room, have visited the zoo and have had a morning of expert business and finance teaching at the beginning of their Enterprise Week.

Bede's pupils and staff participated in Eastbourne Holocaust Memorial Day events and has hosted the regional debating competition for local schools. We are involved in the European Youth Parliament, hosting the south coast region event at Bede's. We enter teams for the Model United Nations annual competitions across the country. One of our staff supported the launch and delivery of enterprise week for Park Mead Primary School.

The language department hosted the inter-schools debating competition as well as a SENDCO study day, with the opportunity to share best practice amongst local primary, secondary and specialist schools.

Willingdon and St Richard's secondary schools were able to use our facilities, coaching and filming equipment for GCSE Football. A sporting masterclass was held for eight local primary schools including masterclasses in cricket, tennis, hockey and swimming. A swimming gala along with football competitions were also held with local schools.

As well as zoo visits, conservation workshops took place at the zoo for local state and independent schools. The zoo is part of an endangered species programme including hazel dormice and black lemur. The programme is in an attempt to conserve a British species and return them to areas that were regionally extinct.

Community Relations

Sport

We were able to host the Schools' Tennis Championships across all age groups, which welcomed over 600 pupils from 15 schools across a ten-day period. We continued to support East Sussex Activities Placement Support by offering taster sessions in swimming, football and tennis in the school holidays. We provided swimming provision for Park Mead School, whilst Hailsham Swimming Club, Swerve Soccer and Skillz Cricket Club have continued to utilise the facilities for their local sporting provision. We continued to offer small group rehabilitation to pupils from local schools through our strength and conditioning provision. The Senior School also hosted the Sussex Schools U12-U18 football trials without any cost to participating schools.

Bede's staff continue to use their sports coaching qualifications for the benefit of local junior clubs, including Lewes Football Club. Bede's sports staff host and run academies and master classes, where possible, in hockey and football. St John's Meads Church of England Primary School has shared football training sessions and Bede's Prep School has also loaned St John's furniture and equipment.

The Prep School grounds team look after St John's Meads C of E Primary School football pitch, cutting the grass and applying the markings.

Village Life

The Senior School values highly its role within the local village community of Upper Dicker and its environs. We supported Christmas Carol singing in the village, donating money towards the cost of the evening including food, decorations and presents as well as supporting the event itself with pupils and staff.

The School maintains services to the village church, including undertaking repairs and tending to the graveyards, cutting hedges, as well as other village amenities, tending to the football pitch and verges. Our car park continues to be used for large events at the village church and daily by the parents of the village primary school for drop off and pick up. During the winter months, the School grits the paths in the village, especially around Park Mead Primary School.

Local residents are able to use the School's swimming pool and have access to the gym at certain times of the week, all of which are free. Bede's also provides emergency support within the village from time to time, for example by providing water to the primary school on occasions when the water supply to the village has been cut off for prolonged periods. The School prints and supplies ID cards for Park Mead School

Senior pupils provide reading support to all age groups at Parkmead and volunteer at events such as the Christmas fayre and sports day. Food was also provided for these events from the Food and Nutrition department.

Wildlife

Bede's Animal Management Unit supports the People's Trust for Endangered Species and The Sussex Wildlife Trust in monitoring the population of Hazel Dormice. Local schools visit the zoo, along with a Young at Heart community group. It is hoped to extend this offering in the future.

Local Charity and Volunteering Work

Pupils at Bede's are encouraged to develop their relationship with the wider community, through the charitable actions of giving to others, whether that be their time, energy or financial contributions. They

are encouraged to develop a strong sense of civic duty and a clear understanding of the values of charitable fundraising and volunteering.

This year Bede's has created a link with the Matthew 25 Mission in Eastbourne. A charity which cares for vulnerable people who have been exploited and downtrodden. In the Autumn term, we welcomed their Chaplain, Peter Thorley, to share with the school what the charity stands for. This inspired two of our Sixth Form pupils to do more for this charity. They subsequently became shadow youth trustees and attended board meetings and contributed intellectually to the charity and one organised a 24-hour football match with his house Dicker raising £2,801. As part of "Make a Difference Day" 12 pupils spent half a day at the charity serving lunches, packing snack packs and clearing out the storage rooms. For the traditional October Harvest Festival, Bede's contributed enough food to supply 800 meals for the mission.

During the Christmas season, pupils in Bloomsbury House spearheaded the "Love In A Bag" drive. A variety of gifts were sealed in a gift bag which included toiletries, toys, clothes and gadgets, to be given to families who otherwise would not be able to afford their children such gifts. The bags were donated to the Hailsham Food Bank.

The Prep School runs a weekly activity called Young at Heart during which a group of pupils visit care homes to spend time engaging with the elderly. Pupils are excellent ambassadors for the school demonstrating our values of compassion and their qualities of generosity, care and selflessness. The boarding and day houses at Bede's Senior School continue to demonstrate an admirable focus on charity fundraising. This is testimony to the spirit and camaraderie in each of the houses; staff, pupils and their families showed a great willingness to come together and give to others. Charities supported were Beat Eating Disorders, Children with Cancer, Raystede, Women's Aid and Family Matters, Ukraine, The ABC Fund, Chailey Heritage Foundation, Cancer Research UK, MIND, Save the Children, Chance to Shine, and UFULU period poverty in Malawi.

The Senior School also raised funds for St Wilfred's Hospice, Oxfam, Hailsham Food Bank, the Poppy Appeal and Red Nose Day. We have supported the Young at Heart group again this year offering art, zoo and cooking lessons. We also provided art sessions to the Care for Carers community group and sent cards of friendship to residents at a local care home, Berry Pomeroy.

Our link continues with Enthum House in Eastbourne, a home for refugees; the charity nurtures and helps young refugees to integrate into society and through our relationship with Enthum House, we will look to encourage empathy and compassion throughout the Bede's community with the plight of refugees. Plans include inviting pupils from Enthum House to participate in our activities programme, partnering on a podcast and playing sport together. Media pupils have been involved in creating a film production for the charity. We were also delighted to welcome Lilian Simonsson from the charity to speak during a chapel service during which she gave an inspirational speech about her motivations for establishing the charity.

A real focal point for Bede's charity and volunteering work came in June when children and staff across the Trust came together for "Make a Difference Day" in the Summer Term. This initially involved pupils spreading out across Sussex to work with over 40 different charities, schools, hospices and care homes, including Chailey Heritage Foundation, Our Community Garden in Lewes, Hellingly and Dallington Primary Schools and the Bevern Trust. Although the day was a huge logistical undertaking, the benefit to both our pupils and the people they helped and interacted with on the day has been incredible and one which we will seek to continue. We have received many letters of thanks and appreciation.

The Prep School raised nearly £8,000, through various fundraising events across the year. The money raised will go to support Demelza, Macmillan Cancer Support, Royal British Legion, Children in Need, Beachy Head Chaplaincy, Red Nose Day and Parenting Mental Health. The School choir also visited care homes over the Christmas period to spread some joy.

In developing links with the local community, the Beachy Head Marathon used the School's facilities as part of their event in October. Pupils from both Prep and Senior Schools have undertaken various beach and park cleans in the surrounding area in collaboration with Plastics Free Eastbourne and Surfers Against Sewage. Prep School pupils were able to take part in the Spring Water Festival in Eastbourne, helping to install water drinking stations. Prep School pupils continue to support Eastbourne Youth radio by broadcasting a show.

ACHIEVEMENTS AND PERFORMANCE

SENIOR SCHOOL

Academic

This year provided one of the final challenges post-Covid with a return to pre-Covid grade distribution. In 2020 and 2021 the mainstream exam series were cancelled and replaced either by Centre Assessed Grades or School Assessed Grades. The result of this was a picture of grade inflation on a national level and the ramifications of this has resulted in disruption to grades both at the time of Covid and for, at least, the subsequent two years.

In 2022 Ofqual asked that exam boards begin the process of reducing grade inflation, with 2023 scheduled as the year that they would reset to 2019 levels. The two major impacts of this were that pupils sitting examinations in 2023 would both have received elevated grades at GCSE (as part of the School Assessed grades in 2021) and that much of their academic life was during the Covid years.
The most appropriate benchmark for the 2023 exam series was the last full series that was conducted pre-Covid, i.e. 2019.

Results in 2023 at A-Level were slightly lower than those of 2019 whilst results at GCSE were slightly higher. Given the pupils at A level were allowed onto courses which they may not have traditionally accessed (due to their GCSE grades in 2021), this was, to a certain extent, expected.

Value added levels at GCSE remained similar to 2019 with the majority of departments achieving a positive value-added outcome. Value Added at A-Level was slightly below 2019. Improving value added will be a focus over the next twelve months.

It is worth noting that it was the first time that this year's A level cohort - whose GCSEs were examined under the School Assessed Grades - had sat full examinations under the pre-Covid system and, to a certain extent, reset both performance and expectations.

Throughout the Covid years, the school rapidly accelerated the use of digital teaching and learning which has introduced new systems that have supported traditional teaching. This has continued on into 2022/23 with developments in Google Classroom, examinations, online platforms and the use of AI in education. As one of the leading schools using technology in examinations Bede's was visited by several other independent schools during our examination series and will be visited by Ofqual frequently through-out the year.

Cumulative percentages at each grade for A Level, BTEC and Pre U qualifications					
	A*	**A**	**B**	**C**	**D**
2023	20	42	65	89	96
2022	27	50	70	88	94
2021	33	64	83	94	97
2020	25	54	82	97	99
2019	20	48	70	88	96

Cumulative percentages at each grade for GCSEs							
	9	**8**	**7**	**6**	**5**	**4**	**3**
2023	11	22	41	65	81	94	98
2022	15	29	45	62	81	93	98
2021	18	36	56	73	88	99	99
2020	9	23	43	67	82	95	99
2019	7	20	39	56	77	91	96

Regular assessments throughout the year (with one 'robust' assessment for every year group once a term) were designed to ensure that teachers have feedback on progress, pupils develop the strategies for successful exam technique and pupils build resilience to face 'the real thing'. This year we also introduced an 'end of year' examination series in June for First Years, Lower Fifth and Lower Sixth cohorts to provide information about current progress and areas to consolidate over the next 12-24 months.

The academic curriculum for the First Years was updated to include 'Curriculum Days', which aim to provide non-curricular experiences for pupils at Bede's outside the norms of the classroom. The first two of these days included the Windrush Experience and the Ecology experience. Feedback on these two days was extremely positive and they will continue into the 2023/24 academic calendar.

The outreach programme which has been in place with our own Prep School for some time now has been extended to include pupils from other local prep schools. Faculties who have hosted masterclasses include the Languages Faculty which led a writing workshop at Hazelwood Prep School and STEM visited Rose Hill Prep School to deliver a rocketry-based workshop. These supra-curricular events, taking place mainly (but not exclusively) on Thursdays after school, continued to gradually increase in popularity. Taking into account pupils' own preferences, a varied programme was developed including visiting lecturers (such as entrepreneurs and academics), pupil-led talks and debates, masterclasses (including dissection, comedy, feminism and irony) and practical sessions supporting medics and Oxbridge applicants. The schedule also featured the launch of the 'I Belong' pupil poetry publication and SHAPE magazine editorial meetings.

Pastoral

Inclusion and Diversity

Central to our mission is the elevation of pupil voices. Pupils actively involved in INDEX initiatives drove a series of enlightening Bede's Talks. In previous years these have focussed on protected characteristics but this year the themes focussed on celebrating internationalism and understanding more broadly the various cultures which make up our diverse and inclusive pupil body.

In our unwavering commitment to fostering a sense of belonging, we established an Equality Diversity and Inclusion (EDI) group in our professional development programme. This focussed on the drawing together creative writing and artwork on the theme of belonging, the end result was the publication of an anthology of works called "I Belong". This inspirational piece of work gave a space for colleagues and pupils to share their views of belonging, and what it meant to them. A powerful illustration of our commitment to EDI matters. The Trust continues to provide learning opportunities for both pupils and staff to broaden our understanding of EDI matters, to enhance our sense of belonging.

Boarding

A year on from the opening of our newest boarding house, Dorms, we are delighted that the Senior School site now features a full complement of boarding houses of the highest quality. Our commitment to providing a conducive environment for our boarders is demonstrated through our ongoing refurbishment program. During the recent Easter break, we completed a partial refurbishment of the common areas in Stud House (for boys boarding), followed by a complete refurbishment and redecoration of Dorter House (one of our two girls boarding houses) over the summer holidays. Notably, the colour schemes and decor were chosen by the pupils living in these houses themselves, following consultations with their respective House councils, underscoring our dedication to promoting pupil voice.

We have introduced significant enhancements to our boarding program, focusing on boarders' evenings and academic support. An improved weekend and evening program now offers a more diverse array of mid-week opportunities. Additionally, the implementation of second prep sessions for all boarders aims to provide increased academic support and improve outcomes for our pupils.

Our core Boarding Principles, along with our values, are now prominently displayed in all boarding houses, underscoring their importance in our boarding community. These principles have been translated into Mandarin, Cantonese, German, and Spanish, and are available on the parent portal and school website to ensure accessibility to a wider audience.

Boarders continue to be encouraged to attend House Council and School Council Meetings. This year, representation from all year groups in the Boarding sub-committee meetings has been achieved. To further promote a sense of belonging, we have organised house-hosted events and extended invitations to parents to participate in various evening events throughout the year. This underscores our commitment to fully involving families and embracing them at the heart of our community.

Our commitment to providing the best possible boarding experience is also reflected in changes to key personnel. We welcomed two new HMs, each with valuable experience from other HMC Schools, to take charge of Dorter and Crossways Houses at the end of the year. All of our HMs continue to be supported by dedicated Deputies, Resident Tutors, House Managers, and Matrons who provide round-the-clock care for our boarders throughout term time. Overnight care is overseen by our two Night Matrons in our dedicated overnight care facility in Fairfield House.

These ongoing developments highlight our commitment to continuous improvement and our dedication to creating a supportive and inclusive boarding environment that engenders a sense of belonging for all at the school.

Co-Curricular

At Bede's it is our goal to ensure that we develop good people through the growth and education of the whole individual. It is our strong belief that courage, curiosity and compassion are revealed through co-curricular activities. These values enable pupils to develop their strengths, qualities and self-confidence in order to help them to flourish and pupils continue to enjoy a diverse and engaging array of over 100 clubs and activities across afternoon activity sessions, evening enrichment and the weekend and boarding programme.

Trips and Visits

There were a range of visits including local regular UK based trips to Brighton, Portsmouth and Covent Garden as well as special one-off trips to China Town for Chinese New Year, the Women's FA Cup Final and rugby at Twickenham as well as a special celebratory trip to Thorpe Park for Year 11.

The specialist subject-based trips were numerous and included local visits to places as diverse as the Sussex Planetarium for Physics, the Rathfinny Estate for Business Studies and Potfest for Ceramics at Glyndebourne. Additionally there were trips further afield organised by the SHAPE faculty to the Churchill War Rooms, Tanners Hatch and the Houses of Parliament.

Bede's teams also won awards at the UK Space Design final at Imperial College and performed superbly in the Galactic Challenge hosted at the Senior School.

Bede's pupils also participated in Warhammer in Nottingham and the successful launch of Model United Nations saw pupils attend several conferences with great success at Hurst, the Royal Hospital School and Felsted. There were several Duke of Edinburgh trips during the year including excursions to Midhurst, the Peak District and the Lake District.

This year saw the return of even more overseas trips. There was a Geography and Biology trip to Madagascar during the Summer Holidays, a French Trip to Nice and a German trip to Berlin. This was on top of sporting trips which included the Girls 1st XI Hockey visiting Paris in October half-term and a Senior Squad Football tour to Porto. We believe strongly that such trips not only provide opportunities to enrich learning outside the classroom but also increase confidence and collaboration between pupils as well as enabling them to explore other physical and creative lifestyles.

Bede's Lower Sixth pupils took part in Futures Week to support them in their future careers planning, helping them to prepare for the next stage of their lives in work or at university. The workshops included university applications, business, psychology, social media marketing and the law. This was in addition to use of the School's online careers programme and one-to-one sessions as well as interview and CV sessions with industry experts.

A new innovation in Drama this year was the popular *Weekends at the West End* sign up trips that saw over a 100 pupils engage with eight Saturday productions that ranged from the popular 'Six, the musical' to the political 'Best of Enemies'. These trips extend the enrichment of our cultural offer at Bede's and give our boarding pupils in particular a highly worthwhile weekend activity.

A level Drama pupils performed Shakespeare's Twelfth Night at the Edinburgh Fringe Festival. The group performed five shows off the Royal Mile and undertook marketing, promotional showcasing, working within a professional venue whilst also watching 15 productions throughout the week. This trip provides our pupils with a plethora of opportunities and experiences that is fed directly back into their work as they enter the Upper Sixth, as well as infuse in pupils a lifelong passion for the arts.

Events

During the Summer Term, it was wonderful to invite our leavers and their parents to join us once again for the Summer Ball. We also invited all our new families in for a series of evening and weekend events to help support the transition of new pupils joining the Senior School. Finally, we were pleased to close the year by inviting the whole School community to Speech Day and Prize Giving in order to reflect on the myriad of achievements during the year and say farewell to our leavers.

Performing Arts

Music

Our musicians began preparing for House Music and the biennial Cabaret concert, held in the Main Hall. Participation in the Inter-house music competition returned to pre-pandemic levels of pupil engagement. Bede's musicians enjoyed the opportunity to collaborate with dancers and dramatists at the Cabaret Concert in December 2022, which was yet again, a resounding success and showed Bede's strengths in its representation of the Performing Arts. Cabaret has become, in recent years, a big 'Sussex' night out and the event is marketed to local companies and interested stakeholders, which further enhances the reputation of the school in the wider community. The year consisted of informative and inspirational workshops and masterclasses with musicians Dr John Frederick Hudson and Dr Paul Mealor, who came and gave their expertise in the fields of performance and composition.

At the end of the Spring Term, the Bede's Singers had the opportunity to sing choral evensong with the choir of the Old Royal Naval College Chapel, London, and the music department was busy preparing for an ensembles' concert, and a student rock/pop gig, giving performance opportunities to all members of the community. The Summer Term brought lots of music and rehearsal workshops with some of our talented visiting music team. We held the Bede's Young Musician of the Year competition, which enjoyed a healthy student sign-up, the prize for which was two tickets to a concert or gig of choice.

Legat Dance

The Legat Dance Academy has had an incredibly busy and successful year with excellent results across the board in BTEC Performing Arts Level 2 and 3 and 100% pass rate at Merit - Distinction*.
We began the academic year joining forces with the music department and celebrated the return of 'Cabaret'. A fantastic experience for all involved and a joyous evening for those that attended. We then sprang into Spring with our Legat Solo Awards and returned to dance at The Congress in 'Let's Dance', bringing children together from schools across the South East.

Throughout the year the dancers engaged with industry professionals as part of our programme of guest workshops, including working with AMDA, Alastair Postlethwaite, Katy-Jo Murfin, Ellie Olds, Winifred Burnet-Smith and Fiona Chadwick. They were also treated to wonderful theatre trips to see ZooNations Mix-Tape at Sadler's Wells, Rambert's Peaky Blinders at The Troubadour Theatre and Wicked at the Apollo Victoria.

We were thrilled to be chosen to perform at Move It, the World's Biggest Dance event held at The ExCel in London. Our dancers shone on the main stage in their rendition of 'Red' proving how professional and talented they are.

Our focus was then to produce our biggest production yet. Held at the Congress Theatre on Friday 23rd June, over 75 dancers from across the Senior school, Prep school and Legat Associate Programmes took part in 'What A Wonderful World'. This performance was a huge success for all involved and an extraordinary experience for the pupils.

Drama

We are enormously proud of our ongoing work within the Trust Wide Performing Arts Group across the Prep and the Senior schools. This group has established a number of wider opportunities for our Prep pupils, most notably our fortnightly Drama Masterclasses that develop connections between the schools as well as introduce our future drama pupils to our practice of working. Prep pupils were heavily involved in Cabaret, our Legat summer show and Bede's Fest as a result of our meetings.

This year's school production was Coriolanus and directed by our Head of Drama, Will Rennison. Mr Rennison challenged the cast and audience to re-imagine the context as 1980's Thatcher's Britain, with the division and angst between the miners and the politicians a strong feature.

The junior play was an original work from our Director of Performing Arts, Karen Lewis, who adapted the ever-popular Narnia story into a promenading, visual feast of a production, 'Through the Wardrobe'. This production saw 40 of our Year 9 and 10 pupils performing, puppeting, stage managing, running lights and sound and leading our audience through a spectacle of different spaces that had been transformed into the world of war-torn England and the icy lands of Narnia.

The National Youth Theatre (NYT) was invited in the new year to audition a group of 40 pupils who had applied to take part and as a result two of our pupils gained places. NYT auditioned 6,000 pupils last year and offered 700 places, so this was a real boon for the two girls given this opportunity.

External workshops provided us with much needed inspiration and involved delving into classical texts with Jonathan Livingstone and Vincent Dance Theatre Company for Physical Theatre mastery. Theatre visits included Noughts and Crosses, Othello at Yvonne Arnaud, John Gabriel Borkman at the Bridge, My Neighbour Totoro at the Barbican, Ocean at the End of the Lane at Woking Theatre, Medea at the Soho Place.

We have worked with and loaned out various set pieces from our Addams Family production to a community theatre group in Tonbridge, set up lighting for Park Mead primary school's pantomime, loaned props to Skippers Hill Prep and Claremont School.

Our scholarship auditions were packed this year at 13+ and the calibre of pupil auditioning was markedly high at both levels and we were able to award more scholarships than previous years. Our 16+ only saw one candidate audition for a place and this will be an area of focus as we move forward.

Sport

In cricket, Alice Capsey and Freya Kemp have notably represented and excelled for the England cricket team at the Commonwealth Games. Additionally, in 2022, three Bede's Sixth Form pupils had the honour of playing in the prestigious Hundred Final at Lord's, a testament to the quality of talent developed by the Trust. Moreover, six alumni from Bede's in the last five years have secured positions in the starting Sussex 1st XI men's countryside, with others finding success representing various other countries. Meanwhile, Harry Mills and Oliver Hobden are progressing on their professional football journeys, having earned contracts with Brighton and Charlton respectively. Notably, Lola Brown is shining both at Chelsea and with the England Lionesses at age group level, showcasing her immense talent on the pitch. In hockey, the Trust has nurtured impressive talent, with Matilda Collins, Lizzie Morgan, Issy Field, and Ryana MacDonald-Gay representing their countries in various age brackets. Jack Ford has made his mark in tennis, competing in national and international UTR and ITF events, highlighting his dedication and skill.

In addition to individual accolades, the Trust's teams have also achieved remarkable success. In cricket, the Girls made the 100 Ball National Champions finals along with Boys U18 football side making the U18 County Championships. The Tennis teams won no less than 9 of the age group county championships.

Furthermore, the Trust has actively engaged with the community through sports masterclasses and coaching sessions. These initiatives have not only benefited our pupils but also local schools. We have particularly worked with schools within the Wealden district. We have done no less than 12 major outreach sessions over the last academic year reaching over 500 pupils.

PREP SCHOOL

Autumn Term

In English Year 8 pupils enjoyed a fascinating day at The Globe Theatre. Pupils were divided according to the Shakespeare text they had been studying and took part in dramatic workshops. In addition, Jenny McLachlan, author of the bestselling Land of Roar series amongst many other acclaimed novels, visited Year 8s who were studying Romeo and Juliet. Jenny talked about her novel, Star Struck, and the parallels made in her book with Romeo and Juliet. The Prep and Senior Schools continue to collaborate with each other and following the success of last year's Eco-writing competition, the Prep and Senior school launched the second Trust-wide Eco and Environment Writing Competition, inspiring pupils across all years to think about boundaries and their relationship to the natural world. The pupils were given a short phrase as stimulus for their writing: 'borders and boundaries' and could interpret this word in any way they wished. The event was launched by a question and answer online session with writer, barrister and philosopher, Charles Foster.

The Prep also enjoyed another fantastic Book Week. Years 7 and 8 were thrilled to meet Karl Nova, hip hop artist and author. He introduced his latest book – a collection of poetry and stories based on his own life – and described his experiences of living in London and Nigeria as a child. He shared his views on what makes poetry plus, of course, entertained us all with his brilliant poetry performance. MG Leonard, prize-winning author, is inspired by the world around her and she entertained Years 5 and 6 with unusual facts about beetles as well as her early challenges as a child with writing. She gave a clear message that even if we struggle with writing, we can express ourselves in original ways: dance, music, art as well as writing. In a writing workshop, pupils collaborated with MG Leonard to create a detective and sidekick for a mystery story. We were also lucky enough to have a visit from Chitra Soundar. She spoke to Reception and Years 1, 2, 3 and 4 about growing up in India and how she became a writer. She began by listening to stories told by her mother and grandmother, then began making up her own stories to share with her family.

In addition to the book talks and following the success of last year's extension to authors' talks, the authors also led writing workshops with year groups. The pupils took much from these wonderful opportunities to work with our authors and were inspired to write their own exciting compositions. There were many competition entries to look through, Bede's Book Week Bake Off was particularly popular! There were also lots of wonderful outfits to be seen on Costume Day. Other activities that took place included 'Reading by Torchlight', 'Book Tasting' and children had fun performing all types of poetry using a mic and an amp in the playground, bringing poetry alive.

Maths - As part of the CPD day at the beginning of the term, the staff at the Prep attended a presentation about Dyscalculia and discussed ways in which children with Dyscalculia and Maths Anxiety can be supported in the classroom and with their learning. 44 children from Years 5 & 6 took part in this year's UK Primary Maths Challenge. This fun and exciting challenge is designed to make pupils think outside the box, something we encourage all of our pupils to do! The questions are not heavily reliant on formal mathematical knowledge, but can be solved by logical reasoning which is applicable to so many areas of life. We had excellent results; 18 children received a Bronze Award, 7 children received a Silver Award and 4 children received a Gold Award.

Pupils across the school had a brilliant time learning maths away from the classroom during maths week. The children started the week with a fabulous assembly from a maths magician who energised and left the children thinking 'how'? During that day, the children participated in magic workshops where they learnt the maths behind the magic and were able to perform tricks to their peers.

Year 8 visited Lingfield Park racecourse for a day of practical maths. Racing for Schools provided us with an excellent insight to behind the scenes of horse-racing. The children visited the weighing room, calculated distance in furlongs, measured the perimeter of the parade ring and solved lots of other maths related problems. The day finished with watching some live racing, enabling the children to see everything they had learnt during the morning in real-life. The Problem-Solving Company also visited during the week. They led workshops for every child from Reception through to Year 8. The children worked in groups solving hands-on, practical problems, realising the importance of perseverance in order to succeed. Years 5-8 took part in intersection maths competitions. The sports hall had a buzz of excitement during the morning while the children answered many challenging questions in their teams. Eagle were the winning section for Years 7 & 8 and Raven for Years 5 & 6. The week has also enabled the children to see how maths is all around them and not solely for maths lessons. Lessons and activities across the school have all had a mathematical focus.

History - Year 8 have been working on their Tudor syllabus which has included a trip in September to the Mary Rose at Portsmouth Dockyard. This trip included a brilliant workshop during which the pupils analysed artefacts from the Mary Rose itself to ascertain their use and also decide why the ship itself sank. This enabled them to write their first essay of the year giving an informed opinion as to 'reasons why the ship may have sunk'. Later in the term they visited both the Tower of London and Westminster Abbey, this gave them a more in depth look at the importance of these buildings to our Monarchs and was especially relevant with reference to the late Queens funeral.

Year 7 have studied WW1 from, why we had a war, to life in the trenches where they drew on their more creative skills to produce project items on a particular area of interest.

Year 6 have been immersed in the Medieval Period and enjoyed a visit to Battle Abbey. Year 5 have been looking at the role of Nelson, the Battle of Trafalgar and how we defended the South Coast, this included a visit from the Katherine Buckland, Heritage Engagement Officer, Lewes District Council and Eastbourne Borough Council, who came into school and did an excellent workshop with the year group looking at the Redoubt and Martello towers, how their designs helped defend the South coast, living conditions and artefacts from the sites. This was rounded off by a visit to HMS Victory itself and a chance to see what life in Nelson's navy would have been like.

Geography -Year 6 had a visit from Paul Turner from Sustrans - the sustainable transport charity and campaign group. He gave a talk to the pupils about air pollution, some of its causes relating to our transport choices and how we can choose to travel more sustainably. Later in the term the children embarked on a traffic volume and air quality sampling transect across Eastbourne. As well as vehicle counts, they used mobile phone apps to record decibel levels of the traffic noise and estimates of the air quality based on reported levels of nitrogen dioxide and particulate matter from vehicle exhausts. They also looked for natural indicators of the air quality levels in the form of lichens on trees, with some surprising results; the busiest area had trees with the largest variety of lichen species, which was the exact opposite to what was expected. Back at school the children produced their own fieldwork projects in which they presented and analysed their data, with some outstanding projects produced. We also set up sampling tubes around the school grounds to collect air samples which could be sent off to a laboratory for analysis.

Spanish - The language department continues to be forward thinking. We are absolutely delighted to be engaging with our first language exchange programme with our Year 6 pupils and a school in Castellon, Spain.

Performing and Creative Arts - A large number of pupils found joy while pursuing musical brilliance in the Autumn term. Sometimes this was on an individual basis, such as for the individual performances in the percussion and guitar concerts. At other times this was en masse. The Remembrance Service was led by the youngest pupils in the Prep School; Year Three and Four. These talented children wrote and read poems and letters and sang beautifully. We are always keen to take music into the wider community, and once again the Prep pupils participated in the annual Christmas event 'Meads Magic'. The performing arts department enjoyed a number of wonderful events which included, Prickly Hay,

Darwin Rocks, Eastbourne Youth Radio, Bede's Senior School Cabaret and the Carol Service to name a few. 35 pupils currently have LAMDA sessions and 16 pupils attend the weekly Drama Masterclass at the Senior School that is delivered collaboratively by Senior and Prep school colleagues. 15 Dancers took part in Tap and Modern exams. They all worked incredibly hard and achieved 12 Distinctions and 3 Merits. Pupils continue to have a wider variety of learning experiences. In Food Tech, pupils enjoyed a huge amount of taste testing. They made smoothies as part of a healthy breakfast; discovered the Japanese snack 'onigiri' made with rice, seaweed and tuna fish; had a go at taste testing various types of bacon, including vegetarian bacon and ended the term with a "ready, steady, cook" pasta challenge. Pupils have also been exploring the use of CANVA (a graphic design software) and PechaKucha (a presentation method that calls for telling a story using images rather than reading text from slides).

Computing -As part of our annual e-safety work, pupils learnt about cyber security techniques, and how to spot a scam email. By the end of the unit, they were able to identify fraudulent emails with more accuracy than most adults!

As we started to explore STEM disciplines in Computing lessons, a number of new topics were introduced to the syllabus; in Year 6, pupils used the Strawbees construction set to learn engineering techniques, including building 3D mathematical models and learning about different forms of linkages used in engineering. Pupils went on to using our Microbit computers and applied their coding knowledge to make working digital compasses and interactive games in our physical computing topic.

Year 7 used Minecraft Education Edition to explore engineering within a virtual environment - they built structures, and worked together to build a model boat to scoop up plastic pollution from the ocean. They also started to explore coding in Minecraft, using programming techniques to manipulate the environment. Pupils participated in the annual UK Bebras Computing Challenge, where pupils scored in excess of the national average with three pupils achieving scores in the top 10% nationally for their age group

Our after-school activities programme was enhanced with a new STEM Inventions activity, where enthusiastic pupils from Years 6-8 explored our new STEM resources, including the Microbits, Strawbees tools and Lego Spike kits. One group designed a model of the satellite used in NASA's Double Asteroid Redirection Test mission, and another built a working earthquake simulator.

Spring Term

This term was no different to the usual hive of rich learning opportunities for pupils at the Prep School. Pupils enjoyed a range of enriching experiences beyond those of the classroom.

English "I Belong Charity Project" for Year 8 Pupils at the Prep School Annie Bonheur, with a team of teachers from the Prep and Senior School as well as Sixth Former volunteers, led an initiative on Belonging at the Prep. They worked with Year 8 pupils in three workshops - poetry writing; story-telling writing and artistic production - to create finished pieces which expressed their own voice and vision on belonging. The Year 8s worked with creativity and consciousness to create individual and fantastic compositions in diverse media which all celebrated their sense of belonging at Bede's.

World Book Day linked with Languages Week, pupils came into school wearing hats and flags of a country of their choice. We also enjoyed celebrating the world of books across the school in every classroom. In the morning, the school bell rang for DEAL (Drop Everything and Listen). In every class, across every subject, lessons were paused for children to listen to a story chosen by their teacher. There was a wonderful selection of extracts which celebrated the joy of sharing books and instilling a love of literature.

As part of Languages Week and World Book Day celebrations, Year 7 and 8 pupils were treated to a visit from author, Kate O'Hearn, a renowned author with international translations. During the event, Kate discussed her book Escape From Atlantis and gave the year groups an excellent understanding into the complexities of translations.

Pupils were invited to take part in a 'Read for Good' sponsored Readathon. Bede's Prep pupils raised a fabulous total of £420 which will contribute towards a supply of brand-new books and a resident storyteller for children's hospitals in the UK. Furthermore, our library received free books worth 20% of our sponsorship total.

Geography Year 8 pupils made volcano cross-section models in Minecraft which was linked to our STEM focus. In addition, pupils undertook a case-study of the devastating Turkey-Syria earthquake of early February. They were tasked with researching, producing and presenting a television news broadcast or documentary video.

Art Year 6 represented Bede's Prep School in the Flora Garden Design Competition for the King In-Bloom at the Eastbourne Town Hall. The pupils took their three garden designs, backed up with cross-curriculum studies of King Charles III, and were interviewed by the Mayor's Deputy, Stone Cross' Up Country Garden Centre Gardeners and the Head Gardener of Eastbourne's Carpet Gardens.

Our pupils spoke with confidence about their designs and we were delighted that one of their designs was chosen as the winning design to be planted at the westernmost point of Eastbourne promenade, within an enclosed garden, just above the cafe at Holywell, in June.

The Prep was also privileged to have Graham Marsden, President of Eastbourne Rotary visit us to announce that we were the winners of the local Art Competition that was organised and run by Rotary International in Great Britain and Ireland, securing first, second and third place.

Performing Arts The music department was involved in three significant events over the term. The 'Orchestral Day' at the Senior School, where they joined with pupils from other prep schools, Senior School pupils (many of whom started at the Prep School) and visiting music teachers.

The vocal concert was also a huge success. Pupils performed with outstanding stage presence in a 'pop concert' set up, complete with wireless microphones and theatrical lighting. In addition, for the first time this year, a group of pupils sang and danced enthusiastically at Wembley Stadium at the 'Voice in a Million' concert. Six pupils sat ABRSM exams and their results were commendable.

Prep School pupils were invited to a devised performance in the Miles Studio, at Bede's Senior School, performed by the pupils in Year 9. 'The Arrival: Migration Stories' told the stories and experiences of migrants. The Year 9 pupils had explored the topic and created two separate performances looking at the journeys people take moving away from their homelands. Year 7 and 8 pupils attended Drama Masterclasses at the Senior School on a fortnightly basis, which culminated in an informal workshop performance to parents.

36 pupils across Year 4 to Year 8 sat their LAMDA exams. Every pupil passed their exam with 53% of pupils achieving a distinction and 33% a merit.

The dance department also enjoyed a very successful term. Twelve pupils sat 15 different examinations and the results were outstanding; 10 distinctions, 5 merits. Dance pupils also participated in the Let's Dance show at the Congress Theatre in Eastbourne. In addition, the Prep School had its annual Dance Showcase.

STEM We ran our inaugural Bede's Prep STEM Week, with all pupils from Reception to Year 8 involved in a number of curriculum enrichment activities. These included an Engineering Day at Bede's Senior School, a Virtual Reality workshop on climate and sustainability, and a workshop on robotic design and Coding. In addition, we had visiting speakers from Bede's Senior School and from renowned engineering companies. Year 8 pupils were also treated to masterclasses from Bede's Senior School experts in the fields of programming and Physics.

Summer Term
Following a successful year of Eco literacy initiatives, we were awarded the Green Schools Flag for a second year running, with distinction. Our pupils showed outstanding citizenship and genuine drive to make realistic but dynamic change, creating positive impacts for our planet now.

In Computing, pupils studied a new topic in Year 7- AI and Machine Learning. Pupils embraced this wonderful learning opportunity and were involved in helping to train AI games to recognise images. In addition, coding with Minecraft Education Edition was introduced and a Year 7 pupil went on to recreate the entire school in Minecraft. During Safer Internet Day lessons continued to reinforce the theme of reliable information. National quizzes that were completed showed that pupils had an excellent understanding of this area of safety.

It was a very successful term for the Art Department outside the classroom. Year 6 pupils participated in a collaborative trip between the Art and Science departments to the beach. Inspired by Andy Goldsworth's natural installations, pupils created stone sculptures on the beach. In addition, five pupils' artwork was selected for display at the Beacon Art Show in Seaford and one pupil was selected for an online exhibition at the Royal Academy of Arts. The Prep School also participated in the Wild Coast Sussex In Bloom's Competition and secured first place for the winning design. The opening ceremony and planting of the Flora Garden Design took place on the 9th June.

As always, the music department provided a festival of opportunities for our pupils. The woodwind and brass concert featured pupils who learned flute, clarinet and saxophone. The string concert started and finished with an ad-hoc string orchestra in which each pupil performed, regardless of instrument. The leavers' performance was a huge success and enjoyed by all. The leavers' service featured some enthusiastic singing and many pupils performed at Prize Giving. Every other item on the programme was a performing arts item, and every single pupil in Years 3, 4, 5 and 6 performed on stage, in addition to the older pupils who performed before or during the ceremony. The highlight of the term was the intersection competition This event, expanded from the previous inter-section music competition, challenged each of the school sections to put forward pupils to act, solo dance, dance in a group, sing a solo and play a solo.

Co-Curricular Programme

Over the course of the term there were various events where our pupils enjoyed rich learning opportunities. This included the Eastbourne Junior Enterprise Challenge, Eastbourne Youth Radio broadcast, a pantomime workshop as part of Eastbourne Business enterprise, various school trips as well as beach and forest school.

SUMMER SCHOOL

Bede's, which is the largest boarding school-owned Summer School in the UK, offers a wide range of residential and day English language programmes across six reputable boarding school and university locations in Sussex and Surrey. In 2023, it enrolled a total of 1,697 pupils between the ages of 6 and 20 years of age as well as successfully operating the Bede's Holiday Club at the Prep School for pupils aged 5-12.

The Summer School welcomed pupils from 55 countries. The top source markets across all locations were: France, 14.2%, Italy 10.3%, China, 9.5%, Spain, 8.3%, Germany 7.5%, Japan, 7%, Turkey 7%, Argentina 3.6%. Portugal 3%, Poland 2.5%. There were free places for Ukrainian pupils in the local community which were provided for local refugees to aid their assimilation in UK society, as well as some places for underprivileged French pupils organised in conjunction with our biggest partner.
Pupil numbers were positive with 1,697 enrolled pupils participating in 3562 pupil 'weeks', delivered across six sites. Dicker with 1,171 weeks was our largest centre in 2023. With pupils taking part in our English Plus course as well as LaLiga Football Camps UK, Pro Dance and Coding & Robotics courses also providing a great festival of opportunity. Lancing (993 weeks was our second largest centre by

volume, followed by Windlesham (451 weeks), Eastbourne (399 weeks, including day and parent places), Brighton (292 weeks) and Royal Holloway (256), as well as 441 pupil days delivered at the Holiday Club at the Prep School.

Feedback from staff, pupils and agents indicated it had been an operationally successful Summer period that takes us in line with pre-pandemic pupil enrolment numbers, but still 200 weeks below the 2018 volume delivered high. This has been achieved across 33 total operational weeks, a 25% reduction on 44 in 2018 and 2019.

Finally, the summer of 2023 saw two visits from Governors to our sites, Marios Pattihis visited Dicker and Safeguarding Governor, Sarah Jelly visited Lancing.

EXTERNAL LETTINGS, CAMPS AND CLUBS

The past year has been exceptionally successful for the Trust in respect of external lettings. There has been a significant increase in the utilisation of the School facilities by external organisations and community groups. This growth has not only generated additional revenue for but has also strengthened our community bonds and enhanced our reputation as a valuable resource within our locality.

This year there has been an 120% increase in bookings compared to the previous year. This growth has been as a result of obtaining new external lets, most notably Southampton Football club who sent a residential group to us in April 2023.

Revenue from external lets has surpassed targets and the success of External Lets programs in comparison to the income generated in Summer 2022 has been very encouraging.

The Trust has embarked on an extensive marketing and outreach campaign to promote our facilities to potential external users. This included a revamped website and targeted outreach to local organisations. There is also a plan to incorporate more of a social media presence which worked to great effect for the holiday club facebook page.

Community Engagement: Bede's Trust actively engaged with the local community through open house events, workshops, and partnerships with local organisations. This has fostered positive relationships and encouraged more external groups to utilise our premises.

The success of our external lettings program has not only boosted our financial position but has also strengthened our school's ties with the community. Looking ahead, we aim to build upon this success by expanding offerings and diversifying our facilities and services to cater to an even broader range of external users, including hosting conferences, exhibitions, and cultural events. Having been in touch with Michelham Priory there seems to be some exciting opportunities to collaborate with.

Feedback and Improvement: Continuously seeking feedback from external users and making necessary improvements to our facilities and services will remain a priority to ensure we meet their evolving needs.

We are also looking to implement further improvements with regards to more opportunities for Holiday Club. Based on the feedback received from Summer 2023, we have had a lot of requests from Parents to expand our offering. We would like to implement further camps in October, February and Easter as another valuable way to generate income.

In conclusion, Bede's Trust has enjoyed a prosperous year in terms of external lettings, marked by increased revenue, community engagement, and a positive impact on our school's reputation. we look forward to building on these achievements and continuing to serve as a valuable resource for our community in the years to come.

INFRASTRUCTURE AND MANAGEMENT

Information Technology and Data Security

The Data Development Manager continues to co-ordinate the strategic use of our Management Information Systems to ensure that data can be used as effectively as possible by users across the Trust. Data security systems and protocols have been enhanced to ensure that risk is minimised.

The IT Team continues to proactively monitor systems on a daily basis but with a very different approach to teaching and learning, which is the key focus for the department. All decisions made are now driven by the core ethos of the School vision towards IT.

New servers were purchased in August this year and implemented and now carry the correct warranty and support. All servers will have been upgraded to Server 2022 by the end of October. A total reconfiguration of the network is currently being implemented with the view that we roll the School over to the new setup in October half term.

New photocopiers were also renewed in August this year. The Trust continues to drive down the amount of paper used across both sites. A complete survey of printing was carried out to see how photocopiers were used and the findings identified areas where the number of photocopiers could be reduced. We Identified 34 Photocopiers and based on the results from the survey brought this number down to 22 devices across both sites. We implemented faster photocopiers to cope with the demand in key areas and moved to printers in areas that were printing a small number of prints per week.

New iPads were purchased for the Nursery to allow the use of a software that will assist in the learning of the children in Holywell. This is being led by Anna Green.

Acer Chromebooks purchased from 2020 to 2022 have to developed a hardware fault. We had to purchase 24 more Chromebooks to support teachers across the site while Acer is replacing motherboards on the affected devices.

The IT team now uses the Managed Service Providers (MSP) new Helpdesk system which gives better access to more support across the entire MSP thus supporting staff and pupils.

The IT team (Including onsite team) continues to implement 2FA on all systems accessed by staff and pupils from outside the School network. Some systems are still waiting to be implemented by third party companies who do not support this feature yet.

Security continues to be one of the main focuses of the new MSP and various systems have been implemented across the site. App Locker is now deployed to all computers running Windows 10/11 along with ESET Antivirus, this is now hosted in the cloud so client devices that are used at home will be able to get updates from the ESET cloud server.

Estates

The Estates team prepared Dorms House and managed various contractors to ensure an opening for the new academic year in September 2022. We have worked with the House staff over the last academic year to ensure that any defects have been rectified. The Estates team have also prioritised compliance, servicing and planned maintenance and essential repairs throughout this year.

A total refurbishment of the nursery playground at the Prep School took place over the Easter holidays and some refurbishment painting work to Stud House communal areas. A complete refurbishment of Dorter House was completed over the Summer holidays. We replaced the Art room roof and some ICT rooms rooves during the Summer break.

As part of the Trust's commitment to reducing energy consumption we have installed more smart meters to enable us to monitor energy consumption. We have also installed a new swimming pool cover to the Prep School which has shown significant savings. All works and improvements to the school are referenced through decarbonisation and condition survey reports. We have reduced the number of oil boilers across the Senior School and are refurbishing two staff accommodation houses with the latest environmentally friendly technology.

Second phased improvements to playing fields drainage and improvements to the 1st XI cricket pitch also took place throughout the year. We also replaced the water cannons on the astro.

There have been significant improvements to the exterior pathways with an additional path installed to ensure a safer pedestrian access to our facilities.

Planning for additional sports fields and a road traffic scheme which will allow a safer crossing for the Bede's community have also been undertaken throughout the year. We are also looking into changes to our car parking area to improve safety

We supported a busy Summer School across the Trust to ensure that the pupils and visitors had an outstanding experience.

SAFEGUARDING

Safeguarding has continued to remain high on the Trust's agenda and the Director of Safeguarding continues to sit on all the appropriate committees, including the Trust's Executive Board, in order to ensure that safeguarding remains at the heart of decision-making.

The Director of Safeguarding sits on the East Sussex Safeguarding Children's Partnership Board so key themes and priorities including reviews of Safeguarding Practice Reviews (previously Serious Case Reviews), can be shared amongst key colleagues which in turn disseminates across the Trust.

Safeguarding teams across the Trust have continued to meet weekly throughout the year to discuss high priority cases and discuss proactive measures that can be taken to protect the community. There are also weekly welfare and pastoral meetings including the medical team, Heads of Year at the Prep School, Learning Enhancement practitioners and the coordinator for Looked After Children within the Trust.

Our personal, social, health and economic (PSHE) and relationships and sex education (RSE) programmes support key areas of safeguarding and are delivered directly to the pupils across the Trust. Subjects such as consent, healthy relationships, female genital mutilation (FGM) and Extremism and Radicalisation empower our pupils to have to make informed choices with the knowledge they have learnt.

Mental health concerns have risen across all communities and we have certainly seen this within our young people. The level of pastoral support that is given to our pupils here at Bede's is second to none. With the diminished external services that are available (or at least extremely long waiting times) we are holding sessions and supporting our pupils on a daily basis. Across the Trust the pastoral teams work tirelessly to support these pupils so that they are able to access their education. Our Medical and Welfare teams are integral in this, and the demands for this service are high. We continue to spot the trends of when there are peaks in the need for this (eg exam stress/anxiety) and we have been proactive in our CPD offer to staff to ensure that all our pastoral staff are able to give support.

We continue to send out information to our parents/carers via the School newsletter either through Safeguarding or PSHE and our parents and carers are able to sign up to key websites such as the National Online Safety which gives training and practical information to parents around online issues.
As a Trust, key colleagues enhance their safeguarding knowledge through participating at the Independent Schools Safeguarding Group (ISSG) which is supported and delivered by the Education

Safeguarding Team, Education Division (formally known as SLES) safeguarding colleagues. These have all continued to be online throughout this last school year. They also send out termly newsletters which again ensures that we are informed of key themes, policy and legislation change and anything else that is useful to our Schools and our roles.

Working alongside the Summer School team we worked hard to upgrade our safeguarding systems. We have integrated the systems that are used on a daily basis at Bede's and have moulded these for the staff to use for Summer School, taking into account the diversity and transiency of this cohort of young people. We have also tweaked and changed our Safeguarding training to ensure that this is reflective of new legislation and policy and this was delivered by our Director of Safeguarding.

FINANCIAL REVIEW

Results for the year
The Trust always endeavours to ensure financial stability and continuing solvency year on year, so that it can pursue its educational aims and objectives. The Governors and Executive recognise the importance of strong cost control, seeking to contain cost increases as much as possible while ensuring that the Trust continues to deliver first class education and pastoral care.

The Schools' charitable activities continue to be the main source of the Group's income and expenditure.

The Consolidated Financial Statements at 31 August 2023 show net inflow of resources of £3.4m (2022: £4m), after charging depreciation £1.9m (2022: £1.5m). The Group's income was £35.9m (2022: £30.8m) and expenditure was £32.6m (2022: £26.8m).

Group capital expenditure in the year was £1.8m (2022: £6.8m). In year capital expenditure comprised of, IT (£0.2m), Furniture and Equipment (£0.7m), Assets Under Construction (£0.7m) and other (£0.2m).

Mortgage loans outstanding totalled £4.5m (2022: £5.4m) at the end of the financial year and cash at bank and short-term deposits totalled £12.3m (2022: £8.4m).

Investments
The Trust does not hold any long-term investments other than the investment in its subsidiary companies. Any surplus funds, after meeting the operating requirements of the Trust, are held as cash deposits.

Reserves
The principal management policy of the Trust is to ensure the efficient running of the School, whilst maintaining fees at the most affordable levels in order to make the School accessible to the widest cross-section of the community. The Trust's principal source of funding remains pupils' fees.

In common with many similar schools, reserves are represented by fixed assets - principally the School property - and it is essential that these facilities are maintained at a high standard. The Board also believes that the facilities should be continually improved to ensure the long-term viability of the School. The Governors have, therefore, taken the decision that they will normally invest as much as possible in the School's facilities. The increased year-end cash balance showing in these accounts is being held in view of the prevailing economic outlook and various inflationary uncertainties.

The Governors are continuing to monitor the School's operating systems and fee structure. The aim of the School continues to be to provide a high-quality education at an affordable price, whilst building sufficient reserves to improve facilities and maintain the standard of education in light of changing needs and expectations.

The Governors remain pleased with the ongoing development of facilities. The Trust continues to reward its hardworking staff appropriately to ensure the maintenance of a high-quality academic provision, as well as wider opportunities, for its pupils.

At the Balance Sheet date, the Group held reserves totalling £34m (2022: £30.7m) of which the Group's fixed assets, net of borrowing of £4.5m, represents £31.2m. The Trust has free reserve of £2.5m. At the present time, the Governors continue to focus on the delivery of the Trust's Property Masterplan, which requires careful management of cash flow and appropriate financing.

CARBON AND ENERGY REPORTING

UK Greenhouse gas emissions and energy use data for the period 1st September 2022 to 31st August 2023. The Trust has followed the 2019 H.M. Government Environmental Reporting guidelines and have used the 2022 UK Government's conversion factors for company reporting.

	2023	**2022**
Energy consumption used to calculate emissions (kWh)	6,151,333	6,633,103
Energy consumption breakdown (kWh)		
Gas	867,381	1,152,695
LPG	1,262,580	956,692
Fuel Oil	848,820	1,296,465
Gas Oil	76,887	78,618
Electricity	2,119,782	2,214,204
Transport Fuel	925,781	934,429
Scope 1 emissions in metric tonnes $C0_2e$		
Gas consumption	156.13	207.49
LGP	265.14	200.90
Fuel Oil	229.18	350.04
Gas Oil	19.99	20.44
Owned transport – minibuses	225.51	222.06
Total Scope 1	**895.95**	**1,000.93**
Scope 2 emissions in metric tonnes CO_2e		
Purchased electricity	**438.95**	**428.18**
Scope 3 emissions in metric tonnes CO_2e		
Business travel in employee owned vehicles	**8.63**	**2.14**
Total Gross emissions in metric tonnes CO_2e	**1,343.53**	**1,431.25**
Intensity ratio tonnes CO_2e per pupil (1085)	**1.21**	**1.3191**

In addition, the School has a Biomass plant for heat generation which amounts to 2,020,710 kWh or 21.65 tonnes CO_2 e which we wish to include on a voluntary basis to provide a complete picture of energy use and emissions, hence the inclusion of fossil fuel sources other gas within Scope 1. The chosen intensity measurement ratio is total gross emissions in metric tonnes CO_2 per pupil (excluding Biomass).

As the School returned to a more normal routine post pandemic, energy usage naturally increased particularly in respect of the use of the mini-bus fleet. In addition, the construction of the new 95 bed Boarding House increased electricity consumption on the main School electricity supply. The next year should provide a baseline consumption level from which targeting can commence. The new Boarding House at the Senior School has now opened replacing the old block that will be refurbished and

repurposed. Fabric surveys have been completed on the entire property portfolio and a net zero consultant has been engaged to explore a managed reduction in fossil fuel consumption beginning with an audit of all machine rooms and a solar feasibility study. A study is being undertaken to connect surplus biomass capacity to an existing block heated by fuel oil.

Use is being made of the smart metering of mains electricity and gas by the Estates department to report on unusual consumption and has also been embraced by ECO Schools representatives to explore energy saving initiatives.

SUBSIDIARY COMPANIES

The Trust has two active subsidiaries, Dicker Enterprises Limited, which operates the School Transport Service, and external lettings, and Letchfield Properties Limited, which provides design and build services. Both subsidiary companies have Deed of Covenants in place. Each year, potential gift aid (being each company's taxable profits) to the Trust is accrued in the Financial Statements at each Balance Sheet date.

PRINCIPAL RISK AND UNCERTAINTIES

The principal risks facing the Trust are those that would generally be expected within the Independent School's sector and include the following:

- Adverse changes in the UK economy including high inflation, interest rate adjustments, exchange rate fluctuations or economic recession.
- Changes to an overseas economy, their overseas study regulations or sanctions against a country from which the School recruits.
- Tax and other legislative changes, either within the UK generally or affecting the Independent Schools sector more specifically, especially VAT on School Fees.
- Competition from other education providers.
- Changes to immigration regulations.
- Any situation which would give rise to a significant decline in pupil roll.
- Any situation which would give rise to an area of non-compliance.
- Cybersecurity threats.
- Energy Costs
- Climate change
- Geopolitical instability

The Board of Governors have set out their approach to risk in a risk appetite statement. A Trust risk register is maintained. The key risks and the controls used by the Trust to manage risk are overseen by the Risk Review Audit Committee. This committee meets termly to formally review current and emerging risks and audit the mitigating control measures on behalf of the Board of Governors and include the following:

- Being aware of the UK economic position and that of overseas countries the Trust recruits from.
- Membership of Independent Schools organisations, along with in-house expertise ensuring that legislative changes affecting the Independent Education sector are known and appropriate changes/actions implemented on a timely basis.
- Tracking pupil recruitment and roll on a weekly basis with appropriate dashboards distributed within the Trust.
- Provision of strong and robust competitor analysis to inform marketing of the School.
- Comprehensive strategic planning, budgeting and management accounting is in place and occurs on a timely basis.
- Budgeting and forecasting is undertaken which includes scenario planning.

- Use of a risk management system to record risks, associated controls, likelihood and impact of the risk is in place.
- A comprehensive range of appropriate insurance products is maintained.
- Safer recruitment procedures, as required by law for the safeguarding of children, are in place and a Safeguarding Compliance Committee, attended by a Governor with specific safeguarding responsibility, monitors overall safeguarding compliance.
- Formal agendas and minutes are in place for all Committee and Board activity and all Committees have detailed terms of reference.
- . Established organisational structure and lines of reporting exist within the organisation with formal written policies in place which are annually reviewed by the Board of Governors.
- A regular cycle of external audits and inspections by third parties is followed.
- A program of internal financial audit has been commenced.

During the course of the year, the Board was satisfied that the overall assessment of retained risk to the Trust was aligned to the stated risk appetite

PLANS FOR FUTURE PERIODS

Mindful of the Trust's desire to realise educational and financial goals amid the realities of the market in which it operates as an independent school, the Governors have developed the "Bede's towards 2025 Strategic Plan".

Plans for future periods are aligned to this plan which outlines on five essential ambitions:-

- A joyful, pupil-centred and innovative education
- Celebrate and strengthen community
- Further promote, appreciate and develop our employee community
- Be socially and environmentally responsible
- Bede's for the future

The Strategic Ambitions flow through to the Annual Operational Development Plans which details plans to achieve these targets, including:

- Enhancing teaching and learning through planned staff CPD programmes and individual student monitoring and support systems
- Recruitment and retention of excellent staff
- Marketing initiatives
- Systematically implementing the condition survey program of work and ongoing planned preventative maintenance
- Innovative development of facilities against a planned capital budget
- Financial templates for each year which reflecting the expenditure required to achieve these plans
- Ensuring sufficient income is available to fund these programmes and reduce debt, whilst remaining as affordable as possible
- Broadening access through funded bursaries
- Reducing the environmental impact of all our activity

AUDITORS

Haysmacintryre LLP were appointed as auditors to the company in accordance with section 485 of the Companies Act 2006. A resolution proposing the appointment of the auditors is made annually at a General Meeting.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of St Bede's School Trust Sussex for the purposes of company law) are responsible for preparing the Governors' Report (including the Strategic 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 financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group 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 (Statement of Recommended Practice);
- make judgments 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; and
- 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 ensuring that adequate accounting records are maintained that are sufficient to show and explain the charity'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 ensuring their proper application in accordance with charity law, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Governors are aware, there is no relevant audit information of which the charitable company's auditors are unaware. The Governors have each taken all the steps that we ought to have taken as Governors in order to make ourselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

As Trustees, the Governors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Governors' Annual Report and accompanying financial statements are approved by the Governors of St Bede's School Trust Sussex. The Strategic Report, which forms part of the Annual Report, is approved by the Governors in their capacity as Directors in company law of St Bede's School Trust Sussex.

Signed on behalf of the Board of Governors on 2 December 2023.



Chair
G P Watkins

Opinion

We have audited the consolidated financial statements of St Bede's School Trust Sussex for the year ended 31 August 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated 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 group's and of the parent charitable company's affairs as at 31 August 2023 and of the group's and parent 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 group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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 Trustees' Annual 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 Trustees' Annual 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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 parent charitable company; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements
As explained more fully in the trustees' responsibilities statement set out on page 32 the trustees (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 trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent 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 trustees either intend to liquidate the group or the parent 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 group 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 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.



Lee Stokes (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor
10 Queen Street Place
London
EC4R 1AG

Date: 8th December 2023

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted Funds 2023 £'000	Restricted Funds 2023 £'000	Total 2023 £'000	Total 2022 £'000
INCOME FROM:					
Charitable Activities	**3**	35,323	-	35,323	30,553
Grants, Donations and Legacies	**4**	58	135	193	89
Investment Income		347	-	347	6
Other Income		18	-	18	12
Non-ancillary trading income	**5**	56	-	56	130
Total Income		35,802	135	35,937	30,790
EXPENDITURE ON:	**9**				
Cost of Raising Funds		1,272	-	1,272	1,147
Charitable Activities		31,278	29	31,307	25,664
Total Expenditure		32,550	29	32,579	26,811
Net Income		3,252	106	3,358	3,979
Transfer between Funds		-	-	-	-
Net Movement in Funds		3,252	106	3,358	3,979
Fund Balance at 1st September 2022	**19**	30,665	25	30,690	26,711
Fund Balance at 31st August 2023	**19**	33,917	131	34,048	30,690

Net movement in funds for the year arise from the charity's continuing operations.

The statement of financial activities include all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

The notes on pages 39 to 60 form part of these accounts.

Details of comparative figures by fund are disclosed in note 25.

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED AND CHARITY BALANCE SHEET
AT 31 AUGUST 2023

	Notes	Group 2023 £'000	Group 2022 £'000	Charity 2023 £'000	Charity 2022 £'000
Fixed assets					
Intangible Assets	**10**	58	74	58	74
Tangible Assets	**11**	35,592	35,634	35,640	35,693
Investments	**12**	-	-	20	20
		35,650	35,708	35,718	35,787
Current assets					
Stock		-	79	-	-
Debtors	**13**	1,322	1,013	1,440	1,212
Cash at bank and in hand		12,267	8,355	12,104	8,341
		13,589	9,447	13,544	9,553
Creditors: Amounts falling due within one year	**14**	(8,948)	(7,276)	(8,887)	(7,393)
Net current assets		4,641	2,171	4,657	2,160
Total assets less current liabilities		40,291	37,879	40,375	37,947
Creditors: Amounts falling due after one year	**15**	(6,243)	(7,189)	(6,243)	(7,189)
Net assets		34,048	30,690	34,132	30,758
Represented by					
Restricted Funds	**19**	131	25	131	25
Unrestricted Funds	**19**				
General Fund		33,725	30,531	33,809	30,599
Designated Funds		192	134	192	134
		33,917	30,665	34,001	30,733
Total Funds		34,048	30,690	34,132	30,758

The notes on pages 39 to 60 form part of these accounts.

Approved by the Board of Governors and authorised for issue on 2 December 2023.

G P Watkins
Chair of the Board of Governors

N A Mercer
Chair of the Finance Committee

Company Registration No: 01386499

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £'000	2023 £'000	2022 £'000	2022 £'000
Net cash generated from operating activities	**17**		7,057		4,829
Cash flows from investing activities					
Purchase of intangible fixed assets		(9)		(38)	
Purchase of tangible fixed assets		(1,824)		(6,783)	
Proceeds from sale of fixed assets		19		-	
Net cash used in investing activities			(1,814)		(6,821)
Cash flows from financial activities					
Repayment of borrowings		(867)		(437)	
Payment of obligations under finance leases		(130)		(129)	
Interest paid		(334)		(257)	
Net cash outflow from financing			(1,331)		(823)
Net increase of cash and cash equivalents			3,912		(2,815)
Cash and cash equivalents at the start of the year			8,355		11,170
Cash and cash equivalents at the end of the year			12,267		8,355
Analysis of cash and cash equivalents					
Current Accounts			2,014		4,355
Deposit Accounts			10,253		4,000
Total			12,267		8,355

Net Debt

	At 01/09/2022 £'000	Cashflow £'000	Other Movements £'000	At 31/08/2023 £'000
Cash	8,355	3,912	-	12,267
Loan: falling due <1 year	(437)	37	-	(400)
Loan: falling due >1 year	(4,962)	830	-	(4,132)
Finance Lease Obligation	(227)	130	-	(97)
	2,729	**4,909**	**-**	**7,638**

1 ACCOUNTING POLICIES

a) Company Information

St Bede's School Trust Sussex ("the charity") is limited by guarantee and incorporated in England and Wales. The registered office is Upper Dicker, East Sussex, BN27 3QH.

b) Basis of Preparation

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) and the requirements of the Companies Act 2006.

The Charitable Company is a public benefit company as defined by FRS 102 and therefore the Charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

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

These financial statements are prepared on the going concern basis, under the historical cost convention as modified by the revaluation of investments and in accordance with the Companies Act 2006 and applicable accounting standards in the United Kingdom. The principle accounting policies, which have been applied consistently throughout the year, are set out below.

No separate SOFA has been presented for the Charity alone, as permitted by Section 408 of the Companies Act 2006. The Charity has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a Charity only Cash Flow Statement with the consolidated financial statements.

The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. In particular the governors have considered the charitable company's forecasts and projections that covered a 24-month period to August 2025 and have taken account of pressures on fee income and expenditure. After making enquiries the governors have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

c) Group Accounts

The financial statements consolidate the financial statements of the company, and all its subsidiary companies, charitable trusts and funds with all inter-company balances being eliminated. Entities are consolidated where St Bede's School Trust Sussex exercises overall control either through ownership of shares or through having common trustees with a common objective. Accounting policies are consistently applied between group companies. These financial statements for the year ended 31 August 2023 are prepared on a consolidated basis in accordance with FRS 102.

1 ACCOUNTING POLICIES (CONTINUED)

d) Income and Expenditure

All income and expenditure are accounted for on the accruals basis, except where otherwise stated. Legacies are recognised in the SOFA, where the charity being notified of an impending distribution and the amount there is reasonable certainty of the legacy being received. Expenditure is recognised when there is a constructive or legal obligation to pay for expenditure. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. These estimates are based on staff time or on floor area as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

e) School Fees

Fees are recognised in the period for which the service is provided. Fees are stated after deducting bursaries, scholarships and other remissions granted by the School. School fees received in advance are recorded as liabilities in the balance sheet and are released to the statement of financial activities in the year to which they relate.

f) Grants and Bursaries

Bursaries and allowances from unrestricted funds towards school fees are treated as a reduction in those fees. Bursaries funded from restricted funds are included as expenditure in the period in which the award is given or committed.

g) Donations

Donations received for the general purpose of the School are credited to "Unrestricted Funds". Donations received for specific projects or activities are credited to "Restricted Funds". All donations are accounted for when the Governors know with certainty that they will be received.

h) Taxation

St Bede's School Trust Sussex is a registered charity and as such are exempt from income tax and corporation tax under the provisions of section 478 of the Corporation Tax Act 2010. There is no similar tax exemption for VAT, which is included in expenditure or in the cost of assets as appropriate.

The Trust has subsidiary companies that are subject to taxes including corporation tax and VAT in the same way as any commercial organisation. The tax charged to the profit and loss account is based on the subsidiary company's profit for the year and takes into account tax arising because of timing differences between the treatments of certain items for tax and accounting purposes. The subsidiary company distributes all of its profits to St Bede's School Trust Sussex under Gift Aid and tax liabilities are kept to a minimum.

i) Intangible fixed assets

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

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

Software	5 years

1 ACCOUNTING POLICIES (CONTINUED)

j) Tangible fixed assets

All tangible fixed assets held by the charity are for charitable purposes and are shown in the Balance Sheet at cost less accumulated depreciation and accumulated impairment losses. Depreciation is provided on all tangible fixed assets on a straight-line basis calculated to write off the cost over their expected useful lives as follows:

Land is not depreciated	
Freehold Buildings	50 years
Agricultural equipment	5 years
Furniture and equipment	5-10 years
Computer equipment	2 years
Motor vehicles	5 years

Freehold land and buildings are functional assets and are therefore shown at cost. Their value is maintained by a full programme of repair and renovation and the book value is substantially less than the present value for insurance purposes. Therefore, no provision for depreciation on the freehold land and buildings is made. The freehold buildings are reviewed annually for any potential impairment.

k) Fixed asset investments

Interests in subsidiaries are initially measured at cost and subsequently measured at cost less any accumulated impairment losses. The investments are assessed for impairment at each reporting date and any impairment losses or reversals of impairment losses are recognised immediately in the SOFA.

l) Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases. Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the statement of financial position as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to the income statement so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals payable under operating leases, including any lease incentive received, are charged to the SOFA on a straight-line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the lease asset are consumed.

m) Financial assets

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

Financial assets are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

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

1 ACCOUNTING POLICIES (CONTINUED)

m) Financial assets (continued)

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through profit or loss are measured at fair value.

Loans and receivables

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

n) Financial liabilities

Basic financial liabilities are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Other financial liabilities classified as fair value through profit or loss are measured at fair value.

Other financial liabilities

Other financial liabilities, are initially measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability to the net carrying amount on initial recognition.

1 ACCOUNTING POLICIES (CONTINUED)

Derecognition of financial liabilities
Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

o) Employee benefits
The costs of short-term employee benefits are recognised as a liability and an expense.

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

p) Retirement benefits
The school contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the School by the Scheme Administrator. The Scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the Scheme which are attributable to the School. In accordance with FRS102 Section 28 the Scheme is accounted for as a defined contribution scheme and contributions are accounted for in the period to which they relate.

For non-teaching staff the School contributes to individual personal pension schemes managed by Aegon. These contributions are accounted for in the period to which they relate.

q) Fund Accounting
Funds held by the company are either:

Unrestricted funds:
General funds are funds which can be used in accordance with the charitable objects at the discretion of the Governors.

Designated funds comprise funds which have been set aside at the discretion of the Governors for specific purposes. The purposes and uses of the designated funds are set out in note 19.

Restricted funds:
These are funds which have been given for particular purposes and projects.

r) Stock
Stock is valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

s) Non-Ancillary Trading
Non-ancillary trading income and expenses represents amounts from activities not directly related to the charitable objects, for example lettings of school facilities. Income and expenses from these activities is recognised in the SOFA when the goods are sold or services provided.

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS (CONTINUED)

The estimates and underlying assumptions are reviewed on an on-going 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 affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Critical judgements

Useful economic lives

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Provisions

The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the aging profile of debtors and historical experience. See note 13 for the net carrying amount of the debtors.

3 INCOME FROM CHARITABLE ACTIVITIES

	2023 £'000	2022 £'000
School Fees receivable comprised:		
Gross Fees	30,440	28,421
Less total scholarships, bursaries and other fee remissions	(2,627)	(2,675)
Add back: Bursaries paid for by the Hardship Fund	-	5
	27,813	25,751
Other Educational Income Comprised:		
Summer School Income	4,997	2,355
Quarantine School/Holiday Club	29	110
Other Charges to Parents	2,411	2,264
Registration Fees	73	73
	7,510	4,802
Total Income from Charitable Activities	35,323	30,553

4 GRANTS & DONATIONS

	2023	2022
Unrestricted	**£'000**	**£'000**
Coronavirus Job Retention Grant (CJRS)	-	1
Donations	58	73
	58	74
Restricted		
Donations	135	15
Total Grants & Donations	193	89

5 NON-ANCILLARY TRADING INCOME

	2023 £'000	2022 £'000
School Shop sales	12	91
Lettings	44	39
	56	130

6 EXPENDITURE

	2023	2022
Unrestricted funds	**£'000**	**£'000**
Direct charitable expenditure includes:		
The operating surplus is stated after charging/(crediting)		
Amortisation	25	24
Depreciation	1,862	1,494
(Profit) on sale of Fixed Assets	(15)	-
Operating Leases	49	95
(Income) from property leases	(1)	(1)

7 AUDITORS' REMUNERATION

	2023	2022
For audit services	**£'000**	**£'000**
Audit of the company's financial statements -		
Current	23	20
Prior	7	-
	30	20
For other services		
Other assurance services	1	3
	31	23

8 EMPLOYEES

	2023 £'000	2022 £'000
Staff Costs:		
Wages and Salaries	14,276	12,526
Social Security Costs	1,379	1,250
Pension Costs	1,899	1,793
	17,554	15,569

	2023 No	2022 No.
Total Staff Headcount:		
Teaching	146	140
Teaching Support	143	142
Support	176	177
Summer School – Temporary	191	105
	656	564

Included in staff costs are redundancy or termination payments totalling £114k (2022: £75k).

Five (2022: One) Governor were reimbursed for training, travel and accommodation expenses amounting to £1,593 (2022: £593). None of the Governors received any remuneration or other benefits.

The number of higher paid employees, as defined by the Charities SORP, was:

	2023 No.	2022 No.
£ 60,001 - £ 70,000	12	6
£ 70,001 - £ 80,000	4	1
£ 80,001 - £ 90,000	2	2
£ 90,001 - £100,000	1	1
£100,001 - £110,000	-	-
£110,001 - £120,000	-	-
£120,001 - £130,000	-	1
£130,001 - £140,000	1	-
£140,001 - £150,000	1	-
£150,001 - £160,000	-	-
£160,001 - £170,000	-	1
£170,001 - £180,000	-	-
£180,001 - £190,000	1	-

Employers National Insurance and pension contributions are not included in the higher paid employee salary calculations.

The number of higher paid staff in defined contribution (DC) pension schemes was eleven (2022: five) with total employer's contributions amounting to £90k (2022 restated: £69k). Eleven (2022: six) higher paid employees were in the defined benefit (DB) pension scheme. Total employer's contributions in the year were £166k (2022: £99k). Key management personnel comprise the Executive Committee. The total number of key management personnel receiving pay and benefits is nine (2022: nine) and the total pay and benefits received were £873k (2022: £801k). Pension contributions relating to the key management personnel are £113k (2022 restated: £119k). There are four (2022: four) members of the key management personnel who are provided with accommodation at no charge, to enable them to better perform their duties.

9 ANALYSIS OF EXPENDITURE 2023

	Staff Costs	Other	Depreciation & Amortisation	Total 2023
	£'000	£'000	£'000	£'000
Cost of Raising Funds				
Non-ancillary trading	-	843	95	938
Finance Cost	-	334	-	334
	-	1,177	95	1,272
Charitable Activities				
Teaching	13,002	5,548	233	18,783
Welfare	1,288	2,284	-	3,572
Premises	1,052	2,632	1,559	5,243
Support	2,212	1,438	-	3,650
Governance Costs	-	30	-	30
	17,554	11,932	1,792	31,278
Expenditure from other funds:				
Restricted	-	29	-	29
Total	17,554	13,138	1,887	32,579

ANALYSIS OF EXPENDITURE 2022

	Staff Costs	Other	Depreciation & Amortisation	Total 2022
	£'000	£'000	£'000	£'000
Cost of Raising Funds				
Non-ancillary trading	37	766	87	890
Finance Cost	-	257	-	257
	37	1,023	87	1,147
Charitable Activities				
Teaching	11,470	3,534	127	15,131
Welfare	1,199	1,913	-	3,112
Premises	996	2,056	1,304	4,356
Support	1,867	1,158	-	3,025
Governance Costs	-	20	-	20
	15,532	8,681	1,431	25,644
Expenditure from other funds:				
Restricted	-	20	-	20
Total	15,569	9,724	1,518	26,811

Governance Costs for both years comprises of audit fees for the Trust.

10 INTANGIBLE ASSETS

Group & Charity	Software £'000
Cost	
At 1 September 2022	491
Additions	9
Disposals	-
At 31 August 2023	500
Amortisation	
At 1 September 2022	417
Amortisation charge for year	25
Eliminated on Disposals	-
At 31 August 2023	442
Net book value	
At 31 August 2023	**58**
At 31 August 2022	74

11 TANGIBLE ASSETS

Group	Freehold Property	Freehold Land	Assets Under Construction	Agricultural Equipment
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2022	42,856	681	448	351
Additions	84	-	666	108
Transfer	-	-	(254)	-
Disposals	-	-	(3)	(5)
At 31 August 2023	42,940	681	857	454
Depreciation				
At 1 September 2022	11,209	-	-	250
Charge for year	863	-	-	47
Eliminated on Disposals	-	-	-	(4)
At 31 August 2023	12,072	-	-	293
Net book value				
At 31 August 2023	**30,868**	**681**	**857**	**161**
At 31 August 2022	**31,647**	**681**	**448**	**101**

	IT and Computer Equipment	Furniture and Equipment	Motor Vehicles	Totals
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2022	2,427	11,906	771	59,440
Additions	183	673	110	1,824
Transfer	-	254	-	-
Disposals	**-**	**-**	(6)	(14)
At 31 August 2023	2,610	12,833	875	61,250
Depreciation				
At 1 September 2022	2,175	9,609	563	23,806
Charge for year	227	624	101	1,862
Eliminated on Disposals	**-**	**-**	(6)	(10)
At 31 August 2023	2,402	10,233	658	25,658
Net book value				
At 31 August 2023	**208**	**2,600**	**217**	**35,592**
At 31 August 2022	**252**	**2,297**	**208**	**35,634**

11 TANGIBLE ASSETS (CONTINUED) Charity	Freehold Property	Freehold Lane	Assets Under Construction	Agricultural Equipment
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2022	43,106	681	448	351
Additions	86	-	666	108
Transfer	-	-	(254)	-
Disposals	-	-	(3)	(5)
At 31 August 2023	43,192	681	857	454
Depreciation				
At 1 September 2022	11,209	-	-	250
Charge for year	863	-	-	47
Eliminated on Disposals	-	-	-	(4)
At 31 August 2023	12,072	-	-	293
Net book value				
At 31 August 2023	**31,120**	**681**	**857**	**161**
At 31 August 2022	**31,897**	**681**	**448**	**101**

	IT and Computer Equipment	Furniture and Equipment	Motor Vehicles	Totals
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2022	2,427	11,906	115	59,034
Additions	183	673	1	1,717
Transfer	-	254	-	-
Disposals	-	-	(5)	(13)
At 31 August 2023	2,610	12,833	111	60,738
Depreciation				
At 1 September 2022	2,175	9,609	98	23,341
Charge for year	227	624	6	1,767
Eliminated on Disposals	-	-	(6)	(10)
At 31 August 2023	2,402	10,233	98	25,098
Net book value				
At 31 August 2023	**208**	**2,600**	**13**	**35,640**
At 31 August 2022	**252**	**2,297**	**17**	**35,693**

11 TANGIBLE ASSETS (CONTINUED)

Freehold land and buildings at cost or valuation includes £2,395,421 at 31st March 1979 revalued on the basis of re-instatement cost less allowance for age after taking account of subsequent disposals. In accordance with FRS 102 - this valuation has been treated as an historic cost as at the date of conversion. The buildings have been insured on a declared value of £166m.

Following a review, no impairment has been identified.

12 FIXED ASSET INVESTMENTS

Charity	Shares in group undertakings £'000
Cost	
At 1 September 2022 & 31 August 2023	20

Holdings of more than 20%

The company owns 100% of the equity of the following subsidiaries, which were incorporated in England and Wales:

Subsidiary Company	Holding	Nature of the Business
Dicker Enterprises Limited	Ordinary Shares	Provision of facilities at the School
Letchfield Properties Limited	Ordinary Shares	Provision of design and build services

13 DEBTORS

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Fees Recoverable	792	871	792	871
Debt Provision	(353)	(351)	(353)	(351)
	439	520	439	520
Amounts owed by subsidiary companies	-	-	175	230
Other debtors	374	74	336	43
Prepayments and Accrued Income	509	419	490	419
	1,322	1,013	1,440	1,212

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Net obligations under finance leases	97	129	97	129
Mortgage Loans	400	437	400	437
Fees charged in advance	554	442	554	442
Fees Paid in Advance for Autumn Term	3,001	2,622	3,001	2,622
Entrance Fee Deposits	1,076	924	1,076	924
Trade creditors	880	443	878	440
Other taxation and social security costs	548	191	594	446
Other creditors	1,214	1,112	1,214	1,112
Accruals	1,178	976	1,073	841
	8,948	7,276	8,887	7,393

15 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

		Group		Charity	
		2023	2022	2023	2022
		£'000	£'000	£'000	£'000
	Entrance fee deposits	2,111	2,129	2,111	2,129
	Net obligations under finance leases	-	98	-	98
	Mortgage loans	4,132	4,962	4,132	4,962
		6,243	7,189	6,243	7,189
a)	**Entrance fee deposits are due as follows:**				
	Within 1 Year	1,076	924	1,076	924
	Between 2 and 5 years	1,917	1,926	1,917	1,926
	After 5 years	194	203	194	203
		3,187	3,053	3,187	3,053
b)	**Fees charged in advance are due as follows:**				
	Within 1 Year	554	442	554	442
		554	442	554	442
c)	**Net obligations under finance leases are due as follows:**				
	Within 1 Year	97	129	97	129
	Between 2 and 5 years	-	98	-	98
		97	227	97	227
d)	**Mortgage loans repayable by instalments are due as follows:**				
	Within 1 Year	400	437	400	437
	Between 2 and 5 years	1,601	1,747	1,601	1,747
	After 5 years	2,531	3,215	2,531	3,215
		4,532	5,399	4,532	5,399

The Trust has two mortgages and a ten-year finance lease in place at 31 August 2023:

i) Repayments commenced Sept 2006; repayable by 92 quarterly instalments. Interest is calculated at Barclays base rate plus 1.1%.

ii) Repayments commenced March 2010; repayable by 100 quarterly instalments. Interest is calculated at Barclays base rate plus 2.15%. This loan was fully repaid in June 2023.

iii) Repayments commenced in July 2010; repayable by 92 termly instalments. Interest is calculated on the banks short term base rate plus 1.9%.

iv) Repayments on the ten-year finance lease commenced in July 2014; repayable by 40 quarterly instalments. Interest is calculated at a fixed rate of 7.1%.

The two remaining mortgages are secured by charges against the land and buildings at the Senior School site in Upper Dicker. The ten-year finance lease is secured against the biomass boiler installations it was used to fund.

The two largest loans i and iii have interest rate hedges in place limiting interest charges to 3.1% on part of the loans.

16 MOVEMENT ON DEFERRED INCOME

	2023 £'000	2022 £'000
Deferred income brought forward	3,064	4,338
Release in year	(3,212)	(4,301)
New provision added	3,703	3,027
Deferred income carried forward	3,555	3,064

All deferred income relates to early payment of fees either as FIA that covers at minimum one year's fees or payment of the Autumn 2023 bill.

17 NET CASH GENERATED FROM OPERATING ACTIVITIES

	2023 £'000	2022 £'000
Net incoming resources for the year to date	3,358	3,979
Adjustments for:		
Interest paid	334	257
Operating surplus	3,692	4,236
Amortisation of intangible fixed assets	25	24
Depreciation and impairment of tangible fixed assets	1,862	1,494
(Profit) on disposal of tangible fixed assets	(15)	-
Movements in working capital:		
Decrease in stock	79	79
(Increase)/Decrease in debtors	(309)	28
Increase/(Decrease) in creditors	1,723	(1,032)
	7,057	4,829

18 ALLOCATION OF NET ASSETS 2023

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	58	-	58
Tangible fixed assets	-	35,592	-	35,592
Current assets	131	13,266	192	13,589
Current liabilities	-	(8,948)	-	(8,948)
Long term liabilities	-	(6,243)	-	(6,243)
	131	33,725	192	34,048

ALLOCATION OF NET ASSETS 2022

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	74	-	74
Tangible fixed assets	-	35,634	-	35,634
Current assets	25	9,288	134	9,447
Current liabilities	-	(7,276)	-	(7,276)
Long term liabilities	-	(7,189)	-	(7,189)
	25	30,531	134	30,690

19 FUNDS

FUNDS 2023

	At 1 September 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2023 £'000
Group					
Unrestricted Funds					
General	30,531	35,744	(32,550)	-	33,725
Designated funds:					
Foundation Fund	134	58	-	-	192
Total unrestricted funds	30,665	35,802	(32,550)	-	33,917
Charity					
Unrestricted Funds					
General	30,599	35,694	(32,484)	-	33,809
Designated funds:					
Foundation Fund	134	58	-	-	192
Total unrestricted funds	30,733	35,752	(32,484)	-	34,001

	At 1 September 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2023 £'000
Group & Charity					
Restricted Funds					
Development Foundation Fund	-	123	-	-	123
Building Project	1	-	-	-	1
Hardship Fund	21	-	(21)	-	-
Tree Project	3	12	(8)	-	7
Total restricted funds	25	135	(29)	-	131

The designated Foundation Fund and restricted Development Foundation Fund exist to provide bursaries.

The Building Project is a fund to contribute to key building projects.

The Hardship Fund aim is to help families who are experiencing financial difficulties.

The Tree Project is a celebration of the Queen's Platinum Jubilee with the aim of planting trees on the Senior School's grounds.

19 FUNDS (CONTINUED)

FUNDS 2022

	At 1 September 2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2022 £'000
Group					
Unrestricted Funds					
General	21,251	30,704	(26,791)	5,367	30,531
Designated funds:					
New Boarding House Fund	5,367	-	-	(5,367)	-
Foundation Fund	63	71	-	-	134
Total unrestricted funds	26,681	30,775	(26,791)	-	30,665
Charity					
Unrestricted Funds					
General	21,122	30,736	(26,626)	5,367	30,599
Designated funds:					
New Boarding House Fund	5,367	-	-	(5,367)	-
Foundation Fund	63	71	-	-	134
Total unrestricted funds	26,552	30,807	(26,626)	-	30,733

	At 1 September 2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2022 £'000
Group & Charity					
Restricted Funds					
Building Project	1	-	-	-	1
Hardship Fund	26	-	(5)	-	21
Music Equipment	3	-	(3)	-	-
Tree Project	-	14	(11)	-	3
Animal Management	-	1	(1)	-	-
Total restricted funds	30	15	(20)	-	25

20 PENSION COSTS

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 £1,294k (2022: £1,311k) and at the year-end £151k (2022: £153k) 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 Stage 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.

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 public consultation, in 2021 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 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 pensions costs is included in these financial statements.

The School additionally operates one Defined Contribution Schemes. Contributions on behalf of staff within these schemes are made to Aegon UK Corporate Services Limited.

Total contributions made to the Aegon Scheme during the year were £588k (2022: £383k). The total pension contributions which were still outstanding as at the year-end were £83k (2022: £56k).

20 PENSION COSTS (CONTINUED)

The Trust left the National Employment Savings Trust in August 2022, contributions paid in the year to 31 August 2023 was £nil (2022: £52k). The total pension contributions outstanding at 31 August 2023 £nil (2022: £8k).

Contributions to these schemes are charged to the statement of financial activities as they fall due.

21 CAPITAL COMMITMENTS

At 31 August 2023 the group had capital expenditure contracted for, not provided for in the financial statements of £189k (2022: £nil).

22 OPERATING COMMITMENTS

At 31 August 2023 the school had commitments for future minimum lease payments under non-cancellable operating leases which fall due as follows:

	2023 Land and buildings £'000	2023 Other £'000	2022 Land and buildings £'000	2022 Other £'000
Within 1 year	11	36	11	40
Within 2 to 5 years	33	73	44	-
	44	109	55	40

23 MEMBERS' LIABILITY

The company is limited by guarantee and does not have a share capital. The liability of the members in the event of winding up is limited to £1.

24 RELATED PARTY TRANSACTIONS

Aside from transactions with other group entities there were no other related party transactions.

During the year there were net cross charges from Dicker Enterprises Limited to the school of £98k (2022: £131k), and from Letchfield Properties Limited to the school of £242k (2022: £5,592k).

At 31 August 2023 Dicker Enterprises Limited had a balance due to the school of £157k (2022: £150k) and Letchfield Properties Limited had a balance due to the Trust of £18k (2022: £80k).

25 CONSOLIDATED STATEMENT OF FINANCIAL POSITION – COMPARATIVE FIGURES BY FUND TYPE

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2022 £'000
INCOME FROM:			
Charitable Activities	30,553	-	30,553
Donations and Legacies	74	15	89
Investment Income	6	-	6
Other Income	12	-	12
Non-ancillary trading income	130	-	130
Total Income	30,775	15	30,790
EXPENDITURE ON:			
Cost of Raising Funds	1,147	-	1,147
Charitable Activities	25,644	20	25,664
Total Expenditure	26,791	20	26,811
Net Income	3,984	(5)	3,979
Transfers between Funds	-	-	-
Net Movement in Funds	3,984	(5)	3,979
Fund Balances at 1st September 2021	26,681	30	26,711
Fund Balances at 31st August 2022	30,665	25	30,690

26 SUBSIDIARIES

Dicker Enterprises Limited

The Company owns all of the share capital of Dicker Enterprises Limited, a company incorporated in England and Wales (company number: 02380368), Registered office: Upper Dicker, East Sussex, BN27 3QH. This company carries out trading activity on behalf of the charity including the operation of lettings of the Charities facilities and the provision of a transport service to the school.

Letchfield Properties Limited

The company also owns all of the shares in Letchfield Properties Limited, a company incorporated in England and Wales (company number: 02664231), Registered Office: Upper Dicker, East Sussex, BN27 3QH. This company carries out design, planning and construction services as part of a contract with St Bede's School Trust Sussex for the construction of new boarding accommodation.

	Dicker Enterprises Limited		Letchfield Properties Limited	
	2023	**2022 £'000**	**2023**	**2022 £'000**
Turnover	**919**	860	**87**	5,730
Expenses	**(932)**	(893)	**(89)**	(5,567)
(Loss)/Profit on Activities before charges	**(13)**	(33)	**(2)**	163

	2023 £'000	**2022 £'000**	**2023 £'000**	**2022 £'000**
Fixed Assets	**205**	192	**-**	-
Net Current (Liabilities)/Assets	**(26)**	1	**7**	9
Net Assets	**179**	193	**7**	9
Funds	**179**	193	**7**	9

	2023 £'000	**2022 £'000**	**2023 £'000**	**2022 £'000**
Interest paid to Charity on Intercompany loans	6	3	**-**	**-**

ST BEDE'S SCHOOL TRUST SUSSEX

England & Wales - Charity number 278950

Accounts

Company Registration No: 01386499

Charity Registration No: 278950

ST BEDE'S SCHOOL TRUST SUSSEX
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND ACCOUNTS
YEAR ENDED 31 AUGUST 2022

ST BEDE'S SCHOOL TRUST SUSSEX
FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

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LEGAL AND ADMINISTRATIVE INFORMATION

Governors
The current Governors are also the Directors of the Company and Trustees of the Charity. Those who served during the year are:

Mrs G Watkins (Chair) * # † ‡
Mr J W Burbidge BA (Hons) ACA (Deputy Chair) # †
Mr C Heinrich, BA, PGCE * ‡ (resigned 3 November 2022)
Mrs S E Jelly #
Mr D Keegan *
Dr C Lemaigre, MA Hons, DClinPsychol
Prof A W Lloyd MA (Cantab) PhD ‡ # (resigned 4 December 2021)
Mr M S McFadden FRICS †
Mr N A Mercer BA (Hons) * #
Mrs C M Nash BEd ‡ #
Mr M Pattihis * (appointed 18 June 2022)
Mr E R Plumley † (resigned 3 October 2022)
Ms A Sharma * (resigned 4 December 2021)
Mr S Smith, FRSA ‡
The Reverend Jeremy Sykes, MA Hons ‡ (appointed 18 June 2022)
Mrs J R Woodhouse Cert. Ed. (London) ‡

* denotes members of the Finance Committee
# denotes members of the Nominations and Remunerations Committee
† denotes members of the Property Development Committee
‡ denotes members of the Education Committee

Trust Executive Committee

CEO/Senior School Head	Mr P M Goodyer MBA, FRSA
Company Secretary/COO	Dr J R Northway BM, FRCS
Prep School Head	Mr M Hammond BA (Hons) MA, PGCE
Director of Communications, Marketing and Admissions	Mrs R Nairne BA (Hons)
Senior Deputy Head	Mr J Tuson MA, PGCSE
Deputy Head, Operations	Mr P Wise BSc (Hons), MEd, PGCE
Director of People	Mrs E Maynard MCIPD
Director of Summer School	Mr R Edwards BSc (Hons), MSC
Director of Safeguarding	Mrs A Hodge RMA CYP

Registered Office Bede's Senior School, Upper Dicker
Hailsham, East Sussex BN27 3QH

Advisors

Bankers	Barclays Bank PLC 1 Churchill Place London E14 5HP	Auditors	Haysmacintrye LLP 10 Queen Street Place London EC4R 1AG
Solicitors	Moore Barlow The Oriel Sydenham Road Guildford, Surrey GU1 3SR		

The Governors, who are the Company's Directors, present their annual report and the audited accounts of St Bede's School Trust Sussex for the year ended 31 August 2022.

CHAIR'S REPORT

I am pleased to present the report and accounts for the year ending 31st August 2022 for the St Bede's School Trust Sussex. It has been another year of remarkable achievements and it is gratifying to report that as a result of the resilience and courage demonstrated across the Trust, Bede's has emerged from the plethora of challenges presented by the pandemic, in robust health.

This Annual Report focuses on the significant difference Bede's makes, not only to its pupils, but also to its surrounding community and beyond. The many and varied outreach projects which the staff and pupils have engaged with, which are outlined in this report, provide rich evidence of the compassionate ethos which underpins Bede's.

The report also highlights that this has once again been a very strong year in terms of the recruitment of new pupils into the Trust and Bede's educational philosophy is one which continues to resonate with families who are seeking a school in which every child can find joy in their pursuit of brilliance. As I reflect on the academic year I feel great pride in the evidence presented in this report of enduring commitment demonstrated by staff at Bede's, to deliver this educational vision and I would like to thank our parent community, and of course our pupils, for supporting and embodying these values.

The completion of the building of the new Dorms Boarding House has been a great achievement this year, particularly given the ongoing challenges presented for construction projects of this scale. At a time when some schools in the country are sadly being forced to close entirely due to financial pressures, the successful conclusion of this project, representing a significant enhancement to our facilities, seems all the more gratifying.

I hope this report will enable those with an interest in Bede's School to understand a little more about what makes this School so unique. As Chair of Governors, I would like to take this opportunity to thank the conscientiousness of all its staff who consistently strive to keep pupils safe and happy and ensure the best educational outcomes for them. Finally, I would also like to thank my fellow Governors for their support and unswerving commitment to the Trust.

Geraldine Watkins

STRUCTURE, GOVERNANCE AND MANAGEMENT

a) Structure

St Bede's School Trust Sussex is a registered charitable company established in 1978, charity number 278950, and company number 01386499. The liability of the members of the company is limited by guarantee. It is administered by a Board of Governors, the members of which are also the Trustees. The Trust, (which since 1 September 2012, has been known as "Bede's") is comprised of three schools: a Preparatory School with a nursery, based in Eastbourne, catering for children between the ages of 3 months and 13 years; a Senior School at Upper Dicker, educating children between the ages of 13 and 18 years; and a Summer School providing academic and recreational programmes for young people from around the World. All Schools are co-educational, have boarding and day pupils and welcome children of varied abilities.

b) Governance and Management

The Trust is run in accordance with the Articles of Association of the charitable company by a Board of Governors whose members are listed on page 2. Governors retire in rotation every five years and can stand for re-election. The Chair is elected by the Governors every three years and may stand up to four times for re-election.

New Governors are elected by the Board on the basis of their eligibility, personal competence, specialist skills and local availability. The process involves wide ranging consultation between the Chair, Board members and the CEO (Chief Executive Officer). The composition of the Board is kept under constant review and proper consideration is given to succession planning.

New Governors are inducted into the way the Trust works by discussion with the CEO, Chief Operating Officer (COO) and the Clerk to the Board. They receive an information pack about the School and its objectives as well as the Guidelines for Governors, issued by the Association of Governing Bodies of Independent Schools (AGBIS) and approved by the Independent Schools Council, and a Governance Manual of practices and procedures specific to Bede's. They undertake safeguarding training and are also encouraged to attend training courses for new Governors. All Governors are encouraged to go on relevant courses to keep up to date. The Independent Schools Inspectorate (ISI) Education Quality and Regulatory Compliance Inspection in November 2019 at the Senior School and the Prep School confirmed that standards of Governance were being met.

The Board has adopted a Governor Performance Review Policy that outlines the basis of the Trust's annual review of the performance of the Board of Governors, each of the Committees and individual Governors. This provides an opportunity for the Board of Governors, each Committee and individual Governors to reflect on their overall performance to ensure they are fulfilling their respective roles and are not distracted either by poor practices and/or processes or by matters which have been, or should be, delegated to management.

During the year the Governors have worked through the Charity Governance Code, auditing the Trust against the principles and recommended practice. The result has been a lengthy document confirming areas where principles and outcomes have been met, adopting the recommended practice by updating policies and procedures as necessary and explaining areas where alternative approaches have been taken.

The Governors meet once a term to formally review the Trust's affairs and hold additional meetings as necessary to review strategy and development. Much of the Board business is delegated to various Committees:

The Finance Committee chaired by Mr N A Mercer, meets before each full Governing Body meeting to review annual budgets, termly management accounts, annual report and accounts and development

expenditure proposals. It makes recommendations for approval by the Board, including annual accounts, annual budget and setting of fees.

The Property Development Committee chaired by Mr M McFadden, meets once a term to review property development progress and submits proposals for future development expenditure and maintenance for consideration by the Finance Committee.

The Education Committee, chaired by Mrs C Nash, meets once a term to focus on the Trust's educational policies and outcomes.

The Nominations and Remunerations Committee, chaired by Mr J W Burbidge, meets once a term to review and monitor the Trust's governance arrangements, to make recommendations to the Board on the appointment and reappointment of Governors and the recruitment and compensation package of the CEO and COO, and have oversight of the remuneration of other members of the Executive Team.

The Risk Review Audit Committee, chaired by the COO, with Governors in attendance, meets once a term to review the risks facing the Trust and to scrutinise the controls in place to mitigate those risks.

The Safeguarding Compliance Committee, chaired by the Director of Safeguarding, with a Governor in attendance, meets once a term to ensure the Trust remains compliant with all matters pertaining to safeguarding.

The Trust Health and Safety Committee, chaired by the COO, meets termly to discuss Health and Safety issues affecting the Trust. A Health and Safety Management Committee, chaired by the COO, meets annually. All Health and Safety Committees are attended by a Governor.

The day-to-day management of the Schools is delegated to the CEO and the COO, supported by the Executive and Senior Management Teams at both Schools.

OBJECTIVES AND ACTIVITIES

a) Charitable Objectives

The Articles of Association state, "The objects of the Charity (Objects) are to promote and provide for the advancement of education of children and young persons in the United Kingdom and elsewhere and, without prejudice to the generality of the foregoing, in particular by the provision of a school or schools." These objects are achieved by the provision of co-educational day and boarding education at both its Preparatory School and its Senior School and by the provision of Summer School facilities. The charity welcomes children of varied abilities and aims to enable each student to achieve to the best of their ability; fee remission through scholarships and means tested awards are provided to students with special talents or needs, so that they can benefit from the opportunities offered by the Prep and Senior Schools. The Governors have due regard to the Charity Commission guidance on public benefit.

b) General Objectives for the Year

Our aim is to be the Educational Trust of choice for parents seeking an outstanding all-round education for their children, maximising academic outcomes in relation to ability, becoming the market leader in adding value and building on our existing strengths of pastoral excellence, a strong artistic tradition and outstanding sporting provision, augmented by our warm and caring community.

We are committed to ensuring that Bede's is a school where every child finds something that they enjoy and where they succeed. Pupils are encouraged to aspire to the very highest academic standards and – most importantly – are empowered to enjoy their learning. We want them to develop a love of learning and believe that this should be a source of pride.

Bede's carefully blends rigour, ritual and informality to create a School where the young and the not so young support each other in a positive, vibrant and happy atmosphere.

We recognise our obligation to be an organisation which has a focus on social responsibility and as such, we will continue to grow our partnerships and activities for the benefit of the public.

The beneficiaries include:

- Young people, whose education is funded through fee income, donations, bursaries and scholarships;
- The local community, which benefits from appropriate access to the School's facilities;
- A number of charities based in the UK and worldwide for whom funds are raised at the School;
- The general public, who are the ultimate beneficiaries of the School's high-quality educational system and the social values that it generates.

Public Benefit

Educational

Offering bursaries or other types of assisted places

The Governors' policy is to make awards for fee remission on the basis of financial need and pupils' educational ability or talent. Bede's does not have any historic endowment and, therefore, in awarding bursaries, the Trust tries to ensure a balance between its obligations to fee-paying parents, many of whom make considerable personal sacrifices in order to educate their children at Bede's, and those who will benefit most from the awards.

The Trust invests considerable time and resources in the awarding of its bursaries and ensuring that, as far as it is able, the benefits of a Bede's education are as accessible as possible to those who do not have the means to pay full fees. During the year, it provided 87 means tested bursary awards at a cost of £755k. Three of the awards were for fully funded places. In addition to its bursarial contributions, the Trust is involved in a range of activities in support of its charitable objectives including providing support for, and partnerships with, local schools, as well as fundraising and volunteering in support of charities across the UK and overseas.

Allowing pupils from state schools to use its educational facilities

Where restrictions have allowed, both Schools' facilities have again been used extensively by organisations and the local community, particularly local state schools.

Park Mead Primary School and Skippers Hill Prep School have both made use of the School's Food and Nutrition facilities, creating a jubilee lunch. Pupils from Park Mead also watched in-house drama performances in the theatre and have visited the zoo, learning about animal welfare and conservation.

The Trust provided transport for six local schools to various historic and educational places of interest at a total cost of £2,122, as well as providing transport for 250 pupils from six schools which attended Bede's Earth Day in June. This year we also welcomed back a number of primary and prep schools that visited the zoo.

The Sports Department has supported a number of schools through providing access to our facilities in order to run swimming, tough mudder competitions, cricket, tennis, football and hockey activities. We continued to support East Sussex Activities Placement Support by offering taster sessions in swimming, football and tennis in the school holidays.

The Senior School has supported swimming lessons for Park Mead Primary School, whilst Hailsham Swimming Club, Swerve Soccer, Tennis Eastbourne and Skillz Cricket Club have continued to utilise the facilities for their local sporting provision. We have also provided a number of injury rehabilitation workshops for pupils at local schools.

Hosting joint school events with other state and independent schools

Bede's pupils who study BTEC Sport worked with Pevensey and Westham Church of England Primary School and Park Mead Primary School on a regular basis, to host sports coaching days.

We have started two formalised partnerships this year with other schools; the first one being Gladesmore School in Tottenham. Ten gifted and talented pupils from the school visited the Bede's campus and were then provided with expert online maths and science tuition by Senior School teachers throughout the academic year.

The second partnership involves the coordination of ten primary and secondary schools in the local area, to form the Wealden School Partnership. This collaboration will seek to provide the same opportunities to children in the Wealden Area regardless of which school they attend. A steering meeting was held in May and the first joint event involved inviting 250 Year 6 children to join our Earth Day in June. Pupils from local schools were educated on climate change by renowned environmental speaker Mr Peter Milne, before forming part of the largest human form of the earth, in an attempt to break the world record.

The Prep School hosted an "Inspiring Young Engineers" day involving local primary schools. As well as promoting STEM skills, there was also a focus on soft skills such as teamwork and building leadership qualities.

A member of staff within the STEM Faculty fulfils the role of CEO of the Galactic Challenge Enterprise and plays a significant role in organising annual events. A series of online challenges were held throughout the year, involving children from both independent and state schools. The School organised and ran the regional round of the UK Space Design Challenge on behalf of the educational charity Space Science Engineering Foundation (SSEF). Bede's hosted the only in-person event this year, which was well-received by all involved, including children from eight different schools, and appreciated by SSEF.

Pupils undertaking a BTEC Level 3 award in Sports Coaching were able to offer their expertise as sports coaches to four local schools, teaching Year 6 pupils in a range of sports - netball, football, hockey, badminton, basketball, athletics, tennis, rounders and cricket.

Pupils undertaking the Sports Leaders award organised and ran a swimming gala for five local schools. Over 100 children took part in the event with the winners collecting a medal at the end. Again, Bede's pupils were able to display their leadership skills, whilst helping to develop the swimming skills of children in the local area. Free swimming lessons for three local schools take place on a weekly basis during term time.

Working with schools overseas that provide education to children from families that cannot afford to pay for the child's education

The Trust provided two100% Sixth Form scholarships for overseas pupils as part of the HMC Projects Scholarship Programme.

Collaborating with state schools, including working with or sponsoring academies

Specialist teachers have taught Drama and STEM in after school classes at Chiddingly Primary School. These were very successful and popular activities that greatly benefitted the pupils but also helped to

develop leadership qualities and independence in our own pupils. Pupils from Chiddingly and Park Mead Primary Schools were then invited to watch the final devised piece performed by Bede's pupils. The Prep School has also been able to continue its support for Eastbourne Youth Radio.

Bede's continues to represent independent schools across East Sussex in terms of safeguarding and will continue to do so for the foreseeable future as part of the newly named East Sussex Children's Partnership.

The Trust has a key member of staff who acts as the Designated Teacher for Looked After Children (LAC). Bede's works closely with the RNCSF and our Designated Teacher is a member of their Expert Advisory Group and provides advice about boarding for LAC, in order to help develop their national programme. During the year, there were 9 LAC from East Sussex who were educated in the Trust. Eight pupils were weekly boarding at Bede's and one was a day boarder. The School also supported one child from Eastside Young Leaders' Academy, EYLA (through the Royal National Children's SpringBoard Foundation, RNCSF). The School provides 50% bursaries for the LAC and also covers many of the extra costs, with the Local Authority and the Royal National Children's Spring Board Foundation providing the remainder of fees. Bede's also provides a 70% bursary for the child from EYLA, with the RNCSF covering the rest including extras.

As part of its work to support the Foster Placement Support Service, which provides respite for foster carers, Bede's hosts children several times a year at weekends and during holidays. Every term, we hosted groups of up to 15 children on a Saturday morning. These children took part in activities in both the Art Department and the Animal Management Unit, finishing off with lunch. On two occasions, once in the Easter holiday and once in the Summer holiday, we hosted two groups of LAC who participated in sports days led by staff in the Sports Centre, where they tried out a number of different sports. Our Designated Teacher for LAC has also continued to fulfil his role as a Governor of the East Sussex Virtual School for Children in Care.

It is of note that we also opened up links with Sibs, a national charity supporting children who have disabled siblings or parents. Through Sibs we made contact with Downs Junior School in Brighton, which is the only school in the South East to have a Sibs group. On two Saturdays, groups of up to 12 children came in for sessions in Art and Animal Management followed by lunch. On the second visit we also provided transport to and from Brighton.

We were able to support a student with UCAS and university support through the newly launched SpringForward programme; SpringForward works with independent schools to offer educational outreach opportunities to children in need and in care. It is hoped that in the future we can extend this support to more young people through our work with SpringForward.

Formalising sharing of knowledge, skills, expertise and experience with other educational providers

Several members of staff act as Governors for local primary and secondary schools; we have staff who are currently Governors at Catsfield Church of England Primary School, Blatchington Mill Secondary School and Hove Park School, as well as Ratton School in Eastbourne and Hassocks Infant School. They also sit on the University of York advisory board for Natural Sciences. One member of staff is a trustee of Project Eileen, a local charity set up to provide help and support for school children coping with the death of a loved one. Another member of staff is a committee member and Safeguarding Officer for Kingston Tennis Club, coaching youngsters from the age of three upwards. Bede's Assistant Head (Innovation and Development) continues to lead various training and inset sessions in other schools, sharing his expertise in the area of online teaching and learning.

Through a collaboration with Park Mead Primary School, the Trust is working to develop knowledge, skills and expertise in Key Stages 1 and 2, both for itself and also for the Sports Leader pupils, so that they are encouraged to continue to develop their leadership skills and volunteering during their final year. The Head of Partnerships has worked with the Headteacher of our local primary school, enabling

their pupils to achieve their key skills award. Pupils have cooked in the food room, have visited the zoo and have had a morning of expert business and finance teaching at the beginning of their Enterprise Week.

Community Relations

Sport

As restrictions were removed, we were able to host the Schools' Tennis Championships across all age groups, which welcomed over 600 pupils from 15 schools across a ten-day period. We continued to support East Sussex Activities Placement Support by offering taster sessions in swimming, football and tennis in the school holidays. We provided swimming provision for Park Mead School, whilst Hailsham Swimming Club, Swerve Soccer and Skillz Cricket Club have continued to utilise the facilities for their local sporting provision. We continued to offer small group rehabilitation to those at local schools through our strength and conditioning provision. The Senior School also hosted the Sussex Schools U12-U18 football trials without any cost to participating schools. We supported local residents by allowing use of the tennis courts and have recently reopened our free villager sports membership, which includes use of the indoor areas such as the swimming pool and gym facilities.

Bede's staff continue to use their sports coaching qualifications for the benefit of local junior clubs, including Lewes Football Club. Bede's sports staff host and run academies and master classes, where possible, in hockey and football. St John's Meads Church of England Primary School has shared football training sessions and Bede's Prep School has also loaned St John's furniture and equipment. The Senior School has also supported Park Mead Primary School with art exhibitions, loaning display boards.

The Prep School grounds team look after St John's Meads C of E Primary School football pitch, cutting the grass and applying the markings. Musical instruments have been lent to pupils at St John's C of E School.

Village Life

The Senior School values highly its role within the local village community of Upper Dicker and its environs. We supported Christmas Carol singing in the village, donating money towards the cost of the evening including food, decorations and presents as well as supporting the event itself with pupils and staff.

The School maintains services to the village church, including undertaking repairs and tending to the graveyards, cutting hedges, as well as other village amenities, tending to the football pitch and verges. Our car park continues to be used for large events at the village church and daily by the parents of the village primary school for drop off and pick up. During the winter months, the School grits the paths in the village, especially around Park Mead Primary School.

Local residents are able to use the School's swimming pool and have access to the gym at certain times of the week, all of which are free. Bede's also provides emergency support within the village from time to time, for example by providing water to the primary school on occasions when the water supply to the village has been cut off for prolonged periods. The School prints and supplies ID cards for Park Mead School.

Wildlife

Bede's Animal Management Unit supports the People's Trust for Endangered Species and The Sussex Wildlife Trust in monitoring the population of Hazel Dormice. Local schools visit the zoo, along with a Young at Heart community group. It is hoped to extend this offering in the future.

Local Charity and Volunteering Work

Pupils at Bede's are encouraged to develop their relationship with the wider community, through the charitable actions of giving to others, whether that be their time, energy or financial contributions. They are encouraged to develop a strong sense of civic duty and a clear understanding of the values of charitable fundraising and volunteering.

Bede's Head Girl was an elected member of the Eastbourne Youth Cabinet attending regular meetings. A local group supporting the elderly called Young At Heart Community Club were able to visit the zoo and cook in the food room. Pupils from Bede's were able to participate in the 'Big Sing' competition in the nearby town of Heathfield. It is hoped to grow this partnership in the coming years.

In October as part of the Harvest Festival celebration, the School donated enough food to produce 638 meals for those in need, a saving of £1,064. This is almost double the amount gifted from last year. Donations to Jeans for Genes day, St Wilfred's 40th Anniversary, the Poppy appeal and Red Nose Day were in excess of £650.

The School prefects raised £1,313 during the year in support of the Chance to Shine charity which gives disadvantaged children access to cricket training. In solidarity with all people who sleep rough, the prefects also arranged a sleep-out in support of the charity Warming up the Homeless, donating 12 boxes of goods including clothes and toiletries. Forty-five books were donated from the School library for Oxfam and 20 boxes of books and CDs were donated to King's School, Hove.

The boarding and day Houses at Bede's Senior School continue to demonstrate an admirable focus on charity fundraising. This is testimony to the spirit and camaraderie in each of the Houses; staff, pupils and their families showed a great willingness to come together and give to others. Charities supported were Beat Eating Disorders, Children with Cancer, Beachy Head Chaplaincy, Women's Aid and Family Matters, The Royal Marsden Cancer Charity, The ABC Fund, Chailey Heritage Foundation, Cancer Research UK, MIND, Jeans for Genes, Save the Children, Chance to Shine, and the British Heart Foundation.

One of Bede's Lower Sixth pupils held an auction night for staff and parents, raising awareness of the charity Family Matters, which offers counselling services to survivors of sexual abuse and rape. The event, which was held at Bede's, was a huge success raising £33,000.

A link has been created with Enthum House in Eastbourne, a home for refugees; the charity nurtures and helps young refugees to integrate into society and through our relationship with Enthum House, we will look to encourage empathy and compassion throughout the Bede's community with the plight of refugees. Plans include inviting pupils from Enthum House to participate in our activities programme, partnering on a podcast and playing sport together. We were honoured to have Enthum House speak to our future leaders this year at Futures Week, an event which was both inspiring and humbling.

Ukrainian and Polish pupils in one of the girls' boarding houses organised a collection of supplies to send to Ukraine. The Bede's community donated generously, enabling two large truck loads of essential supplies to travel to the Polish border. Across the Trust in excess of £25,000 was raised for the Ukrainian crisis and in total the Senior School raised £67,175 for charity, tripling the amount raised in previous years.

The Prep School raised over £20,000, through various events in the year. The money raised will go to support St Wilfrid's Hospice, Macmillan Cancer Support, Eastbourne FoodBank, Royal British Legion, Children in Need, Save the Children and Book Aid. The School choir were able to sing at a local Christmas charity event called Mead's Magic and joined forces with St John's Meads C of E Primary School in their jubilee celebrations.

In developing links with the local community, the Beachy Head Marathon used the School's facilities as part of their event in October. Pupils from both Prep and Senior Schools have undertaken various beach and park cleans in the surrounding area in collaboration with Plastics Free Eastbourne and Surfers Against Sewage. Prep School pupils were able to take part in the Spring Water Festival in Eastbourne, helping to install water drinking stations. Prep School pupils continue to support Eastbourne Youth radio by broadcasting a show.

ACHIEVEMENTS AND PERFORMANCE

SENIOR SCHOOL

Academic

The turbulent two years has accelerated much development in teaching and learning at Bede's. Laptops have become as familiar as pencil cases, online resources as familiar as text books and remote sessions as familiar as after-school study. By no means does this mean that traditional teaching techniques and resources have been ignored, more that they have been added to with a comprehensive package of digital technology.

The challenges presented to pupils across the United Kingdom over the last two years have been well documented. In 2020 and 2021 the mainstream exam series were cancelled and replaced by either Centre Assessed Grades or School Assessed Grades. By the Autumn of 2021 it became evident that a full exam season was likely to run the following Summer, and the academic team at the Senior School took immediate steps to introduce support in order to help pupils who had no experience of exams.

The School undertook a review of the examinations process and the Joint Council for Qualifications (JCQ)/Cambridge Assessment International Education (CIE) regulations that covered these processes. As part of that review, exam year groups sat two mock exams rather than the standard one, in order to ensure that they had extensive practice of robust assessment. In addition, pupils were permitted, where it was their usual way of working, the use of a laptop in an exam (for JCQ subjects). This meant that pupils needed further training and experience on ensuring the best outcomes with a use of laptops in their exams.

Results in 2022 were higher than those in 2019 (the last comparable year of public exams). The A-Level results were broadly in line with 2019 whilst the GCSE results were higher than in 2019.

This year's A Level cohort - whose GCSEs were examined under Centre Assessed Grades arrangements - faced particular challenges with regard to the development of examination skills which resulted in more challenges than usual in ascertaining whether pupils were taking the most appropriate set of courses.

At GCSE, the development of digital technology throughout the School has had a positive outcome to pupils' achievements. Where some other UK schools may have struggled to deliver a strong educational experience over the past two years, Bede's has been able to utilise technology effectively to provide a robust experience.

Cumulative percentages at each grade for A Level, BTEC and Pre U qualifications					
	A*	A	B	C	D
2022	**27**	**50**	**70**	**88**	**94**
2021	33	64	83	94	97
2020	25	54	82	97	99
2019	20	48	70	88	96

Cumulative percentages at each grade for GCSEs							
	9	8	7	6	5	4	3
2022	**15**	**29**	**45**	**62**	**81**	**93**	**98**
2021	18	36	56	73	88	99	99
2020	9	23	43	67	82	95	99
2019	7	20	39	56	77	91	96

Regular assessments throughout the year (with one 'robust' assessment for every year group once a term) were designed to ensure that teachers have feedback on progress, pupils develop the strategies for successful exam technique and pupils build resilience to face 'the real thing'.

The academic curriculum for the First Years was updated to include 'The Flourish Project' which aims to ensure children 'flourish' outside of the mainstream curriculum. This includes topics such as animal management, careers and digital literacy, food and nutrition and much more besides.

The Prep School Outreach programme expanded with faculties from Bede's hosting workshops for local prep schools, including the Languages Faculty hosting a Classical Civilisation day at Bede's, SHAPE visited Hazelwood Prep School to deliver a humanities focussed workshop.

Regular supra-curricular events took place, included the 42 Club talks (which included both visiting lecturers and pupil led talks), faculty masterclasses taking place once a week to inspire pupils with different subjects or new topics, competitions for pupils such as the Small Island Magazine prize, which led to a published book of poetry and essays.

Pastoral

Inclusion and Diversity

A sense of belonging is one of the core strands of the Bede's vision, underpinned by our four core values of compassion, conscientiousness, curiosity and courage. A sense of belonging is key in the pursuit of inclusion and staff strive to ensure that equality, inclusivity and diversity (EDI) across the Trust

is outstanding. We embed this through by promoting the values of kindness, respect and understanding of each other's perspectives.

Bede's has continued to build upon inclusivity and diversity as part of this year's pastoral strategy and our work was recognised by The Boarding Schools' Association (BSA), as our Assistant Head: Pupil Welfare received the 'Outstanding INDEX (Inclusion and Diversity Excellence) Leadership Award' in recognition of the impact and outcomes achieved.

Pupil voice is at the heart of this work and the pupils involved in INDEX initiatives delivered a series of Bede's Talks on a range of topics based on each of the protected characteristics; including diversification of the academic curriculum, mental health, LGBTQIA+, disability awareness, gender bias, self-respect and religion. Finally, the Chair of the Index Hub, talked about race and school life highlighting the effects of racism and discrimination on the development of character and personality.

The team leading the EDI work along with the Pride Society concluded the programme of events by participating in the Brighton & Hove LGBT+ Community Pride Parade with a Bede's float on Saturday 6th August 2022. The whole community stood together as allies of the LGBT+ community during the rehearsals that led up to the parade.

As part of the commitment to building a sense of belonging across the Trust, we created an ongoing EDI strand of Professional Development sessions (for teaching and support staff) delivered by outside speakers and staff. Topics included: unconscious bias, micro-aggressions, code switching, pride and belonging, transgender inclusion, use of pronouns and being an ally. Pupil and parent voices were a central tenet of our commitment to ensuring that every person in our community feels that they belong within it.

This year in particular, there has been a significant increase in the number of pupils feeling able to come forward and talk about the EDI issues affecting them with pupils feeling more empowered to stand up for a causes and developing Bede's Talks on a series of other topics including sexual harassment, eating disorders and bereavement.

Boarding

Within our boarding community, it was a real pleasure to get back to the 'business as usual' approach with the gradual relaxation of Government COVID-19 restrictions. As ever, the residential boarding staff worked extraordinarily hard throughout this year to ensure that the welfare needs of Boarders were met. At the start of the academic year twice weekly lateral flow testing for all Boarders remained in place, eventually reverting to 'normal' procedure without any testing arrangements in place. As a result, the evening and weekend activities programme for Boarders was reinstated and during the Spring and Summer terms, inter House visiting and interactions between Houses reverted to normal.

During the year a review was undertaken of the structure of evenings which sought to understand whether Boarding and Day Boarding pupils gain as much as is possible from the opportunity of being part of our boarding Houses. This work was supported by the new Deputy Head: Operations. Alongside this work, the boarding team also conducted a review of arrangements for Day Boarders, with research into the provision in other schools included in order to inform future planning. Planning is underway to develop and improve the physical infrastructure for day boarding across the five boarding Houses.

Changes have also been made to the staffing structure, with the introduction of the new role of House Manager - an enhanced Matron role. Each of the five boarding Houses now has a House Manager, supported by two Matrons for whom they have line management responsibility. After trialling the system in Stud House over the Summer Term, a full complement of House Managers and Matrons were recruited over the Summer break in order to support boarders at the start of the new academic year.

The main boarding project has seen the completion of the new Dorms Boarding House, with its world class residential facilities. There are 59 single or twin rooms in the building, each en suite with their own shower room and toilet. The new house also features four fully accessible rooms available for Boarders with mobility issues and the building is fully accessible throughout for those with disabilities. The large central auditorium with its huge 9 screen HD display allows the space to double up as a 'cinema' for Boarders' evening activities, as well as a fantastic 'heart of the House' for the whole community to use and enjoy during downtime. Matron's facilities, storage and the washroom are all also second to none. The Housemaster and Estates team worked tirelessly over the Summer to ensure that the interior design and furnishings were ready for the return of Boarders in September.

Co-Curricular

At Bede's it is our goal to ensure that we develop good people through the growth and education of the whole individual. It is our strong belief that courage, curiosity and compassion are revealed through co-curricular activities. These values enable pupils to develop their strengths, qualities and self-confidence in order to help them to flourish and pupils continue to enjoy a diverse and engaging array of over 100 clubs and activities across afternoon activity sessions, evening enrichment and the weekend and boarding programme.

Trips and Visits

There were a range of visits including local regular UK based trips to Brighton, Portsmouth and Covent Garden as well as special one off trips to China Town for Chinese New Year and special celebratory trips to Thorpe Park for Year 11. The specialist subject based trips were numerous and included visits to the Sussex Planetarium, Shakespeare's Stratford on Avon and Wakehurst Place and the Houses of Parliament. There were several Duke of Edinburgh trips during the year including excursions to Ashdown Forest, the Peak District and the Lake District.

Although COVID-19 impacted on overseas trips there was a very successful Nepal expedition, which included Community work and the footballers also visited Porto. We believe strongly that such trips not only provide opportunities to enrich learning outside the classroom but also increase confidence and collaboration between pupils as well as enabling them to explore other physical and creative lifestyles.

Bede's Lower Sixth pupils took part in Futures Week to support them in their future careers planning, helping them to prepare for the next stage of their lives in work or at university. The workshops included university applications, business, psychology, social media marketing and the law. This was in addition to use of the School's online careers programme and one-to-one sessions as well as interview and CV sessions with industry experts.

Events

During the Summer Term, it was wonderful to invite our leavers and their parents to join us once again for the Summer Ball – the first time in three years that a full event has been possible. We also invited all our new families in for a series of evening and weekend events to help support the transition of new pupils joining the Senior School. Finally, we were pleased to close the year by inviting the whole School community to Speech Day and Prize Giving in order to reflect on the myriad of achievements during the year and say farewell to our leavers.

Performing Arts

Music

Our musicians began preparing for House Music and the musical Addams Family as soon as the new academic year got underway. Although House Music was not able to take place in its usual form, it was filmed in 2021, to allow all members of the Bede's community to watch. Bede's musicians enjoyed the

opportunity to collaborate with dancers and dramatists in the Addams Family, performed in January at the Devonshire Park Theatre, Eastbourne.

At the end of the Spring Term a Gala Concert was held in the Recital Room to a capacity audience, providing the music department the perfect opportunity to showcase the talent of many previously unheard pupils. The Summer Term brought lots of music and workshops with some of our talented visiting music team. We held the Bede's Young Musician of the Year competition for the first time in two years. There were also a host of events, including a trip to the Old Royal Naval College Chapel Choir for a choral evensong.

Legat Dance

The Legat dancers not only produced incredible live performances throughout the year but also achieved top results in their academic studies including 100% Distinction* for the BTEC Performing Arts exams Level 2 and 3.

The Autumn Term saw the first performance of 'Alice in Wonderland', a ballet devised and choreographed specifically for the Legat dancers. In the Spring Term Legat held its first ever solo awards. The Legat company also had the wonderful opportunity of dancing at The Congress Theatre in Let's Dance, an evening of entertainment aimed at bringing children and schools from across the South East together to celebrate dance. In the Summer Term the attention was focused on the outstanding performance of Once Upon A Time at The Attenborough Centre in Brighton. The showcase, which included 26 dances, 24 dancers and over 1000 costumes, demonstrated the incredible talent of the pupils.

Throughout the year, the company went to see Matthew Bourne's Midnight Bell and Mamma Mia, the musical. Legat pupils also attended the world's biggest dance event Move It at the ExCel Centre and Royal Academy of Dance (RAD) ballet exams saw all Bede's dancers passing with either distinction or high merit.

Many of the year's leavers have gone on to receive offers from prestigious performing arts colleges including Performers College, Laine Theatre Arts, Urdang and the Institute of the Arts in Barcelona.

Drama

Despite the ongoing challenges posed by COVID-19, particularly in the Autumn Term, pupils and staff approached the start of a new academic year with great optimism. A newly appointed Head of Academic Drama, who joined Bede's from the Brit School, helped reinvigorate the classroom approach and this was evident in the rapid completion of all of the practical assessments that were unable to be fulfilled last year. The strong results are testament to the success of our vigorous approach, with 90% A*-B at A level and our best ever GCSE results with 100% A%-B, with 53% of our candidates scoring a grade 9.

Our much anticipated week-long residency at the Devonshire Park Theatre, Eastbourne in January saw pupils from across the School delight in our production of The Addams Family to members of the Bede's community as well as paying audiences. The professional review from the Eastbourne Herald highlighted the bravery and creativity of the production and performances which staff and pupils were all enormously proud of.

During the year, there were new ventures too with a group of pupils leading after-school drama workshops at Chiddingly Primary School that culminated in the infants being invited into School for a small performance.

The junior play represented a powerful antidote to the humour and entertainment of the School musical; Lungs by Duncan Macmillan saw our pupils grappling with some challenging material and exploring the world through the lens of drama.

A new London Academy of Music and Dramatic Art (LAMDA) teacher has joined the department and the results of this appointment are already evident in the first round of results that saw the majority of pupils gain a distinction - including Bede's first ever PCert Lam student who is leaving Bede's with what is essentially a qualification to teach LAMDA.

External workshops provided us with much needed inspiration and there were also numerous theatre trips, including to the National Theatre to see Small Island, the End of the Lane, to Chichester to see The Long Song, the Bridge Theatre for La Belle Sauvage and Brighton for Kneehigh's version of Wuthering Heights. These opportunities were particularly appreciated by pupils who have not had the opportunity to see live theatre over the COVID-19 period.

Our scholarship auditions were packed this year at both 13+ and 16+ and the calibre of pupil auditioning was markedly high at both levels and we were able to award more scholarships than previous years.

Sport

Bede's strategy for sport continues to focus on the dual strands of widening participation and delivering its core sports at a performance level.

In terms of participation, levels of physical activity were 15% higher during the year than pre-COVID-19. There has been a notable uptake in non-competitive sport whilst we have also seen growth in participation within C and D level teams. The sports programme has been extended to include sailing, rock climbing, yoga and martial arts. In March the whole School took part in the annual cross country.

Our performance teams shone once again. The Girls U18 cricket side are national 100 ball champions and were runners up in the T20. Archie Lenham and Dan Ibrahim broke records on the professional scene and received professional contracts for Sussex. Alice Capsey and Freya Kemp both represented England at the Commonwealth games and played in the Hundred Competition, alongside Ryana MacDonald-Gay.

In football the 1st XI boys won the National Cup, playing in the final at Stoke City's ground. The U15s also won the league and cup double. Harry Mills gained a professional contract at Brighton and Hove Albion Football Club (BHAFC) and Lola Brown has been called up to the England U17 team at the age of 15!

In hockey, Ryana MacDonald-Gay (England U21), Isabel Field (U18), Matilda Collins (Wales U18) and Elizabeth Morgan (Wales U18) also represented their country. In tennis the girls came 2nd in the county whilst the boys were ranked 10th nationally.

PREP SCHOOL

Autumn Term

During the Autumn Term pupils at the Prep School continued to enjoy a festival of opportunities that have enhanced and enriched their learning experiences, developing their 21st century skills as well as helping them to grow into global citizens through diversity and eco-literacy.

The well-loved Bede's Book Week was a highlight at the beginning of the year and established the tone and celebration of reading for pleasure across the School. Visiting writers came into School to talk about their books and in addition to the book talk, the authors also took writing workshops.

The Prep School continued to demonstrate its commitment to the green agenda, participating in a Beach Clean and initiating a School recycling initiative. Energy Awareness Week involved pupils in a range of energy related activities including a Whole School Blackout! A team from Sussex Green Living visited the Prep School for the day as part of their Bright New Future Roadshow. Their Bright New Future Roadshow and Inspiration Eco station offered our pupils an array of workshops and performances to showcase ways in which we can all reduce our negative impact on the natural world. Each year group had dedicated time when they participated in three educational and practical demonstrations bringing awareness of biodiversity and biomimicry to encourage a connection to nature and our planet.

As part of their studies on air pollution this half term, Year 6 met Paul Turner, from the environmental campaign group Sustrans. He talked to the pupils about sustainable transport and presented some eye-opening facts about air pollution. Pupils then carried out a fieldwork investigation into traffic congestion and air pollution levels in a transect across Eastbourne.

The Prep and Senior Schools launched the first Trust-wide Eco and Environment Writing Competition, inspiring pupils across all years to think about ecology and their relationship to the natural world. The winners were celebrated during an online Q&A event with Isabella Tree, author of 'Wilding' and founder of the Knepp Estate's rewilding programme.

Collaboration between the English departments in the Prep and Senior School are building from strength to strength. Over the Autumn term the Head of English at the Senior School coached the Year 8 Advanced English Activity group in a filmic writing online workshop.

Pupil surveys were conducted in Maths, French and Spanish. There were positive responses from the children about teaching at the School, their teachers and the subject. We have also gained valuable information on areas which need improvement.

The Primary Maths Challenge involved 40 pupils from Years 5 and 6 taking part in the Primary Maths Challenge; 20 pupils received a Bronze Award and 7 children received a Silver Award.

The Art department enjoyed a variety of events to inspire and engage pupils. This included illustration demonstrations and drop in workshops during Book Week, a Design Technology (DT) Engineering Pantomime Challenge at the Town Hall with the Local Mayor involving Year 5 pupils, making poppies for Remembrance, clay workshops for Reception, Year 1 and Year 2 and the popular Headmasters' Christmas Card Competition.

In Dance, 14 pupils took part in Royal Academy of Dance (RAD) ballet exams. 7 pupils received a distinction and 7 pupils a merit and in Music, seven pupils were entered for exams, with all pupils gaining either a merit or distinction. The percussion and guitar concerts were enjoyed by all. The Remembrance Service was led by pupils in Years 3 and 4, who sang specific repertoire, in addition to the hymns sung by all and Years 3 and 4 also performed at the Meads Magic event. Three pupils performed live on radio as part of 'Eastbourne Youth Radio'. The Holywell nativity became a virtual performance at short notice, as did the Carol Service. Over 150 pupils voluntarily joined the carol service choir and we held 5 services, with most year groups having their own virtual service.

Pupils in Year 5 were involved in a pen pal project with a school in Spain. Years 5 and 6 enjoyed an online guest author visit from Natalia Simons. She talked about her life as a bilingual and bicultural child in the UK and she also read an extract from her book 'The Spanglish girl'. In French, Pre-Prep pupils particularly enjoyed online escape games helping them practice French vocabulary.

In Computing, Year 7 pupils entered the UK Bebras Computing Challenge. 13 pupils gained a 'Merit' and 9 pupils a 'Distinction'. Six pupils gained a 'Gold Award' as a result of achieving in the top 10% nationally of their age group. They also received an invitation to the 2022 Oxford University Computing Challenge.

In Sport the girls made it into the final 16 of the National Hockey Cup, also winning the regional UKSA Cup at Burgess Hill. In November the U13 boys football team participated in the The Independent Association of Prep Schools (IAPS) National Finals, making it to the Final.

There were a variety of trips including Year 6 trips to Battle Abbey, Canterbury Cathedral and a Rainbow Theatre workshop on Life as a Victorian Child, Year 7 team building at Bowles as well as a trip to Birling Gap to learn about coastal management and erosion and a Year 8 trip to the Mary Rose.

Spring Term

During the Spring Term, pupils across the School combined 21st century skills and literacy skills to take part in LitFilm projects. The award-winning projects transformed pupils from Years 1 to 8 into screenwriters, editors and performers, sharing a common theme of the environment.

World Book Day raised £244 for Book Aid International. The donations equated to just over 120 brand new books that were sent to those that need it most: whether that be a school, community library or refugee camp. World Book Day was packed with book-themed activities, book quizzes and competitions in the library.

Pupils from Bede's Prep visited the Senior School for the Galactic Challenge, a space design competition that encourages pupils to be innovative, creative, and collaborative whilst challenging their application of physics and mathematics in an astrophysical way.

The Maths department continues to collaborate with colleagues at the Senior School. Year 6 enjoyed a Crypto maths morning and Year 7 participated in our annual STEM workshop. There were workshops on shape as well as tests of algebra and origami design.

On Safer Internet Day pupils explored the theme of respect and relationships online, with a focus on their attitude during online gaming sessions. The sessions gave pupils a chance to consider what "respect" means when online and offered useful reinforcement of an important topic.

In March a group of Year 6 pupils participated in the Eastbourne in Bloom competition and won first place. The design will be planted along the Eastbourne promenade. Eight pupils' artwork have also been selected for exhibition at the Beacon Show in Seaford.

In Music the Prep School orchestra participated in the orchestral and instrumental day and there were also two piano concerts and a vocal concert. All pupils from the Pre-Prep upwards were given the opportunity to perform a play during the year, an opportunity that was particularly enjoyed after a year of virtual performances.

In Sport, girls from Years 3 and 4 were joined by pupils from a neighbouring school for a fun football session. Four boys were selected for the Independent Schools Football Association (ISFA) South East Squad and the girls' team also participated in the Football Festival at Great Walstead School. Pupils from Years 5-8 attended the IAPS Swimming Gala which was once again held at the Senior School.

Summer Term

During the Summer Term pupils' excellent achievements and progress were not only evident in their end of year assessments but were also seen in the breadth and depth of their curiosity, revealed when they discussed their work, in the work itself, and in their outstanding contributions in lessons.

Pupils from the Prep School were awarded top scholarships to their chosen senior schools across all disciplines. The majority of pupils transferred to Bede's Senior School and the following scholarships were awarded: 4 Academic, 8 Sport, 1 Music and 2 Art. One pupil secured an academic and sport scholarship to Eastbourne College.

The English department continues to offer our pupils a wide range of exciting and enthusing learning opportunities with the work of four Year 7 pupils featuring in Mind's Eye magazine which is a yearly publication that showcases writing from top Prep schools in the South-East. Pupils' work was also published in the first edition of Bede's Prep Creative Anthology – a collection of stories, poems, letters and essays which also featured pupils' artwork and copies were issued to every family at the Prep School's Prize Giving.

In the Maths departments some of Year 8 took part in a day of advanced maths challenges with Year 9 at the Senior School. Pupils from Years 7 and 8 took part in the UK Mathematics Trust (UKMT) Junior Maths challenge: 17 children were awarded either a Bronze, Silver or Gold award and in Year 3 and 4, children took their learning outside of the classroom finding links between the Forest School and the Maths curriculum.

Following a successful year of eco literacy initiatives, we were awarded the Bronze Eco Schools Award, with distinction. Our pupils showed outstanding citizenship and genuine drive to make realistic but dynamic change, creating positive impacts for our planet now.

The Summer Term highlight for History was the Year 6 Residential trip. This three day, two night trip included visits to Warwick Castle, Cadbury's World and the ThinkTank Science museum. Year 5 also had a residential trip to Boundless where they enjoyed a range of activities designed to build confidence and independence.

It was a very successful term for the Art Department outside the classroom. Year 6 pupils participated in a collaborative trip between the Art and Science departments to the beach. Inspired by Andy Goldsworth's, natural installations, pupils created stone sculptures on the beach. Pupils' artwork was displayed at St John's Church in celebration of the Queen's Jubilee.

As always, the Music department provided a festival of opportunities for our pupils, with a number of performances. Several pupils kindly gave up part of their half term to perform at St John's, the local church, as part of their Jubilee party celebrations. The leavers' service and concert featured contributions from our Year 8 pupils, many of whom also performed at Prize Giving. The highlight of the term was the intersection competition which challenged each of the School sections to put forward pupils to act, solo dance, dance in a group, sing a solo and play a solo.

The term was busy with sporting activities; 128 pupils competed in the Sussex Schools County Championships. Both the boys and girls team won the U8 competition and both boys and girls teams made it to the final of the U11 event. There was also a Mini Tennis Festival for players in Years 1 and 2.

In June the whole School community came together for Sports Day at the Senior School for the first time in three years.

Finally, the whole School walk in the last week of the term involved children from Reception to Year 8 walk on the South Downs as well as a communal picnic and in doing so raised nearly £4,000 for the Royal British Legion poppy home, Mais House, in Bexhill-on-Sea. Pupils' achievements were celebrated at the end of term with the first full Prize Giving and Speech Day for three years.

Co-Curricular Programme

The Co-Curricular Programme at the Prep School continued to go from strength to strength, offering activities in the areas of arts and crafts, educational enrichment, games and hobbies, the performing arts and sport. Pupils have been encouraged to make independent decisions on their choices as well as become involved in the organisation and even leadership of the activity.

SUMMER SCHOOL

Bede's, which is the largest boarding school-owned Summer School in the UK, offers a wide range of residential and day English language programmes across four reputable boarding school and university locations in Sussex. In 2022, it enrolled a total of 823 pupils between the ages of 6 and 20 years of age as well as successfully operating the Bede's Holiday Club at the Prep School for pupils aged 5-12.

The top source markets across all locations were different to previous iterations due to the effects of COVID-19 and the invasion of Ukraine. 2019 and prior source market mainstay regulars China (9.8%) and Russia (9.2%) comprised less than 1% cumulatively even with domestic Boarders and dual nationality pupils recruited. A total of 39 nationalities were represented at Bede's in 2022 compared with 47 different nationalities in 2019. French (23%), Italian (17%), German (13%), Spanish (9%) were the top markets with Turkish (4%), Argentine (4%) and Switzerland (3%) being the next most notable as well as Ukraine (3%). Places for Ukrainian pupils were largely free day places which were provided for local refugees.

Despite the associated challenges to recruitment due to COVID-19, the invasion of Ukraine as well as delays with passports and visas, numbers were positive with 1,752 student weeks delivered across four sites. Lancing (762 weeks, 43.49%) was our largest centre followed by Dicker (634 weeks, 36.19% - including special courses and day places), Eastbourne (197 weeks, 11.24% - including day and parent places) and Brighton (159 weeks, 9.06%) as well as 441 pupil days delivered at the Holiday Club.

Despite the decline in student numbers, the decision to run fewer sites and focus on occupancy rates in those open resulted in improved efficiency and quality. All feedback from staff, pupils and agents indicated it had been an operationally successful Summer period.

Finally, the summer of 2022 saw a number of internal and external inspections and visits to ensure regulatory compliance within the Summer School's provision of courses and quality of operations. Feedback from Bede's Governors was very positive, the Summer School was also inspected by the British Council for the first time since 2017 and the verbal feedback from the inspectors pointed to an extremely strong report ahead of publication later in the Autumn.

The Summer School also managed a camp during the February half term for pupils from the Prep and Senior School who did not elect to stay with guardians.

Infrastructure and Management

Information Technology and Data Security

The Trust has recently appointed a Data Development Manager to drive a data culture within the Trust and to coordinate and administer the efficient running of the Trust's Management Information Systems (MIS). This role will play an important role in enabling the Executive and Senior Management Teams to make informed decisions and to make use of the full functionality of the MIS platform and its associated systems. Additionally the Data Development Office has taken ownership of all data control and compliance obligations.

The migration to Google Workspace was completed over the year and Google Workspace has become the primary productivity tool across the Trust. The Assistant Head - Innovation and Development - has led a programme of training focused on developing employee productivity and efficiency.

In terms of Teaching and Learning the Trust took the bold decision to empower any learner to make an informed choice about their "normal way of working". This meant that all learners at the Senior School are now permitted to complete their public examinations on a laptop if it is felt that digital tools give them the best chance of achieving academic success. This involved a major infrastructure project for the IT Network and Exams teams. This was supported by training and professional development for both

pupils and staff to ensure teaching and learning in the classroom trains pupils on how these tools impact on cognition and response. There remains a heavy emphasis within the curriculum on ensuring pupils are taught the digital tools which are required in a 21st century workplace. We are committed to ensuring users across the Trust are able to use digital tools safely, effectively, responsibly and ethically.

Cyber Essentials certification was achieved in October 2021, this was swiftly followed with Cyber Essentials Plus being awarded in January 2022. The work carried out in order to comply with the highly rigorous security expectations of the Cyber Essentials Plus Certifications ensures that Bede's has significantly reduced the chances of becoming a victim of a ransomware, malware or cyber-attack. Monitoring and upgrading of the IT infrastructure has continued throughout the year in order to ensure we exceed the future Cyber Essentials Plus standards needed to renew the certification year on year.

Estates

The most significant focus of the Estates department has been to manage the development of the new Dorms Boarding House which was handed over to the Trust in July. The Estates team has prepared the House and managed various contractors to ensure an opening for the new academic year in September. The Estates team have also prioritised compliance, servicing and planned maintenance and essential repairs.

A total refurbishment of the ground floor girls' toilets at the Prep School took place over the Easter holidays and a complete refurbishment of Bloomsbury Day House was completed over the Summer holidays. Painting works to the kitchens and works to meet audit requirements were also conducted and some of the exterior elevations of the Manor House building were extensively refurbished.

As part of the Trust's commitment to reducing energy consumption, additional smart metres have been installed and another phase is being carefully planned.

Improvements to playing fields drainage and improvements to the 1st XI cricket pitch also took place throughout the year.

There have been significant improvements to the exterior pathways with an additional path installed to ensure a safer pedestrian access to Stud fields. This will also benefit our neighbouring school Park Mead Primary School, who enjoy some of our facilities.

Planning for additional sports fields and a road traffic scheme which will allow a safer crossing for the Bede's community have also been undertaken throughout the year.

The Grounds Team was also an integral part of the team which supported the Trust's tree planting initiative, which will ultimately see 2,022 trees planted on the Senior School site as part of the "Plant a Tree for the Jubilee" initiative. The trees selected for planting are all native Sussex trees that encourage wildlife.

Safeguarding

Safeguarding has continued to remain high on the Trust's agenda and the Director of Safeguarding continues to sit on all the appropriate committees, including the Trust's Executive Board, in order to ensure that safeguarding remains at the heart of decision-making.

The Director of Safeguarding sits on the East Sussex Safeguarding Children's Partnership Board so key themes and priorities including reviews of Safeguarding Practice Reviews (previously Serious Case Reviews), can be shared amongst key colleagues which in turn disseminates across the Trust.

Safeguarding teams across the Trust have continued to meet weekly throughout the year to discuss high priority cases and discuss proactive measures that can be taken to protect the community. There

are also weekly welfare and pastoral meetings including the Health and Wellbeing team, Heads of Year at the Prep School, Learning Enhancement practitioners and the coordinator for Looked After Children within the Trust.

Our personal, social, health and economic (PSHE) and relationships and sex education (RSE) programmes support key areas of safeguarding and are delivered directly to the pupils across the Trust. Subjects such as consent, healthy relationships, female genital mutilation (FGM) and Extremism and Radicalisation empower our pupils to have to make informed choices with the knowledge they have learnt.

Mental health concerns have risen across all communities and we have certainly seen this within our young people. The level of pastoral support that is given to our pupils here at Bede's is second to none. With the diminished external services that are available (or at least extremely long waiting times) we are holding sessions and supporting our pupils on a daily basis. Across the Trust the pastoral teams work tirelessly to support these pupils so that they are able to access their education. Our Medical and Welfare teams are integral in this, and the demands for this service are high. We continue to spot the trends of when there are peaks in the need for this (eg exam stress/anxiety) and we have been proactive in our CPD offer to staff to ensure that all our pastoral staff are able to give support.

We continue to send out information to our parents/carers via the School newsletter either through Safeguarding or PSHE and our parents and carers are able to sign up to key websites such as the National Online Safety which gives training and practical information to parents around online issues.

As a Trust, key colleagues enhance their safeguarding knowledge through participating at the Independent Schools Safeguarding Group (ISSG) which is supported and delivered by our Standards and Learning Effectiveness Service (SLES) safeguarding colleagues. These have all continued to be online throughout this last school year. SLES also send out termly newsletters which again ensures that we are informed of key themes, policy and legislation change and anything else that is useful to our Schools and our roles.

Working alongside the Summer School team we worked hard to upgrade our safeguarding systems ready for our first Summer School in 2 years. We have integrated the systems that are used on a daily basis at Bede's and have moulded these for the staff to use for Summer School, taking into account the diversity and transiency of this cohort of young people. We have also tweaked and changed our Safeguarding training to ensure that this is reflective of new legislation and policy and this was delivered by our Director of Safeguarding.

FINANCIAL REVIEW

Results for the year
The Trust always endeavours to ensure financial stability and continuing solvency year on year, so that it can pursue its educational aims and objectives. The Governors and Executive recognise the importance of strong cost control, seeking to contain cost increases as much as possible while ensuring that the Trust continues to deliver first class education and pastoral care.

The Schools' charitable activities continue to be the main source of the Group's income and expenditure.

The Consolidated Financial Statements at 31 August 2022 show net inflow of resources of £4m (2021: £1.5m), after charging depreciation £1.5m (2021: £1.5m). The Group's income was £30.8m (2021: £23.8m) and expenditure was £26.8m (2021: £22.3m).

Group capital expenditure in the year was £6.8m (2021: £1.2m). £5.6m of this expenditure was on the new Boarding House, the remaining £1.2m, IT (£0.2m), Furniture and Equipment (£0.7m), Assets Under Construction (£0.2m) and other (£0.1m).

Mortgage loans outstanding totalled £5.4m (2021: £5.8m) at the end of the financial year and cash at bank and short-term deposits totalled £8.4m (2021: £11.1m).

Investments
The Trust does not hold any long-term investments other than the investment in its subsidiary companies. Any surplus funds, after meeting the operating requirements of the Trust, are held as cash deposits.

Reserves
The principal management policy of the Trust is to ensure the efficient running of the School, whilst maintaining fees at the most affordable levels in order to make the School accessible to the widest cross-section of the community. The Trust's principal source of funding remains pupils' fees.

In common with many similar schools, reserves are represented by fixed assets - principally the School property - and it is essential that these facilities are maintained at a high standard. The Board also believes that the facilities should be continually improved to ensure the long-term viability of the School. The Governors have, therefore, taken the decision that they will normally invest as much as possible in the School's facilities. The increased year-end cash balance showing in these accounts is being held in view of the prevailing economic outlook and various inflationary uncertainties.

The Governors are continuing to monitor the School's operating systems and fee structure. The aim of the School continues to be to provide a high quality education at an affordable price, whilst building sufficient reserves to improve facilities and maintain the standard of education in light of changing needs and expectations.

The Governors remain pleased with the ongoing development of facilities. The Trust continues to reward its hardworking staff appropriately to ensure the maintenance of a high-quality academic provision, as well as wider opportunities, for its pupils.

At the Balance Sheet date, the Group held reserves totalling £30.7m (2021: £26.7m) of which the Group's fixed assets, net of borrowing of £5.4m, represents £30.3m. The Trust has free reserve of £0.4m. At the present time, the Governors continue to focus on the delivery of the Trust's Property Masterplan, which requires careful management of cash flow and appropriate financing.

CARBON AND ENERGY REPORTING

UK Greenhouse gas emissions and energy use data for the period 1st September 2021 to 31st August 2022. The Trust has followed the 2019 H.M. Government Environmental Reporting guidelines and have used the 2022 UK Government's conversion factors for company reporting.

	2022	2021
Energy consumption used to calculate emissions (kWh)	6,633,103	5,079,727
Energy consumption breakdown (kWh)		
Gas	1,152,695	1,056,729
LPG	956,692	781,580
Fuel Oil	1,296,465	999,966
Gas Oil	78,618	62,940
Electricity	2,214,204	1,624,480
Transport Fuel	934,429	554,032
Scope 1 emissions in metric tonnes $C0_2e$		
Gas consumption	207.49	193.55
LGP	200.90	167.64
Fuel Oil	350.04	268.14
Gas Oil	20.44	16.16
Owned transport – minibuses	222.06	130.86
Total Scope 1	**1,000.93**	**776.35**
Scope 2 emissions in metric tonnes CO_2e		
Purchased electricity	**428.18**	**344.93**
Scope 3 emissions in metric tonnes CO_2e		
Business travel in employee owned vehicles	**2.14**	**0.31**
Total Gross emissions in metric tonnes CO_2e	**1,431.25**	**1,121.59**
Intensity ratio tonnes CO_2e per pupil (1085)	**1.3191**	**1.1149**

In addition, the School has a Biomass plant for heat generation which amounts to 1,385,363 kWh or 14.59 tonnes CO_2 e which we wish to include on a voluntary basis to provide a complete picture of energy use and emissions, hence the inclusion of fossil fuel sources other gas within Scope 1. The chosen intensity measurement ratio is total gross emissions in metric tonnes CO_2 per pupil (excluding Biomass).

As the School returned to a more normal routine post pandemic, energy usage naturally increased particularly in respect of the use of the mini-bus fleet. In addition, the construction of the new 95 bed dormitory increased electricity consumption on the main school electricity supply. The next year should provide a baseline consumption level from which targeting can commence. The new Boarding House at the Senior School has now opened replacing the old block that will be refurbished and repurposed. Fabric surveys have been completed on the entire property portfolio and a net zero consultant has been engaged to explore a managed reduction in fossil fuel consumption beginning with an audit of all machine rooms and a solar feasibility study. A study is being undertaken to connect surplus biomass capacity to an existing block heated by fuel oil.

Use is being made of the smart metering of mains electricity and gas by the Estates department to report on unusual consumption and has also been embraced by ECO Schools representatives to explore energy saving initiatives.

SUBSIDIARY COMPANIES

The Trust has two active subsidiaries, Dicker Enterprises Limited, which operates the School Transport Service, School shop and external lettings, and Letchfield Properties Limited, which provides design and build services. Both subsidiary companies have Deed of Covenants in place. Each year, potential gift aid (being each company's taxable profits) to the Trust is accrued in the Financial Statements at each Balance Sheet date.

PRINCIPAL RISK AND UNCERTAINTIES

In addition to the threat of a resurgent COVID strain, the principal risks facing the Trust are those that would generally be expected within the Independent School's sector and include the following:

- Adverse changes in the UK economy including high inflation, interest rate adjustments, exchange rate fluctuations or economic recession.
- Changes to an overseas economy, their overseas study regulations or sanctions against a country from which the School recruits.
- Tax and other legislative changes, either within the UK generally or affecting the Independent Schools sector more specifically.
- Competition from other education providers.
- Changes to immigration regulations.
- Any situation which would give rise to a significant decline in pupil roll.
- Any situation which would give rise to an area of non-compliance.
- Cybersecurity threats.

The Board of Governors have set out their approach to risk in a risk appetite statement. A Trust risk register is maintained. The key risks and the controls used by the Trust to manage risk are overseen by the Risk Review Audit Committee. This committee meets termly to formally review current and emerging risks and audit the mitigating control measures on behalf of the Board of Governors and include the following:

- Being aware of the UK economic position and that of overseas countries the Trust recruits from.
- Membership of Independent Schools organisations, along with in-house expertise ensuring that legislative changes affecting the Independent Education sector are known and appropriate changes/actions implemented on a timely basis.
- Tracking pupil recruitment and roll on a weekly basis with appropriate dashboards distributed within the Trust.
- Provision of strong and robust competitor analysis to inform marketing of the School.
- Comprehensive strategic planning, budgeting and management accounting is in place and occurs on a timely basis.
- Budgeting and forecasting is undertaken which includes scenario planning.
- Use of a risk management system to record risks, associated controls, likelihood and impact of the risk is in place.
- A comprehensive range of appropriate insurance products is maintained.
- Safer recruitment procedures, as required by law for the safeguarding of children, are in place and a Safeguarding Compliance Committee, attended by a Governor with specific safeguarding responsibility, monitors overall safeguarding compliance.
- Formal agendas and minutes are in place for all Committee and Board activity and all Committees have detailed terms of reference.
- Established organisational structure and lines of reporting exist within the organisation with formal written policies in place which are annually reviewed by the Board of Governors.
- A regular cycle of external audits and inspections by third parties is followed.
- A program of internal financial audit has been commenced.

During the course of the year, the Board was satisfied that the overall assessment of retained risk to the Trust was aligned to the stated risk appetite.

PLANS FOR FUTURE PERIODS

Mindful of the Trust's desire to realise educational and financial goals amid the realities of the market in which it operates as an independent school, the Governors have developed the "Bede's towards 2025 Strategic Plan".

Plans for future periods are aligned to this plan which outlines on five essential ambitions:-

- A joyful, pupil-centred and innovative education
- Celebrate and strengthen community
- Further promote, appreciate and develop our employee community
- Be socially and environmentally responsible
- Bede's for the future

The Strategic Ambitions flow through to the Annual Operational Development Plans which details plans to achieve these targets, including:

- Enhancing teaching and learning through planned staff CPD programmes and individual student monitoring and support systems
- Recruitment and retention of excellent staff
- Marketing initiatives
- Systematically implementing the condition survey program of work and ongoing planned preventative maintenance
- Innovative development of facilities against a planned capital budget
- Financial templates for each year which reflecting the expenditure required to achieve these plans
- Ensuring sufficient income is available to fund these programmes and reduce debt, whilst remaining as affordable as possible
- Broadening access through funded bursaries
- Reducing the environmental impact of all our activity

AUDITORS

Haysmacintryre LLP were appointed as auditors to the company in accordance with section 485 of the Companies Act 2006. A resolution proposing the appointment of the auditors is made annually at a General Meeting.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of St Bede's School Trust Sussex for the purposes of company law) are responsible for preparing the Governors' Report (including the Strategic 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 financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group 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 (Statement of Recommended Practice);
- make judgments 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; and
- 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 ensuring that adequate accounting records are maintained that are sufficient to show and explain the charity'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 ensuring their proper application in accordance with charity law, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Governors are aware, there is no relevant audit information of which the charitable company's auditors are unaware. The Governors have each taken all the steps that we ought to have taken as Governors in order to make ourselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

As Trustees, the Governors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Governors' Annual Report and accompanying financial statements are approved by the Governors of St Bede's School Trust Sussex. The Strategic Report, which forms part of the Annual Report, is approved by the Governors in their capacity as Directors in company law of St Bede's School Trust Sussex.

Signed on behalf of the Board of Governors on 26 November 2022.



Chair
G P Watkins

Opinion

We have audited the consolidated financial statements of St Bede's School Trust Sussex for the year ended 31 August 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated 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 group's and of the parent charitable company's affairs as at 31 August 2022 and of the group's and parent 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 group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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 Trustees' Annual 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 Trustees' Annual 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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 parent charitable company; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements
As explained more fully in the trustees' responsibilities statement set out on pages 26-27 the trustees (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 trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent 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 trustees either intend to liquidate the group or the parent 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 group 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 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.

Lee Stokes (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor
10 Queen Street Place
London
EC4R 1AG

Date: 5 December 2022

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted Funds 2022 £'000	Restricted Funds 2022 £'000	Total 2022 £'000	Total 2021 £'000
INCOME FROM:					
Charitable Activities	3	30,553	-	30,553	22,731
Grants, Donations and Legacies	4	74	15	89	793
Investment Income		6	-	6	1
Other Income		12	-	12	66
Non-ancillary trading income	5	130	-	130	192
Total Income		30,775	15	30,790	23,783
EXPENDITURE ON:	9				
Cost of Raising Funds		1,147	-	1,147	904
Charitable Activities		25,644	20	25,664	21,404
Total Expenditure		26,791	20	26,811	22,308
Net Income		3,984	(5)	3,979	1,475
Transfer between Funds		-	-	-	-
Net Movement in Funds		3,984	(5)	3,979	1,475
Fund Balance at 1st September 2021	19	26,681	30	26,711	25,236
Fund Balance at 31st August 2022	19	30,665	25	30,690	26,711

Net movement in funds for the year arise from the charity's continuing operations.

The statement of financial activities include all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

The notes on pages 34 to 55 form part of these accounts.

Details of comparative figures by fund are disclosed in note 25.

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED AND CHARITY BALANCE SHEET
AT 31 AUGUST 2022

	Notes	Group 2022 £'000	Group 2021 £'000	Charity 2022 £'000	Charity 2021 £'000
Fixed assets					
Intangible Assets	10	74	60	74	60
Tangible Assets	11	35,634	30,345	35,693	30,228
Investments	12	-	-	20	20
		35,708	30,405	35,787	30,308
Current assets					
Stock		79	158	-	-
Debtors	13	1,013	1,041	1,212	1,253
Cash at bank and in hand		8,355	11,170	8,341	10,943
		9,447	12,369	9,553	12,196
Creditors: Amounts falling due within one year	14	(7,276)	(8,626)	(7,393)	(8,485)
Net current assets		2,171	3,743	2,160	3,711
Total assets less current liabilities		37,879	34,148	37,947	34,019
Creditors: Amounts falling due after one year	15	(7,189)	(7,437)	(7,189)	(7,437)
Net assets		30,690	26,711	30,758	26,582
Represented by					
Restricted Funds	19	25	30	25	30
Unrestricted Funds	19				
General Fund		30,531	21,251	30,599	21,122
Designated Funds		134	5,430	134	5,430
		30,665	26,681	30,733	26,552
Total Funds		30,690	26,711	30,758	26,582

The notes on pages 34 to 55 form part of these accounts.

Approved by the Board of Governors and authorised for issue on 26 November 2022.

G P Watkins
Chair of the Board of Governors
Company Registration No: 01386499

N A Mercer
Chair of the Finance Committee

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £'000	2022 £'000	2021 £'000	2021 £'000
Net cash generated from operating activities	17		4,829		5,617
Cash flows from Investing activities					
Purchase of intangible fixed assets		(38)		(22)	
Purchase of tangible fixed assets		(6,783)		(1,161)	
Net cash used in Investing activities			(6,821)		(1,183)
Cash flows from financial activities					
Repayment of borrowings		(437)		(437)	
Payment of obligations under finance leases		(129)		(129)	
Interest paid		(257)		(270)	
Net cash outflow from financing			(823)		(836)
Net increase of cash and cash equivalents			(2,815)		3,598
Cash and cash equivalents at the start of the year			11,170		7,572
Cash and cash equivalents at the end of the year			8,355		11,170
Analysis of cash and cash equivalents					
Current Accounts			4,355		11,170
Deposit Accounts			4,000		-
Total			8,355		11,170

Net Debt

	At 01/09/21 £'000	Cashflow £'000	Other Movements £'000	At 31/08/2022 £'000
Cash	11,170	(2,815)	-	8,355
Loan: falling due <1 year	(437)	-	-	(437)
Loan: falling due >1 year	(5,399)	437	-	(4,962)
Finance Lease Obligation	(356)	129	-	(227)
	4,978	**(2,249)**	**-**	**2,729**

1 ACCOUNTING POLICIES

a) Company Information

St Bede's School Trust Sussex ("the charity") is limited by guarantee and incorporated in England and Wales. The registered office is Upper Dicker, East Sussex, BN27 3QH.

b) Basis of Preparation

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) and the requirements of the Companies Act 2006.

The Charitable Company is a public benefit company as defined by FRS 102 and therefore the Charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

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

These financial statements are prepared on the going concern basis, under the historical cost convention as modified by the revaluation of investments and in accordance with the Companies Act 2006 and applicable accounting standards in the United Kingdom. The principle accounting policies, which have been applied consistently throughout the year, are set out below.

No separate SOFA has been presented for the Charity alone, as permitted by Section 408 of the Companies Act 2006. The Charity has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a Charity only Cash Flow Statement with the consolidated financial statements.

The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. In particular the governors have considered the charitable company's forecasts and projections that covered a 24 month period to August 2024 and have taken account of pressures on fee income and expenditure. After making enquiries the governors have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

c) Group Accounts

The financial statements consolidate the financial statements of the company, and all its subsidiary companies, charitable trusts and funds with all inter-company balances being eliminated. Entities are consolidated where St Bede's School Trust Sussex exercises overall control either through ownership of shares or through having common trustees with a common objective. Accounting policies are consistently applied between group companies. These financial statements for the year ended 31 August 2022 are prepared on a consolidated basis in accordance with FRS 102.

1 ACCOUNTING POLICIES (CONTINUED)

d) **Income and Expenditure**
All income and expenditure are accounted for on the accruals basis, except where otherwise stated. Legacies are recognised in the SOFA, where the charity being notified of an impending distribution and the amount there is reasonable certainty of the legacy being received. Expenditure is recognised when there is a constructive or legal obligation to pay for expenditure. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. These estimates are based on staff time or on floor area as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

e) **School Fees**
Fees are recognised in the period for which the service is provided. Fees are stated after deducting bursaries, scholarships and other remissions granted by the School. School fees received in advance are recorded as liabilities in the balance sheet and are released to the statement of financial activities in the year to which they relate.

f) **Grants and Bursaries**
Bursaries and allowances from unrestricted funds towards school fees are treated as a reduction in those fees. Bursaries funded from restricted funds are included as expenditure in the period in which the award is given or committed.

The Trust has accounted for grants received under the Coronavirus Job Retention Scheme (CJRS) when the Governors knew with certainty that the Trust would receive it.

g) **Donations**
Donations received for the general purpose of the School are credited to "Unrestricted Funds". Donations received for specific projects or activities are credited to "Restricted Funds". All donations are accounted for when the Governors know with certainty that they will be received.

h) **Taxation**
St Bede's School Trust Sussex is a registered charity and as such are exempt from income tax and corporation tax under the provisions of section 478 of the Corporation Tax Act 2010. There is no similar tax exemption for VAT, which is included in expenditure or in the cost of assets as appropriate.

The Trust has subsidiary companies that are subject to taxes including corporation tax and VAT in the same way as any commercial organisation. The tax charged to the profit and loss account is based on the subsidiary company's profit for the year and takes into account tax arising because of timing differences between the treatments of certain items for tax and accounting purposes. The subsidiary company distributes all of its profits to St Bede's School Trust Sussex under Gift Aid and tax liabilities are kept to a minimum.

i) **Intangible fixed assets**
Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

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

Software	5 years

1 ACCOUNTING POLICIES (CONTINUED)

j) Tangible fixed assets

All tangible fixed assets held by the charity are for charitable purposes and are shown in the Balance Sheet at cost less accumulated depreciation and accumulated impairment losses. Depreciation is provided on all tangible fixed assets on a straight-line basis calculated to write off the cost over their expected useful lives as follows:

Land is not depreciated	
Freehold Buildings	50 years
Agricultural equipment	5 years
Furniture and equipment	5-10 years
Computer equipment	2 years
Motor vehicles	5 years

Freehold land and buildings are functional assets and are therefore shown at cost. Their value is maintained by a full programme of repair and renovation and the book value is substantially less than the present value for insurance purposes of approximately £113m. Therefore, no provision for depreciation on the freehold land and buildings is made. The freehold buildings are reviewed annually for any potential impairment.

k) Fixed asset investments

Interests in subsidiaries are initially measured at cost and subsequently measured at cost less any accumulated impairment losses. The investments are assessed for impairment at each reporting date and any impairment losses or reversals of impairment losses are recognised immediately in the SOFA.

l) Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases. Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the statement of financial position as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to the income statement so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals payable under operating leases, including any lease incentive received, are charged to the SOFA on a straight-line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the lease asset are consumed.

m) Financial assets

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

Financial assets are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

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

1 ACCOUNTING POLICIES (CONTINUED)

m) **Financial assets (continued)**
Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through profit or loss are measured at fair value.

Loans and receivables
Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

Impairment of financial assets
Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in profit or loss.

Derecognition of financial assets
Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

n) **Financial liabilities**
Basic financial liabilities are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Other financial liabilities classified as fair value through profit or loss are measured at fair value.

Other financial liabilities
Other financial liabilities, are initially measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability to the net carrying amount on initial recognition.

1 ACCOUNTING POLICIES (CONTINUED)

Derecognition of financial liabilities
Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

o) **Employee benefits**
The costs of short-term employee benefits are recognised as a liability and an expense.

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

p) **Retirement benefits**
The school contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the School by the Scheme Administrator. The Scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the Scheme which are attributable to the School. In accordance with FRS102 Section 28 the Scheme is accounted for as a defined contribution scheme and contributions are accounted for in the period to which they relate.

For non-teaching staff the School contributes to individual personal pension schemes managed by Aegon. These contributions are accounted for in the period to which they relate.

q) **Fund Accounting**
Funds held by the company are either:

Unrestricted funds:
General funds are funds which can be used in accordance with the charitable objects at the discretion of the Governors.

Designated funds comprise funds which have been set aside at the discretion of the Governors for specific purposes. The purposes and uses of the designated funds are set out in note 19.

Restricted funds:
These are funds which have been given for particular purposes and projects.

r) **Stock**
Stock is valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

s) **Non-Ancillary Trading**
Non-ancillary trading income and expenses represents amounts from activities not directly related to the charitable objects, for example operation of the school shop and lettings of school facilities. Income and expenses from these activities is recognised in the SOFA when the goods are sold or services provided.

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS (CONTINUED)

The estimates and underlying assumptions are reviewed on an on-going 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 affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Critical judgements

Useful economic lives
The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Provisions
The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the aging profile of debtors and historical experience. See note 13 for the net carrying amount of the debtors.

3 INCOME FROM CHARITABLE ACTIVITIES

	2022 £'000	2021 £'000
School Fees receivable comprised:		
Gross Fees	28,421	23,599
Less total scholarships, bursaries and other fee remissions	(2,675)	(2,583)
Add back: Bursaries paid for by the Hardship Fund	5	21
	25,751	21,037
Other Educational Income Comprised:		
Summer School Income	2,355	-
Quarantine School/Holiday Club	110	165
Other Charges to Parents	2,264	1,465
Registration Fees	73	64
	4,802	1,694
Total Income from Charitable Activities	30,553	22,731

4 GRANTS & DONATIONS

	2022 £'000	2021 £'000
Unrestricted		
Coronavirus Job Retention Grant (CJRS)	1	735
Donations	73	4
	74	739
Restricted		
Donations	15	54
Total Grants & Donations	89	793

5 NON-ANCILLARY TRADING INCOME

	2022 £'000	2021 £'000
School Shop sales	91	179
Lettings	39	8
Other non-ancillary income	-	5
	130	192

6 EXPENDITURE

	2022 £'000	2021 £'000
Unrestricted funds		
Direct charitable expenditure includes:		
The operating surplus is stated after charging/(crediting)		
Amortisation	24	28
Depreciation	1,494	1,532
Operating Leases	95	79
(Income) from property leases	(1)	(1)

7 AUDITORS' REMUNERATION

	2022 £'000	2021 £'000
For audit services		
Audit of the company's financial statements	20	19
For other services		
Other assurance services	3	3
	23	22

8 EMPLOYEES

	2022 £'000	2021 £'000
Staff Costs:		
Wages and Salaries	12,526	11,399
Social Security Costs	1,250	1,069
Pension Costs	1,793	1,643
	15,569	14,111

	2022 No.	2021 No.
Total Staff Headcount:		
Teaching	140	132
Teaching Support	142	135
Support	177	188
Summer School – Temporary	105	-
	564	455

Included in staff costs are redundancy or termination payments totalling £75k (2021: £130k).

One (2021:one) Governor were reimbursed for training, travel and accommodation expenses amounting to £593 (2021: £59). None of the Governors received any remuneration or other benefits.

The number of higher paid employees, as defined by the Charities SORP, was:

	2022 No.	2021 No.
£ 60,001 - £ 70,000	6	6
£ 70,001 - £ 80,000	1	1
£ 80,001 - £ 90,000	2	1
£ 90,001 - £100,000	1	1
£100,001 - £110,000	-	-
£110,001 - £120,000	-	-
£120,001 - £130,000	1	1
£130,001 - £140,000	-	-
£140,001 - £150,000	-	-
£150,001 - £160,000	-	1
£160,001 - £170,000	1*	-

Employers National Insurance and pension contributions are not included in the higher paid employee salary calculations.

The number of higher paid staff in defined contribution (DC) pension schemes was five (2021: six) with total employer's contributions amounting to £86k (2021: £55k). Six (2021 restated: five) higher paid employees were in the defined benefit (DB) pension scheme. Total employer's contributions in the year were £99k (2021: £113k).

Key management personnel comprise the Executive Committee. The total number of key management personnel receiving pay and benefits is nine (2021: seven) and the total pay and benefits received were £801k (2021: £615k). Pension contributions relating to the key management personnel are £136k (2021: £113k). There are four (2021: four) members of the key management personnel who are provided with accommodation at no charge, to enable them to better perform their duties.

* Includes uplift resulting from change to pension arrangements (from DB to DC scheme).

9 ANALYSIS OF EXPENDITURE 2022

	Staff Costs	Other	Depreciation & Amortisation	Total 2022
	£'000	£'000	£'000	£'000
Cost of Raising Funds				
Non-ancillary trading	37	766	87	890
Finance Cost	-	257	-	257
	37	1,023	87	1,147
Charitable Activities				
Teaching	11,470	3,534	127	15,131
Welfare	1,199	1,913	-	3,112
Premises	996	2,056	1,304	4,356
Support	1,867	1,158	-	3,025
Governance Costs	-	20	-	20
	15,532	8,681	1,431	25,644
Expenditure from other funds:				
Restricted	-	20	-	20
Total	15,569	9,724	1,518	26,811

ANALYSIS OF EXPENDITURE 2021

	Staff Costs	Other	Depreciation & Amortisation	Total 2021
	£'000	£'000	£'000	£'000
Cost of Raising Funds				
Non-ancillary trading	26	540	68	634
Finance Cost	-	270	-	270
	26	810	68	904
Charitable Activities				
Teaching	10,054	1,668	110	11,832
Welfare	1,086	1,579	-	2,665
Premises	949	1,622	1,382	3,953
Support	1,996	904	-	2,900
Governance Costs	-	19	-	19
	14,085	5,792	1,492	21,369
Expenditure from other funds:				
Restricted	-	35	-	35
Total	14,111	6,637	1,560	22,308

Governance Costs for both years comprises of audit fees for the Trust.

10 INTANGIBLE ASSETS

Group & Charity	Software £'000
Cost	
At 1 September 2021	453
Additions	38
Disposals	-
At 31 August 2022	491
Amortisation	
At 1 September 2021	393
Amortisation charge for year	24
Eliminated on Disposals	-
At 31 August 2022	417
Net book value	
At 31 August 2022	**74**
At 31 August 2021	60

11 TANGIBLE ASSETS

Group	Freehold Property	Freehold Land	Assets Under Construction	Agricultural Equipment
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2021	34,459	664	3,166	285
Additions	49	17	5,630	66
Transfer	8,348	-	(8,348)	-
Disposals	-	-	-	-
At 31 August 2022	42,856	681	448	351
Depreciation				
At 1 September 2021	10,519	-	-	216
Charge for year	690	-	-	34
Eliminated on Disposals	-	-	-	-
At 31 August 2022	11,209	-	-	250
Net book value				
At 31 August 2022	**31,647**	**681**	**448**	**101**
At 31 August 2021	23,940	664	3,166	69

	IT and Computer Equipment	Furniture and Equipment	Motor Vehicles	Totals
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2021	2,203	11,194	688	52,659
Additions	224	712	85	6,783
Transfer	-	-	-	-
Disposals	-	-	(2)	(2)
At 31 August 2022	2,427	11,906	771	59,440
Depreciation				
At 1 September 2021	2,053	9,053	473	22,314
Charge for year	122	556	92	1,494
Eliminated on Disposals	-	-	(2)	(2)
At 31 August 2022	2,175	9,609	563	23,806
Net book value				
At 31 August 2022	**252**	**2,297**	**208**	**35,634**
At 31 August 2021	150	2,141	215	30,345

11 TANGIBLE ASSETS (CONTINUED) Charity	Freehold Property	Freehold Lane	Assets Under Construction	Agricultural Equipment
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2021	34,459	664	3,249	285
Additions	49	17	5,797	66
Transfer	8,598	-	(8,598)	-
Disposals	-	-	-	-
At 31 August 2022	43,106	681	448	351
Depreciation				
At 1 September 2021	10,519	-	-	216
Charge for year	690	-	-	34
Eliminated on Disposals	-	-	-	-
At 31 August 2022	11,209	-	-	250
Net book value				
At 31 August 2022	**31,897**	**681**	**448**	**101**
At 31 August 2021	23,940	664	3,249	69

	IT and Computer Equipment £'000	Furniture and Equipment £'000	Motor Vehicles £'000	Totals £'000
Cost				
At 1 September 2021	2,203	11,194	110	52,164
Additions	224	712	7	6,872
Transfer	-	-	-	-
Disposals	-	-	(2)	(2)
At 31 August 2022	2,427	11,906	115	59,034
Depreciation				
At 1 September 2021	2,053	9,053	95	21,936
Charge for year	122	556	5	1,407
Eliminated on Disposals	-	-	(2)	(2)
At 31 August 2022	2,175	9,609	98	23,341
Net book value				
At 31 August 2022	**252**	**2,297**	**17**	**35,693**
At 31 August 2021	150	2,141	15	30,228

11 TANGIBLE ASSETS (CONTINUED)

Freehold land and buildings at cost or valuation includes £2,395,421 at 31st March 1979 revalued on the basis of re-instatement cost less allowance for age after taking account of subsequent disposals. In accordance with FRS 102 - this valuation has been treated as an historic cost as at the date of conversion. The buildings have been insured on a declared value of £113m.

Following a review, no impairment has been identified.

12 FIXED ASSET INVESTMENTS

Charity	Shares in group undertakings £'000
Cost	
At 1 September 2021 & 31 August 2022	20

Holdings of more than 20%

The company owns 100% of the equity of the following subsidiaries, which were incorporated in England and Wales:

Subsidiary Company	Holding	Nature of the Business
Dicker Enterprises Limited	Ordinary Shares	Provision of facilities at the School
Letchfield Properties Limited	Ordinary Shares	Provision of design and build services

13 DEBTORS

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Fees Recoverable	871	896	871	896
Debt Provision	(351)	(382)	(351)	(382)
	520	514	520	514
Amounts owed by subsidiary companies	-	-	230	226
Other debtors	74	17	43	4
Prepayments and Accrued Income	419	510	419	509
	1,013	1,041	1,212	1,253

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Net obligations under finance leases	129	129	129	129
Mortgage Loans	437	437	437	437
Fees charged in advance	442	564	442	564
Fees Paid in Advance for Autumn Term	2,622	3,737	2,622	3,737
Entrance Fee Deposits	924	780	924	780
Trade creditors	443	422	440	395
Other taxation and social security costs	191	268	446	280
Amounts owed to subsidiary companies	-	-	-	503
Other creditors	1,112	1,069	1,112	1,064
Accruals	976	1,220	841	596
	7,276	8,626	7,393	8,485

15 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Entrance fee deposits	2,129	1,774	2,129	1,774
Fees charged in advance	-	37	-	37
Net obligations under finance leases	98	227	98	227
Mortgage loans	4,962	5,399	4,962	5,399
	7,189	7,437	7,189	7,437
a) **Entrance fee deposits are due as follows:**				
Within 1 Year	924	780	924	780
Between 2 and 5 years	1,926	1,571	1,926	1,571
After 5 years	203	203	203	203
	3,053	2,554	3,053	2,554
b) **Fees charged in advance are due as follows:**				
Within 1 Year	442	564	442	564
Between 2 and 5 years	-	37	-	37
	442	601	442	601
c) **Net obligations under finance leases are due as follows:**				
Within 1 Year	129	129	129	129
Between 2 and 5 years	98	227	98	227
	227	356	227	356
d) **Mortgage loans repayable by instalments are due as follows:**				
Within 1 Year	437	437	437	437
Between 2 and 5 years	1,747	1,747	1,747	1,747
After 5 years	3,215	3,652	3,215	3,652
	5,399	5,836	5,399	5,836

The Trust has three mortgages and a ten-year finance lease:

i) Repayments commenced Sept 2006; repayable by 92 quarterly instalments. Interest is calculated at Barclays base rate plus 1.1%.

ii) Repayments commenced March 2010; repayable by 100 quarterly instalments. Interest is calculated at Barclays base rate plus 2.15%.

iii) Repayments commenced in July 2010; repayable by 92 termly instalments. Interest is calculated on the banks short term base rate plus 1.9%.

iv) Repayments on the ten-year finance lease commenced in July 2014; repayable by 40 quarterly instalments. Interest is calculated at a fixed rate of 7.1%.

The three mortgages are secured by charges against the land and buildings at the Senior School site in Upper Dicker. The ten-year finance lease is secured against the biomass boiler installations it was used to fund.

The two largest loans i and iii have interest rate hedges in place limiting interest charges to 3.5%.

16 MOVEMENT ON DEFERRED INCOME

	2022 £'000	2021 £'000
Deferred income brought forward	4,338	2,912
Release in year	(4,301)	(3,070)
New provision added	3,027	4,496
Deferred income carried forward	3,064	4,338

All deferred income relates to early payment of fees either as FIA that covers at minimum one year's fees or payment of the Autumn 2022 bill.

17 NET CASH GENERATED FROM OPERATING ACTIVITIES

	2022 £'000	2021 £'000
Net incoming resources for the year to date	3,979	1,475
Adjustments for:		
Mortgage interest paid	257	270
Operating surplus	4,236	1,745
Amortisation of intangible fixed assets	24	28
Depreciation and impairment of tangible fixed assets	1,494	1,532
Loss/(Profit) on disposal of tangible fixed assets	-	-
Movements in working capital:		
Decrease in stock	79	19
Decrease in debtors	28	207
(Decrease)/Increase in creditors	(1,032)	2,086
	4,829	5,617

18 ALLOCATION OF NET ASSETS 2022

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	74	-	74
Tangible fixed assets	-	35,634	-	35,634
Current assets	25	9,288	134	9,447
Current liabilities	-	(7,276)	-	(7,276)
Long term liabilities	-	(7,189)	-	(7,189)
	25	30,531	134	30,690

ALLOCATION OF NET ASSETS 2021

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	60	-	60
Tangible fixed assets	-	30,345	-	30,345
Current assets	30	6,909	5,430	12,369
Current liabilities	-	(8,626)	-	(8,626)
Long term liabilities	-	(7,437)	-	(7,437)
	30	21,251	5,430	26,711

19 FUNDS

FUNDS 2022

	At 1 September 2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2022 £'000
Group					
Unrestricted Funds					
General	21,251	30,704	(26,791)	5,367	30,531
Designated funds:					
New Boarding House Fund	5,367	-	-	(5,367)	-
Foundation Fund	63	71	-	-	134
Total unrestricted funds	26,681	30,775	(26,791)	-	30,665
Charity					
Unrestricted Funds					
General	21,122	30,736	(26,626)	5,367	30,599
Designated funds:					
New Boarding House Fund	5,367	-	-	(5,367)	-
Foundation Fund	63	71	-	-	134
Total unrestricted funds	26,552	30,807	(26,626)	-	30,733

	At 1 September 2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2022 £'000
Group & Charity					
Restricted Funds					
Building Project	1	-	-	-	1
Hardship Fund	26	-	(5)	-	21
Music Equipment	3	-	(3)	-	-
Tree Project	-	14	(11)	-	3
Animal Management	-	1	(1)	-	-
Total restricted funds	30	15	(20)	-	25

The designated foundation fund exists to provide bursaries.

The Building Project is a fund to contribute to key building projects.

The Hardship Fund aim is to help families who are experiencing financial difficulties.

The Tree Project is a celebration of the Queen's Platinum Jubilee with the aim of planting 2022 trees on the Senior School's grounds.

19 FUNDS (CONTINUED)

FUNDS 2021

	At 1 September 2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2021 £'000
Group					
Unrestricted Funds					
General	19,213	23,678	(22,273)	633	21,251
Designated funds:					
New Boarding House Fund	6,000	-	-	(633)	5,367
Foundation Fund	12	51	-	-	63
Total unrestricted funds	25,225	23,729	(22,273)	-	26,681
Charity					
Unrestricted Funds					
General	19,107	23,511	(22,129)	633	21,122
Designated funds:					
New Boarding House Fund	6,000	-	-	(633)	5,367
Foundation Fund	12	51	-	-	63
Total unrestricted funds	25,119	23,562	(22,129)	-	26,552

	At 1 September 2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2021 £'000
Group & Charity					
Restricted Funds					
Prep – Art prize	3	-	(3)	-	-
Building Project	1	-	-	-	1
COVID-19 Hardship Fund	7	40	(21)	-	26
Music Equipment	-	14	(11)	-	3
Total restricted funds	11	54	(35)	-	30

20 PENSION COSTS

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 £1,311k (2021: £1,314k) and at the year-end £153k (2021: £152k) 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 Stage 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 2020 valuations will take effect in April 2024.

20 PENSION COSTS (CONTINUED)

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 pensions costs is included in these financial statements.

The School additionally operated two Defined Contribution Schemes. Contributions on behalf of staff within these schemes are made to Aegon UK Corporate Services Limited and National Employment Savings Trust.

Total contributions made to the Aegon Scheme during the year were £383k (2021: £278k). The total pension contributions which were still outstanding as at the year-end were £56k (2021: £43k).

The contributions made to the National Employment Savings Trust during the year were £52k (2021: £58k). The total pension contributions outstanding at the year-end were £8k (2021: £11k). This scheme was closed at the end of August 2022 with all staff being transferred to the Aegon Scheme.

Contributions to these schemes are charged to the statement of financial activities as they fall due.

21 CAPITAL COMMITMENTS

At 31 August 2022 the group had capital expenditure contracted for, not provided for in the financial statements of £nil (2021: £5,880k).

22 OPERATING COMMITMENTS

At 31 August 2022 the school had commitments for future minimum lease payments under non-cancellable operating leases which fall due as follows:

	2022 Land and buildings £'000	2022 Other £'000	2021 Land and buildings £'000	2021 Other £'000
Within 1 year	11	40	11	21
Within 2 to 5 years	44	-	44	4
	55	40	55	25

23 MEMBERS' LIABILITY

The company is limited by guarantee and does not have a share capital. The liability of the members in the event of winding up is limited to £1.

24 RELATED PARTY TRANSACTIONS

Aside from transactions with other group entities there were no other related party transactions.

During the year there were net cross charges from Dicker Enterprises Limited to the school of £131k (2021: £142k), and from Letchfield Properties Limited to the school of £5,592k (2021: £843k).

At 31 August 2022 Dicker Enterprises Limited had a balance due to the school of £150k (2021: £226k) and Letchfield Properties Limited had a balance due to the Trust of £80k (due from the Trust 2021: £503k).

25 CONSOLIDATED STATEMENT OF FINANCIAL POSITION – COMPARATIVE FIGURES BY FUND TYPE

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000
INCOME FROM:			
Charitable Activities	22,731	-	22,731
Donations and Legacies	739	54	793
Investment Income	1	-	1
Other Income	66	-	66
Non-ancillary trading income	192	-	192
Total Income	23,729	54	23,783
EXPENDITURE ON:			
Cost of Raising Funds	904	-	904
Charitable Activities	21,369	35	21,404
Total Expenditure	22,273	35	22,308
Net Income	1,456	19	1,475
Transfers between Funds	-	-	-
Net Movement in Funds	1,456	19	1,475
Fund Balances at 1st September 2020	25,225	11	25,236
Fund Balances at 31st August 2021	26,681	30	26,711

26 SUBSIDIARIES

Dicker Enterprises Limited

The Company owns all of the share capital of Dicker Enterprises Limited, a company incorporated in England and Wales (company number: 02380368), Registered office: Upper Dicker, East Sussex, BN27 3QH. This company carries out trading activity on behalf of the charity including the operation of the School shop, lettings of the Charities facilities and the provision of a transport service to the school.

Letchfield Properties Limited

The company also owns all of the shares in Letchfield Properties Limited, a company incorporated in England and Wales (company number: 02664231), Registered Office: Upper Dicker, East Sussex, BN27 3QH. This company carries out design, planning and construction services as part of a contract with St Bede's School Trust Sussex for the construction of new boarding accommodation.

	Dicker Enterprises Limited		Letchfield Properties Limited	
	2022	**2021**	**2022**	**2021**
	£'000	**£'000**	**£'000**	**£'000**
Turnover	**860**	697	**5,730**	816
Expenses	**(893)**	(637)	**(5,567)**	(796)
Profit on Activities before charges	**(33)**	60	**163**	20

	2022	**2021**	**2022**	**2021**
	£'000	**£'000**	**£'000**	**£'000**
Fixed Assets	**192**	200	**-**	-
Net Current Assets	**1**	22	**9**	9
Net Assets	**193**	222	**9**	9
Funds	**193**	222	**9**	9

	2022	**2021**	**2022**	**2021**
	£'000	**£'000**	**£'000**	**£'000**
Interest paid to Charity on Intercompany loans	3	3	-	-

ST BEDE'S SCHOOL TRUST SUSSEX

England & Wales - Charity number 278950

Accounts

Company Registration No: 01386499

Charity Registration No: 278950

ST BEDE'S SCHOOL TRUST SUSSEX
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND ACCOUNTS
YEAR ENDED 31 AUGUST 2021

ST BEDE'S SCHOOL TRUST SUSSEX
FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

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LEGAL AND ADMINISTRATIVE INFORMATION

Governors
The current Governors are also the Directors of the Company and Trustees of the Charity. Those who served during the year are:

Mrs G Watkins (Chair) * # † ‡
Mr J W Burbidge BA (Hons) ACA (Deputy Chair) # †
Mr C Heinrich, BA, PGCE (appointed 13 March 2021) *
Mrs S E Jelly #
Mr D Keegan *
Mrs K Lees-Jones JP, MCSP (resigned 13 March 2021)
Dr C Lemaigre, MA Hons, DClinPsychol (appointed 13 March 2021)
Prof. A W Lloyd MA (Cantab) PhD ‡ # (resigned 4 December 2021)
Mr M S McFadden FRICS, ACIArb †
Mr N A Mercer BA (Hons) *
Mrs C M Nash BEd ‡ #
Mr E R Plumley †
Ms Aarti Sharma * (appointed 3 October 2020 and resigned 4 December 2021)
Mr S Smith, FRSA (appointed 13 March 2021)
Mrs J R Woodhouse Cert. Ed. (London) ‡

* denotes members of the Finance Committee
# denotes members of the Nominations and Remunerations Committee
† denotes members of the Property Development Committee
‡ denotes members of the Education Committee

Trust Executive Committee

CEO/Senior School Head	Mr P M Goodyer MBA, FRSA
Company Secretary/Bursar	Dr J R Northway BM, FRCS
Prep School Head	Mr M Hammond BA (Hons) MA, PGCE
Director of Communications, Marketing and Admissions	Mrs R Nairne BA (Hons)
Deputy Head, Academic	Mr J Tuson MA, PGCSE
Deputy Head, Operations	Ms R Woollett (deceased 3 January 2021)
Deputy Head, Operations	Mr P Wise BSc (Hons), MEd, PGCE (appointed 1 September 2021)
Director of People	Mrs E Maynard MCIPD (appointed 14 September 2020)
Director of Summer School	Mr R Edwards (appointed 9 August 2021)

Registered Office
Bede's Senior School, Upper Dicker
Hailsham, East Sussex BN27 3QH

Advisors

Bankers	Barclays Bank PLC 1 Churchill Place London E14 5HP	Auditors	Haysmacintrye LLP 10 Queen Street Place London EC4R 1AG
Solicitors	Moore Barlow The Oriel Sydenham Road Guildford, Surrey GU1 3SR		

The Governors, who are the Company's Directors, present their annual report and the audited accounts of St Bede's School Trust Sussex for the year ended 31 August 2021.

CHAIR'S REPORT

I am pleased to present the report and accounts for the year ending 31 August 2021 for the St Bede's School Trust, Sussex, following another year of excellent achievements across many areas as described more fully in this report.

Bede's Senior School, Prep School, Nursery and Summer Schools all share one ethos, to deliver an outstanding, all-round education which is inclusive of pupils of a wide range of abilities and talents. We also believe strongly that education should be a joyful experience for children, not simply a means to an end, and the schools' strong performances this year in regard to both recruitment and retention of pupils, would lead us to believe that an increasing number of families are also choosing a school with this belief in mind.

I hope that this report will enable those interested in Bede's to understand some of the unique and distinctive ways in which staff from across the Trust have delivered against these educational imperatives. Additionally, Bede's is strongly committed to fulfilling its many charitable endeavours, and I hope we are able to capture within this report some of the exceptional work in this regard, not least our continued commitment to supporting the Looked After Children within our community.

The decision to re-commence work on the New Dorms boarding house has been one very tangible sign of the confidence felt by the leadership team and Board of Governors that Bede's is emerging from this turbulent period in a strong position within the market and we look forward with great excitement to the opening of the new boarding house next year.

This has certainly been a year in which, once again, the impacts of the pandemic have continued to be felt by every member of our community, but I am pleased to report that the many challenges presented have been met with resolve and fortitude. Our academic leaders have been inspired by the opportunity to drive forward with digital changes that facilitate our exceptional academic programme, our pastoral team have adapted to deliver support to the myriad needs of pupils from across the world and those who deliver our market-leading co-curricular programme have found innovative ways to teach and train despite the numerous obstacles presented by the pandemic.

As Chair of Governors, I would like to take this opportunity to record my deepest thanks to all members of the community who have worked tirelessly to ensure the best possible experience for all our pupils. I also offer my sincere thanks to our parents and pupils for their support and engagement and to Old Bedians as well, who continue to demonstrate their interest in the development of both schools. Finally, I would also like to thank my fellow Board members for their unstinting commitment through this challenging period.

Geraldine Watkins
4 December 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

a) Structure

St Bede's School Trust Sussex is a registered charitable company established in 1978, charity number 278950, and company number 01386499. The liability of the members of the company is limited by guarantee. It is administered by a Board of Governors, the members of which are also the Trustees. The Trust, (which since 1 September 2012, has been known as "Bede's") is comprised of three schools: a Preparatory School with a nursery, based in Eastbourne, catering for children between the ages of 3 months and 13 years; a Senior School at Upper Dicker, educating children between the ages of 13 and 18 years; and a Summer School providing academic and recreational programmes for young people from around the World. All Schools are co-educational, have boarding and day pupils and welcome children of varied abilities.

b) Governance and Management

The Trust is run in accordance with the Articles of Association of the charitable company by a Board of Governors whose members are listed on page 2. Governors retire in rotation every five years and can stand for re-election. The Chair is elected by the Governors every three years and may stand up to four times for re-election.

New Governors are elected by the Board on the basis of their eligibility, personal competence, specialist skills and local availability. The process involves wide ranging consultation between the Chair, Board members and the CEO. The composition of the Board is kept under constant review and proper consideration is given to succession planning.

New Governors are inducted into the way the Trust works by discussion with the CEO, Bursar and the Clerk to the Board. They receive an information pack about the School and its objectives as well as the Guidelines for Governors, issued by the Association of Governing Bodies of Independent Schools (AGBIS) and approved by the Independent Schools Council, and a Governance Manual of practices and procedures specific to Bede's. They undertake safeguarding training and are also encouraged to attend training courses for new Governors. All Governors are encouraged to go on relevant courses to keep up to date. The Independent Schools Inspectorate (ISI) Education Quality and Regulatory Compliance Inspection in November 2019 at the Senior School and the Prep School confirmed that standards of Governance were being met.

During the year the Governors have worked through the Charity Governance Code, auditing the Trust against the principles and recommended practice. The result has been a lengthy document confirming areas where principles and outcomes have been met, adopting the recommended practice by updating policies and procedures as necessary and explaining areas where alternative approaches have been taken.

The Governors meet once a term to formally review the Trust's affairs and hold additional meetings as necessary to review strategy and development. Much of the Board business is delegated to various Committees:

The Finance Committee chaired by Mr N A Mercer, meets before each full Governing Body meeting to review annual budgets, termly management accounts, annual report and accounts and development expenditure proposals. It makes recommendations for approval by the Board, including annual accounts, annual budget and setting of fees.

The Property Development Committee chaired by Mr M McFadden, meets once a term to review property development progress and submits proposals for future development expenditure and maintenance for consideration by the Finance Committee.

The Education Committee, chaired by Prof. A Lloyd, meets once a term to focus on the Trust's educational policies and outcomes.

The Nominations and Remunerations Committee, chaired by Mr J W Burbidge, meets once a term to review and monitor the Trust's governance arrangements, to make recommendations to the Board on the appointment and reappointment of Governors and the recruitment and compensation package of the CEO and Bursar, and have oversight of the remuneration of other members of the Executive Team.

The Risk Review Audit Committee, chaired by the Bursar, with Governors in attendance, meets once a term to review the risks facing the Trust and to scrutinise the controls in place to mitigate those risks.

The Safeguarding Compliance Committee, chaired by the Director of Safeguarding, with a Governor in attendance, meets once a term to ensure the Trust remains compliant with all matters pertaining to safeguarding.

The Trust Health and Safety Committee meets termly to discuss Health and Safety issues affecting the Trust. A Health and Safety Management Committee, chaired by the Bursar, meets annually. All Health and Safety Committees are attended by a Governor.

The day-to-day management of the Schools is delegated to the CEO and the Bursar, supported by the Executive and Senior Management Teams at both Schools.

OBJECTIVES AND ACTIVITIES

a) Charitable Objectives

The Articles of Association state, "The objects of the Charity (Objects) are to promote and provide for the advancement of education of children and young persons in the United Kingdom and elsewhere and, without prejudice to the generality of the foregoing, in particular by the provision of a school or schools." These objects are achieved by the provision of co-educational day and boarding education at both its Preparatory School and its Senior School and by the provision of Summer School facilities. The charity welcomes children of varied abilities and aims to enable each student to achieve to the best of their ability; fee remission through scholarships and means tested awards are provided to students with special talents or needs, so that they can benefit from the opportunities offered by the Prep and Senior Schools. The Governors have due regard to the Charity Commission guidance on public benefit.

b) General Objectives for the Year

Our aim is to be the Educational Trust of choice for parents seeking an outstanding all-round education for their children, maximising academic outcomes in relation to ability, becoming the market leader in adding value and building on our existing strengths of pastoral excellence, a strong artistic tradition and outstanding sporting provision, augmented by our warm and caring community.

We are committed to ensuring that Bede's is a school where every child finds something that they enjoy and where they succeed. Pupils are encouraged to aspire to the very highest academic standards and – most importantly – are empowered to enjoy their learning. We want them to develop a love of learning and believe that this should be a source of pride.

Bede's carefully blends rigour, ritual and informality to create a School where the young and the not so young support each other in a positive, vibrant and happy atmosphere.

We recognise our obligation to be an organisation which has a focus on social responsibility and as such, we will continue to grow our partnerships and activities for the benefit of the public.

The beneficiaries include:

- Young people, whose education is funded through fee income, donations, bursaries and scholarships;
- The local community, which benefits from appropriate access to the School's facilities;
- A number of charities based in the UK and worldwide for whom funds are raised at the School;
- The general public, who are the ultimate beneficiaries of the School's high-quality educational system and the social values that it generates.

c) Public Benefit

Educational

Offering bursaries or other types of assisted places
The Governors' policy is to make awards for fee remission on the basis of financial need and pupils' educational ability or talent. Bede's does not have a significant endowment and therefore, in awarding bursaries, the Trust tries to ensure a balance between its obligations to fee-paying parents, many of whom make considerable personal sacrifices in order to educate their children at Bede's, and those who will benefit most from the awards.

The Trust invests considerable time and resources in the awarding of its bursaries and ensuring that, as far as it is able, the benefits of a Bede's education are as accessible as possible to those who do not have the means to pay full fees. During the year, it provided 82 means tested bursarial awards at a cost of £644k and 34 means tested scholarship awards at a cost of £192k. Two of the awards were for fully funded places. Means tested support provided during the year totalled £837k.

In addition to its bursarial contributions, the Trust is involved in a range of activities in support of its charitable objectives including providing support for and partnerships with local schools as well as fundraising and volunteering in support of charities across the UK and overseas.

Allowing pupils from state schools to use its educational facilities
Where restrictions have allowed, both Schools' facilities have again been used extensively throughout the later part of the academic year by organisations and the local community, particularly local state schools. Unfortunately, a number of planned activities were cancelled due to COVID-19 and the subsequent closure of schools in January.

Our transport department usually provides transport for 12 different local schools including the virtual school. Unfortunately due to COVID-19 we have been unable to offer any transport services to any local schools or agencies, but we hope to resume this service in the near future. We were also not able to offer the same co-curricular and academic support to our local schools.

Thankfully, towards the end of the academic year, we were able to resume swimming lessons led by Bede's swimming coaches.

Hosting joint school events with other state and independent schools
Bede's pupils who study BTEC Sport would usually work with Pevensey and Westham Church of England Primary School and Park Mead Primary School on a regular basis, to host sports coaching days, as well as to organise a day of events for Sports Relief for Park Mead Primary School but unfortunately this was also cancelled due to COVID-19 restrictions.

In the academic arena, a much-valued partnership with Park Mead Primary School, whereby staff from the Bede's STEM faculty teach pupils in Years 5 and 6, was also curtailed due to the pandemic. Other partnerships were able to continue, albeit online with The Galactic Challenge for Year 6-8 running as a digital activity. A member of staff within the STEM faculty fulfils the role of CEO of the Galactic Challenge Enterprise and plays a significant role in organising annual events. A series of online challenges were held throughout the year, involving children from both independent and state schools and, whilst it was disappointing not to be able to host a physical event as usual, one advantage was that the organisers were able to widen participation and involve almost 1,000 pupils nationwide. Unfortunately, the events which our Galactic Challenge Leader had organised at Riddlesdown Collegiate in Croydon and Blatchington Mill School in Hove were cancelled. A related UK Space Design Challenge was also moved online and preparations are in place for an in-person event to take place at Bede's School in November once again.

Working with schools overseas that provide education to children from families that cannot afford to pay for the child's education
The Trust currently provides two 100% scholarships to pupils from overseas as part of the HMC Projects Scholarship Programme.

Collaborating with state schools, including working with or sponsoring academies
Although plans had been in place for Bede's pupils to visit the local Park Mead Primary School to support them with one of their drama productions, this arrangement was affected by the pandemic. The Drama Department were able to continue their support to local state primaries, including Park Mead, by loaning costumes and props. The Prep School has also been able to continue its support for Eastbourne Youth Radio.

Bede's was also able to host the annual East Sussex Safeguarding Conference at the Senior School, albeit online this year. Established by the Government to ensure that all organisations providing services for children work together effectively to safeguard children and promote their welfare, Bede's continues to represent independent schools across East Sussex and will continue to do so for the foreseeable future as part of the newly named East Sussex Children's Partnership.

The Trust has a key member of staff who acts as the Designated Teacher for Looked After Children (LAC) and there are currently nine LAC from East Sussex currently being educated within the Trust – an increase of three from last year. Eight pupils are weekly boarding at Bede's and one is a day boarder. The School also supports one child from Eastside Young Leaders' Academy (through the Royal National SpringBoard Foundation). The School provides 50% bursaries for the LAC and also covers many of the extra costs, with the Local Authority and SpringBoard providing the remainder of fees. Bede's also provides a 70% bursary for the child from Eastside. Bede's works closely with the Royal National SpringBoard Foundation, which we also provide with advice about boarding for LAC, in order to help develop their national programme.

As part of its work to support the Foster Placement Support Service, which provides respite for foster carers, Bede's usually hosts children several times a year at the weekend by holding extra-curricular activities. Although this programme was cancelled due to the pandemic, we were able to welcome a group of 15 children during the summer holiday for a day of sport including football, basketball and

swimming and Bede's was pleased to work with the Service to plan the resumption of activities following the return to school in September.

We continue to have an open invitation to the Virtual School network to bring in children on Saturday mornings to our Animal Management Unit thus extending the opportunity to all LAC to gain experience of working with animals. Our Designated Teacher for LAC has also continued to fulfil his role as a Governor of the East Sussex Virtual School for Children in Care.

Formalising sharing of knowledge, skills, expertise and experience with other educational providers
Several members of staff act as governors for local primary and secondary schools; we have staff who are currently governors at Catsfield Church of England Primary School, Blatchington Mill Secondary School and Hove Park School, both in Hove as well as Ratton School in Eastbourne. One member of staff is a trustee of Project Eileen, a local charity set up to provide help and support for school children coping with the death of a loved one. Another member of staff is a committee member and Safeguarding Officer for Kingston Tennis Club, coaching youngsters from the age of three upwards.

Twice a term the Head of History attends the East Sussex History Network meeting, working alongside history teachers in many local state schools. Bede's Assistant Head (Innovation and Development) has led various training and inset sessions in other schools, sharing his expertise in the area of online teaching and learning.

Through a collaboration with Park Mead Primary School, the Trust is working to develop knowledge, skills and expertise in KS1 and KS2 both for itself and also for the Sports Leader pupils, so that they are encouraged to continue to develop their leadership skills and volunteering during their final year. The Head of Partnerships has met with the head of the Pioneer Foundation and planning has begun to explore how support with a key skills programme can be best given to eight schools within the Foundation.

Community Relations

Sport
Unfortunately, the usual programme of sports related activities and events which are usually made available to both state and independent schools in the region, has been limited due to COVID-19. However, as restrictions began to be reduced in the Summer Term, we were able to host the Schools' Tennis Championships across all age groups, which welcomed over 600 pupils from 15 schools across a ten-day period. We continued to support East Sussex Activities Placement Support by offering taster sessions in swimming, football and tennis in the school holidays. We provided swimming provision for Park Mead School, whilst Hailsham Swimming Club, Swerve Soccer and Skillz Cricket Club have continued to utilise the facilities for their local sporting provision. We continued to offer small group rehabilitation to those at local schools through our strength and conditioning provision. The Senior School also hosted the Sussex Schools U12-U18 football trials without any cost to participating schools. We supported local residents by allowing use of the tennis courts and have recently reopened our free villager sports membership, which includes use of the indoor areas such as the swimming pool and gym facilities.

During the lockdown period the Sports Department ran numerous keep fit challenges to engage the wider Bede's community. One such competition had over 2,000 entries from local families as well as people from eight different countries and all money raised was donated to Cancer Research UK.

Bede's staff continue to use their sports coaching qualifications for the benefit of local junior clubs, including Lewes Football Club. Bede's sports staff host and run academies and master classes where possible in hockey and football.

The Prep School grounds team look after St John's Meads C of E Primary School football pitch, cutting the grass and doing the markings.

Village Life
The Senior School values highly its role within the local village community of Upper Dicker and its environs but the extent to which the School has been able to support the village has been somewhat curtailed due to the pandemic. For example, the usual donation of a Christmas Tree and presents as part of the village carol service was not possible this year although we did continue to provide the usual festive decorations.

The School maintains services to the village church, including undertaking repairs and tending to the graveyards, cutting hedges, tending to the football pitch and verges. Our car park continues to be used for large events at the village church and daily by the parents of the village primary school for drop off and pick up. During the winter months, the School grits the paths in the village, especially around Park Mead Primary School. Proceeds of other enterprise activities were presented to Park Mead School to support renovation of their playground. Unfortunately, we were not able to provide our usual support to the annual Dicker Day Fete, which usually takes place in June, due to the pandemic.

Local residents are able to use the School's swimming pool and have access to the gym at certain times of the week, all of which is free although this service was curtailed for a while by COVID-19. Bede's also provides emergency support within the village from time to time, for example by providing water to the primary school on occasions when the water supply to the village has been cut off for prolonged periods. The school prints and supplies ID cards for Park Mead School.

Wildlife
Bede's Animal Management Unit supports the People's Trust for Endangered Species and The Sussex Wildlife Trust in monitoring the population of Hazel Dormice. Despite the fact that we were unable to host pupils on site for the usual programme of zoo visits, we were able to hold an online reptile meet and greet with Prep School pupils, host an online talk for Plumpton College about zoo licencing, offer work experience to a pupil from Kings Academy, Ringmer, along with work experience for a veterinary student from Liverpool John Moores University.

Local Charity and Volunteering Work

Pupils at Bede's are encouraged to develop their relationship with the wider community, through the charitable actions of giving to others, whether that be their time, energy or financial contributions. They are encouraged to develop a strong sense of civic duty and a clear understanding of the values of charitable fundraising and volunteering. It is the Trust's strong belief that in the development of the whole person, the importance of charity and volunteering cannot be understated.

In October as part of the Harvest Festival celebration, the School donated enough food to produce 300 meals for those in need. In December, a Christmas shoebox drive saw gifts like toys, chocolates and toiletries boxed and wrapped for children who would otherwise not receive anything. Through a joke competition for Comic Relief, a Six Nations rugby sweepstake, and the inaugural Bede's Lockdown Cookbook for YoungMinds, the Senior School raised £421.

The School prefects were undeterred by the challenges of COVID-19 and raised £2,581 during the year. Fundraising activities included running a tuck shop with proceeds going to Black and Minority Ethnic Community Partnership (BMECP), a charity which aims to promote community cohesion. In

solidarity with all people who sleep rough, the prefects also arranged a sleep-out in support of the charity Warming up the Homeless, donating 12 boxes of goods including clothes and toiletries.

At the Senior School there were two collections for the Hailsham Food bank across the last year. We also collected and gave 15 bags of clothes and essentials to a Bexhill based charity 'Warming up the homeless.' Four members of staff also took part in a swimathon raising money for Cancer Research UK and Marie Curie.

The bulk of charitable donations across the year came from the ten houses at Bede's Senior School. This is testimony to the spirit and camaraderie in each of the houses; staff, pupils and their families showed a great willingness to come together and give to others. Charities supported were Sussex Sunflowers, The ME Trust, Children with Cancer, The Royal Marsden Cancer Charity, The ABC Fund, Chailey Heritage Foundation, Cancer Research UK, Run for Refugees, Sea Shepherd UK, Jeans for Genes, Save the Children, Chance to Shine, and the British Heart Foundation. A total of £18,247.90 was raised.

Due to restrictions, it was not possible to volunteer in person in the manner that we would have liked to, however, a link has been created with Enthum House in Eastbourne, a home for refugees. The charity nurtures and helps young people integrate into society and the partnership will look to encourage empathy and compassion throughout the Bede's community. Plans include inviting students from Enthum House to participate in our activities programme, partnering on a podcast and playing sport together. We were honoured to have Enthum House speak to our future leaders this year at Futures Week, an event which was both inspiring and humbling.

The Prep School raised £5,000 for Eastbourne's Homes for the Homeless via a Whole School Walk and Christmas charity initiatives involved collecting clothes bags and toy donations for the homeless and this, along with a number of other fundraising initiatives, raised a further £3,917, bringing the annual total to £8,917.

Unfortunately, our annual "Make a Difference Day" which would usually see all pupils volunteering within the local community, was cancelled due to the pandemic, however, many of our pupils still found ways to help out, including one student who volunteered at a local homeless shelter delivering food parcels. In developing links with the local community, the Beachy Head Marathon used the School's facilities as part of their event in October. Pupils from both Prep and Senior schools have undertaken various beach and park cleans around the surrounding area in collaboration with Plastics Free Eastbourne and Surfers against Sewage. Unfortunately some of our plans for this were curtailed due to the pandemic. Prep school pupils were able, however, to take part in the Spring Water festival in Eastbourne, helping to install water drinking stations. The school also collaborated with England's Creative Coast to install and maintain an art installation at the Hollow. Bede's Prep also served as a waypoint for the local community during St John's Church Meads Village Advent Trail.

ACHIEVEMENTS AND PERFORMANCE

Senior School

Academic

The 2021 results came after a turbulent 18 months featuring multiple lockdowns. In late December 2020, the UK government announced that no public exams would be held in 2021, and that instead they would work with the exam boards to put in place an alternative process of assessment.

The Government's proposals were published in late February and involved teachers providing assessed grades based on specific academic evidence. This approach differed to that adopted by the government in the summer of 2020 when the aim was to provide a 'Centre Assessed Grade' based on pupils' trajectories and on 'what would have happened if the exam had gone ahead'.

Since Autumn 2020, Bede's had developed a teaching and learning system that was focused on preparing for some form of assessments in May, but equally understanding that this could be significantly different from previous years. This meant that pupils were taught full courses, sat regular assessments, practised online assessments and utilised a range of materials, thus preparing for every eventuality. This approach helped ensure that pupils were focused and were well prepared, not only for eventual assessments, but also for future study beyond GCSE or A level.

Therefore, when the Government announced their plans the School was in a strong position to ensure that pupils had multiple opportunities to provide evidence for the assessments undertaken in May. Once the winter lockdown ended, pupils sat mock assessments in March and then a range of assessments in May.

These assessments took place in-class, however, the School utilised a remote exam delivery system (exam.net) which allowed assessments to be conducted without the need for paper. This helped in three key areas: firstly, it reduced the potential for surface contact transmission of COVID-19, secondly, it allowed pupils who were not able to return to the country to sit assessments (with remote invigilation) and thirdly it meant that the storage and processing of evidence was significantly improved. Whilst the teachers and pupils were required to rapidly adapt to a new exam system, the process was highly successful and provided pupils with a fair and robust system for creating evidence for the Teacher Assessed Grades.

As anticipated, the results from 2021 were higher than in 2019 and preceding years. The A-Level results were broadly in line with 2020 (with a 10% increase in A/A*), whilst the GCSE results were higher than 2020. There were two major contributing factors for these rises:

Firstly, our system of creating evidence was both robust and well-prepared and secondly, the significant rise in GCSE grades was as result of a stronger GCSE cohort in comparison to previous years.

Cumulative percentages at each grade for A Level, BTEC and Pre U qualifications					
	A*	A	B	C	D
2021	33	64	83	94	97
2020	25	54	82	97	99
2019	20	48	70	88	96

Cumulative percentages at each grade for GCSEs							
	9	8	7	6	5	4	3
2021	18	36	56	73	88	99	99
2020	9	23	43	67	82	95	99
2019	7	20	39	56	77	91	96

Alongside exams and assessments, there were several other significant successes throughout the year. Blended learning continued to take place across the school with lessons designed for both in-person and remote learners. Active participation in lessons was the key phrase and pupils were expected to be engaged. When the winter lockdown was announced, both pupils and teachers were well prepared for the full switch to online learning and our 'remote learning' model ensured that pupils from different time zones were able to continue with their education.

Last year also saw the launch of The 42 Club, a series of lectures delivered live and online every Thursday at 7.00pm. With speakers from Professor Anthony Lilley, Professor Martin Daunton & Professor Glen Richardson, the 42 Club achieved audiences of 200+ during lockdown.

Faculty Masterclasses were arranged to take place after-school, with a faculty-per-week approach. These faculty masterclasses were not just aimed at the best and brightest, but aimed to inspire pupils at all levels to experiment with different subjects or learn a new topic beyond the curriculum.

The popular Sixth Form Head Start programme continued for a second year in a row with Upper Fifth and Pre-Sixth pupils preparing for life in the Sixth Form with a range of different academic sessions.

Academic enrichment sessions largely moved online, with a full programme developed and advertised to pupils. Competitions, lectures and debates all took place throughout the year.

The Bede's Oxbridge Programme was developed further in 2020/21 with a relationship alongside Oxbridge Applications, one of the UK's leading Oxbridge Consultancies. 2020/21 was a trial year for Lower Sixth students, with the full programme to be launched in November 2021. This programme aims to increase the number of students applying to Oxbridge and also have a positive marketing impact, ensuring that the best and brightest come to, or indeed remain at Bede's. Despite most trips being cancelled in 2020/21, the final June Oxbridge trips went ahead with a two-day visit to both universities.

Pastoral

Inclusion and Diversity

Last year's annual report noted the focus on equality, diversity and inclusion at the heart of the Trust's pastoral strategy. This work continued at pace this year and was brought into sharp focus by the launch of the Everyone's Invited website. Led by the Assistant Head (Pupil Welfare), Bede's has continued a programme of work to engender an active learning, working and social culture in which everyone shares in an equal sense of belonging.

As part of this commitment, an Inclusion Hub was set up including a cross-section of staff across the Trust. This committee meets regularly to evaluate, scrutinise and adjust our systems, structures and policies to ensure that Bede's is truly inclusive. A rigorous audit has been completed by the Inclusion

Hub and, working alongside Flair, which supports organisations which are trying to build anti-racist cultures through performance tracking and data-driven solutions, we have identified that more understanding of micro-aggressions and the significance of the use of language, would increase inclusion at Bede's and work has begun across both the Senior and Prep Schools to integrate content and support into staff training, pupil assemblies and within the PSHE curriculum. This is the start of what we hope will be an ongoing journey of education which pupils and staff will undertake together.

One such example of the active engagement of pupils in this process was the live Jamboard session that took place in March, whereby the whole school joined together for interactive reflection on topics including ethnicity, colour and heritage. The initiative was received enthusiastically by pupils and as a result an Inclusion Hub, led by and for pupils, to mirror the staff Hub, was launched during the Summer Term. Following this, pupils created their own notice boards to express their thoughts, recruited prefects with a special focus on this area and members of the Hub are taking an active role in developing the content of future PSHE conversations.

There is a sense that the Inclusion Hub has become a genuinely inspiring and empowering group across the Trust. Examples of initiatives include SWITCH which has encouraged pupils to have a balanced discussion on the current social issues and create podcasts which are shared across the community. Other members have initiated a Pride Society to provide a regular "safe" space for LGBTQIA+ pupils to spend time and talk together. The group has grown in number across the year and has provided an important support network for its members.

Boarding

Within our boarding community, the implementation of the government's COVID-19 regulations to control the spread of the disease in schools, meant that inevitably, the challenge throughout the year was to maintain a sense of community and cohesion within our boarding community whilst maintaining the discrete 'boarding bubbles' across our five houses. Whilst ensuring that COVID-19 protocols were observed at all times, staff endeavoured to find innovative ways of ensuring that pupils' wellbeing and welfare remained the priority. The use of 'Google Meet' to facilitate online social activities between the houses every weekend was very successful. This platform also allowed the continuation of 'one to one' tutorials to check in on every bordering pupil regularly, even during times when boarders were not on site. The careful management of budgets allowed each boarding house to make some one-off larger purchases, such as wood-fired pizza ovens, table-tennis equipment and cinema projection screens to improve the social experience of boarders, which was particularly important during periods when external trips were restricted.

The boarding staff worked extraordinarily hard throughout this year to ensure that the welfare needs of boarders were met. This has included overseeing twice weekly lateral flow testing of all boarders, which has certainly strengthened our defences against the virus this year.

The boarding community were expertly supported by the Health & Wellbeing team who were strengthened with the addition of two new full-time night matrons to support the care of pupils who were required to enter a period of isolation. This ensured that we had full time 24-hour onsite cover during the pandemic, in addition to our usual resident staff based in the houses. A separate isolation facility was created on site in order that we had a separate and safe place for boarders to be isolated whilst awaiting PCR results in the care of our day and night matrons and this proved a very successful addition to our Boarding provision. This was used by boarding pupils from both the Senior and Prep Schools throughout the year.

The Summer School also ran a series of 'Quarantine Camps' in our Houses, allowing our boarders from overseas to isolate on site and complete the necessary series of PCR tests required to gain safe entry to the UK. These camps were extended to accommodate half terms as some boarders were unable to

travel home as they usually would due to travel restrictions. This collaboration between the boarding community and Bede's Summer School teams strengthened relationships between these two key areas of the school and resulted in some excellent provision in the lead up to each term and over the holiday periods.

At the end of the Autumn Term, one of the Assistant Heads from the Senior School accompanied 20 pupils back to Hong Kong in order to supervise their quarantine period there, providing daily support for them as they accessed the School's remote learning programme and generally helping to keep spirits up during a challenging two weeks of isolation. The service was greatly appreciated by parents as some of the pupils were as young as 10 years of age. In recognition of this, the Boarding Schools Association awarded Bede's its annual award for International Support, noting that the Bede's entry stood out from all others.

Following national restrictions on construction during the pandemic lockdown, work was halted temporarily on the building of a new house to replace one of the boys' boarding houses, Dorms House. Towards the end of the academic year, work resumed on the build and the staff from Dorms House, led by their Housemaster, were fully involved from the re-start of work with planning for internal areas in particular. It has been excellent to see the resumption and rapid progress of the project that will ensure that all of our boarding facilities will be of the highest level.

Events and Activities
The new academic year started with one of the key opening events of the year, the Colour Run, followed by a special series of film screenings on a large outdoor cinema screen. Throughout the Autumn Term there were the usual house competitions including the much loved Pumpkin Carving and Christmas Cake Baking competitions. In November the School Community were treated to an outdoor Art Exhibition led by Upper Sixth pupil, Freya Palmer, for Art Week, before the Performing Arts pupils went into a busy filming schedule for our virtual Cabaret event which was live streamed to audiences across the world on the 12 December.

The Spring Term was limited in the trips and events that were possible within lockdown restrictions but included the remote Prefect Sleep Out and virtual House Music alongside various talks including an inspirational Pyemont Lecture.

Trips and events flourished again in the Summer Term with a First Year Local Outdoor Pursuits Week in June, recording of play 'GIRLS' by Thea Adams and a gig which involved senior BTEC pupils organising an event including its set up, marketing, ticket sales and programming.

Although the usual Outdoor Pursuits trip to Derbyshire for First Years was cancelled in the Autumn Term, we were able to create a local alternative in the Summer Term and the pupils enjoyed the opportunity to get out and enjoy the local countryside; kayaking, raft building, orienteering archery and sailing were just a few of the activities they enjoyed during the week.

A special Leavers' Garden Party offered our leavers a Covid-safe style Leavers' Ball and trips for the Upper Sixth and Pre-Sixth to Thorpe Park and a Covid-safe speech day and Leavers' Breakfast, sadly without parents in attendance but filmed and released to parents digitally. Throughout the Summer Term there were various social evenings organised including Sixth Form and leavers' BBQs.

Our Pre-Sixth pupils also had a week enjoying activities and pupils enjoyed mountain biking, assault courses in the Sussex countryside as well as preparations for Sixth Form study back on campus.

Safeguarding

Safeguarding has continued to remain high on the Trust's agenda and the Director of Safeguarding continues to sit on all the appropriate committees, including the Trust's Executive Board, in order to ensure that safeguarding remains at the heart of decision-making.

Safeguarding teams across the Trust have continued to meet weekly throughout the year to discuss high priority cases and discuss proactive measures that can be taken to protect the community. There are also weekly welfare and pastoral meetings including the Health and Wellbeing team, Head of Year at the Prep School, Learning Enhancement practitioners and the coordinator for Looked After Children within the Trust.

The Director of Safeguarding has worked closely throughout the year with colleagues from Human Resources in order to ensure that Safer Recruitment practices continue to be observed and all new staff joining the Trust continue to receive a thorough safeguarding induction.

During the year, Google Polls were introduced as part of the ongoing staff training on safeguarding, to evidence levels of learning and knowledge amongst staff and identify any knowledge gaps on an individual basis.

Parents are also supported via the parent newsletter which has provided advice and guidance on key areas. Operation Encompass, a Police and education early information partnership which enables schools to offer immediate support to children experiencing domestic abuse, has been embraced by the School and the safeguarding team has also been kept up to speed with updates about various services at the remote safeguarding conference.

Co-Curricular

During the Autumn Term, Bede's Co-Curricular Programme which features over 100 different activities returned to some normality albeit with continued restrictions in areas which curtailed activities held off-campus.

Following the announcement of another period of national lockdown early in the New Year, the programme returned online with similar success as was seen during the first lockdown in the Spring of 2020 and as restrictions began to reduce in the Summer Term, the full programme of activities was able to resume.

Sport
There was much to celebrate in the area of sports once again this year, despite the continued disruption to the usual programme of fixtures and competitive sports at a school and grass roots level. The Girls U18 cricket side are national T20 Champions, also reaching the final of the hundred ball competition. The Boys U17 side also reached the national semi-finals.

There was considerable individual success to celebrate; Sixth Form pupils Archie Lenham and Dan Ibrahim broke records in the County Championships for Sussex and both followed in the footsteps of many Bede's alumni by signing professional contracts for the club. Both pupils have become stalwarts of the Sussex 1st XI team with a year of study still to go. Alice Capsey scored a fantastic 50 at Lords in The Hundred competition and was subsequently named as the winner of the Professional Cricketers' Association Women's Player of the Year at just 17 years old.

In football, Upper Fifth pupil Ollie Hobden joined Charlton Athletic on a two-year professional contract whilst 1st XI captain, Jake Baker, secured a full scholarship to the American university Trinity in Texas and Tom Howard gained his first cap for Eastbourne Borough's 1st XI.

In hockey several players received international call-ups at U16 and U18 level and spent their summer representing their country. In tennis both boys and girls took eight county titles.

Performing Arts
Many drama productions and assessments were recorded and streamed, however, in the Autumn Term the Drama Scholars Group devised and performed, socially distanced in promenade style, across a two week period, a play called "The Isolation Room".

Lockdown teaching drove innovation and rehearsals for the junior play, "The Changing Room" by Chris Bush, which took place via Google Meet. Government guidelines did not allow for an audience to be present and, therefore, the final performance was performed as a "radio" version.

The challenges for our Legat dancers presented by another period of remote learning cannot be understated. Staff were ingenious in their approach to teaching and steadfast in their enthusiasm and energy which helped sustain pupils in Legat.

Legat dancers played a significant part in the "Cabaret Re-imagined" online performance in the Autumn Term and benefited from learning new skills including performing to camera and understanding how to perform for camera moves and close up shots.

In June, the "Time to Dance" show performed to a live audience at the Attenborough Centre at Sussex University, was spectacular considering how little time the dancers had spent together in the build up to it. The show included 33 dances for 30 dancers and was brought together in just 9 weeks. Bede's was proud to be one of the only schools in the country to perform a fully costumed live show and also to be the first ticketed event for the Attenborough Centre.

RAD ballet and ISTD contemporary exams continued in the Summer Term and all Bede's dancers passed with either distinction or merit. The Legat team are also proud that many of our dancers received offers from prestigious performing arts colleges including Arts Educational, Bird College, Central School of Ballet, Northern Contemporary School and Ballet Theatre UK.

Our musicians also began preparations for Cabaret Re-Imagined early in the school year and there were some incredibly memorable instrumental and vocal performances which were enjoyed by thousands of members of the Bede's community.

The New Year brought a return to online learning, but undimmed, the Music department continued to offer a full programme of co-curricular activities and concerts. The music scholars held their annual performance to the community in late January. The London-based Baritone, Stephen Whitford, gave an engaging and enlightening masterclass to four young singers and talked about performance persona and practice. The end of the Spring Term brought House Music, again online, where all houses and students filmed their entry, culminating in a celebratory end of term performance. The Summer Term brought the exciting prospect of live music (all broadcast to parents via livestream): a musical theatre showcase, a BTEC gig and a leavers' recital. The end of the year finished with the concert band serenading us all from the Recital Room as the year ended.

PREP SCHOOL

Autumn Term

During the Autumn Term 2020, school operations were significantly restricted due to the ongoing health and safety measures put in place by the DfE to limit the transmission of COVID-19 and to keep communities safe. Many of the School's traditional events and activities were not allowed under the restrictions in place at the time.

However, Bede's Prep was ambitious and creative and endeavoured to deliver the broadest possible opportunities for pupils. Year 7s took part in a series of team building activities at the school to help integrate new pupils. Year 8 were able to visit Bowles Outdoor Activity Centre in November to promote their personal and inter-social development after the impact of Virtual Learning in the summer of 2020. Year 5 pupils took part in Plastic Free Eastbourne's local beach clean and Year 6 were one of the few schools at the time to visit Battle for an educational visit linked to their studies in History. Sport continued strongly within the school.

Bede's Prep Book Week went ahead, with visiting authors and a series of school events across the week to celebrate the world of books. Abie Longstaff, Jenny MacLachlan and Karl Nova entertained, educated and inspired children across the school in socially distanced groups. National Poetry Day was celebrated with gusto across the school, with poetry reading and writing across all year groups. The school entered the BBC Young Writers Competition.

48 pupils entered the Primary Maths Challenge this term with 27 Bronze, 9 Silver and 1 Gold medal awarded.

The pupils enjoyed a range of Performing and Creative Arts opportunities, taking part in Drama and Art workshops across year groups and indeed across the Senior and Prep schools, whether in person or virtually. The school held a Virtual Percussion Concert and a series of recorded productions including 'What Christmas Means to Me' and a virtual Christmas Carol Concert streamed to parents.

The Prep School introduced one-to-one devices across the curriculum for pupils in Year 8. Throughout the Autumn Term, the school continued to deliver high quality, blended learning via G-Suite for pupils trapped overseas or isolating at home. In Computing itself, two groups of pupils were identified as judges' choice winners for the School Robot Competition 2020. One group was selected by the National Centre for Nuclear Robotics (NCNR) as their favourite entry in the School Robot Competition and another was selected by the Brains on Board judge as their favourite entry.

Spring Term - School Closure

The staff and children returned to full, remote learning in January 2021 with a refined and improved educational experience. The younger children and staff migrated from Zoom and Firefly to G-Suite to ensure integration across the Trust. Further subjects, such as Art, Drama and Music, were incorporated into the remote learning programme and guides were produced for parents and pupils to support their learning. IT clinics were run by staff for pupils and parents to ensure all had access; parents from each year group met with the SMT separately to discuss their experiences. The School conducted a full self-review and evaluation of its remote learning provision based upon materials released by the DfE. Pupil trackers and one-to-one mentoring sessions with pupils took place throughout and the levels of engagement and participation across pupils was extremely high. Lessons were monitored and observed regularly by SMT.

This term saw the successful launch of virtual parent consultations. We were determined to continue engaging in regular dialogue with parents regarding their child's progress, attainment and attitude to learning. Although we were disappointed not to have been able to meet parents in person, we were really pleased to have been able to facilitate the consultations via Google Meet which provided families with the much welcomed flexibility.

Maintaining an important focus on community and well-being during this challenging period of school closure, the children took part in The Big Garden Bird Watch from home and the Hearts of Gold initiative. Pupils also contributed to the local community by writing and posting letters to our isolated and elderly neighbours with messages of hope. Well-Being Wednesdays were a huge success and the children took part in a whole range of activities to support their mental health, including our Dress to Express event across all year groups.

Online Music and LAMDA lessons took place during the lockdown and we were pleased to be able to go ahead with the scheduled LAMDA examinations in March. After seven weeks of remote lessons, the children stepped into the performance area with gusto. With 32 candidates entered, the pupils performed a range of theatrical pieces in solo, duologue and combined disciplines. The examination range spanned from Grade 1 through to Grade 5, with the children taking on a variety of exciting roles. We feel very proud of these pupils, who continued to work with determination and enthusiasm despite the challenges of yet another lockdown. They achieved outstanding results; 19 distinctions, 11 merits and 1 pass.

Following the successful roll out of one-to-one devices across the curriculum for pupils in Year 8, this scheme was expanded to include Year 7.

Summer Term

With the reopening of schools in late Spring, the Summer Term saw the return of many events. Languages Week was a highlight of the Summer Term with many engaging and exciting activities to promote language learning inspiring children of all ages. Year 7 took part in a collaborative STEM Day at the Senior School and a series of excursions and workshops took place across the Summer Term, including Geography Field Trips and Rainbow Theatre Workshops on a variety of themes and topics. Year 5 and 6 took part in outward bound activities at Bushy Wood and Year 7 enjoyed a day of water sports at Buzz Active, Cuckmere. Our catering company provided a series of assemblies and workshops on catering and nutrition to support the children's development of healthy lifestyles. Reception Class enjoyed a Teddy Bears Picnic and the junior children enjoyed a Pirate and Mermaid experience!

Due to the ongoing restrictions around live audiences, the School produced and delivered a virtual Dance Showcase, a Year 3 and 4 Production, Woodwind, Brass and String Concerts, as well as a Year 8 Leavers Show. Pupils enjoyed a face to face Prize Giving Ceremony at the end of the year, an important rite of passage for our pupils.

During the Summer Term, pupils and staff at the school supported England's Creative Coast project by creating an art installation on the school playing fields for walkers on the South Downs Way. Children contributed to the UNICEF Kindness Matters campaign and also took part in the Captain Tom 100 challenge, raising money for his foundation. The school launched its Eco Committee and applied for the first stage of its pupil-led Green Flag Award. Several pupils were invited to attend the international Youth Ocean Climate Summit in June.

The Year 8 Leavers Prom and Programme was a great success with many excellent activities including a residential trip. The children also benefited from a series of live and virtual Careers Lectures given by past and present pupils and parents.

The children sat a full range of Summer assessments and exams to enable the School to celebrate the children's achievements and evaluate the children's progress and attainment over the course of such a disrupted period.

All Year 8 leavers progressed to their first choice of senior school with the majority of pupils progressing onto Bede's Senior School. Approximately 50% of Year 8 Leavers were awarded scholarships across a range of disciplines: academic, sport, dance, art and music.

It was with great relief and excitement that competitive sport returned during the Summer Term and Bede's was on the front foot, hosting and playing a number of cricket and tennis tournaments for all age groups. Tennis enjoyed particular success with the Prep School teams winning across multiple year groups at the Sussex Schools County Championships. Pupils took part in the Eastbourne Aquathlon, with a number of children performing very well. The school enjoyed a Whole School Walk across the Downs on the final day of term to celebrate the return of more normal life!

Co-Curricular

The Co-Curricular Programme at the Prep School continued to go from strength to strength, offering activities in the areas of arts and crafts, educational enrichment, games and hobbies, the performing arts and sport. Pupils have been encouraged to make independent decisions on their choices as well as become involved in the organisation and even leadership of the activity.

As with the Senior School, the Prep School continued to deliver its programme of activities online. Activities offered included art, virtual choirs, a quiz, sporting discussion forum and cookery.

Pastoral

Maintaining the positive mental health and wellbeing of pupils and staff as well as possible during the pandemic was a priority for all. The lockdown periods in particular were challenging but the pastoral network at Bede's Prep stood up well; all pupils had regular 1:1 sessions with their tutors throughout. Regular phone calls and emails, the use of Tapestry and the introduction of the Class List App were all effective in keeping in contact with families.

Online playtimes, supervised by staff, were set up to give pupils opportunities to socialise and parents were encouraged to make links so that the children could do this more easily. It was very timely that our new Welfare Officer joined us in November, having a very positive impact in supporting our pupils both in person and online along with the help of her trusty Educational Assistance and Therapy dog. A new counsellor also joined the Prep in February 2021, further strengthening our welfare provision.

During lockdown, E-safety was a high priority and the children benefited from the excellent and ongoing work of specialist and non-specialist staff, who weave e-safety into lessons throughout the year. The pupils also benefited from a focused week of assemblies on the topic to mark Internet Safety Day. Teresa Hughes, who is one of the leading experts in the country, delivered a talk to our parent body on the importance of parental input into keeping all our children safe.

Summer School and Quarantine Camps

Although the main Summer School programme for 2021 was once again cancelled due to ongoing travel restrictions and operating uncertainty, Summer School staff were deployed to deliver a number of activity and quarantine camps throughout the year, in support of overseas students who were unable

to travel home during holiday periods. These quarantine camps, which were first offered in the Summer of 2020 for returning overseas students and then offered to students from red-list countries, have helped us retain and recruit international boarding students within both Prep and Senior Schools.

A Holiday Club was also initiated at the Prep School in the Summer of 2021 and although bookings and feedback were very positive, the increased number of COVID-19 cases and resulting need for staff and participants to isolate, meant the club was cancelled.

Infrastructure and Management

Information Technology and Data Security
Work in this area has been led by a collaboration between the Head of Information Technology and the Assistant Head for Innovation and Development. Building on the significant acceleration achieved during the first lockdown in Spring 2020, the continued need for blended learning and a further period of remote working, has resulted in further progress in terms of the digital working practices of both staff and pupils across the Trust. In turn this has led to an increase in pressure on the IT infrastructure and highlighted the need for continued investment to ensure that the network is reliable, secure and robust. Digital tools have become a core part of every teacher's toolkit and going forward, the Trust will be offering every pupil the opportunity to complete public examinations digitally. Work to fully integrate Google Workspace is ongoing and has resulted in a move away from the Firefly virtual learning environment used previously. This transition has led to Bede's becoming an increasingly paperless environment.

During the last school year, there was a drive to increase staff awareness of the importance of data protection and adherence to GDPR guidelines and as the Trust continues to move its working practices online, staff have also received further data protection training. High levels of staff participation have resulted in a decrease in data breaches by 33% which has also reduced the risk of the Trust becoming victim of cyber-crime, something which has been identified in the Trust's risk register as particularly important given the backdrop of increased attacks against independent schools.

Estates
The focus for the Estates Department has been very much in the area of compliance, servicing and essential repair works.

An extensive refurbishment programme, including a new roof, was completed on one of the staff accommodation buildings on the Upper Dicker estate. A phased maintenance programme was carried out on the main school kitchens in order to ensure that our catering company, Holroyd Howe, were able to maintain the highest possible hygiene standards. Energy saving and aesthetic improvements to the Manor House building have also been made and in another move to make the Trust more energy efficient, the first phase of the smart meter installation was also completed. The gym in the Sports Complex was also refurbished.

At the Prep School, classroom modifications were made in order to accommodate a larger year group and improvements were made to the outside play area of the Holywell building which houses our older nursery and pre-prep children.

The most significant development in terms of estates infrastructure, was the return in July of our building contractors, Sunninghill, to resume work on the new Dorms boarding house build, with work due for completion in May 2022.

Corporate Values

The Executive Team worked with an external consultancy to develop the vision and core values of the Trust. The vision statement "Where every child finds joy in their pursuit of brilliance" and the values identified as Compassionate, Curious, Courageous and Conscientious, were then launched to staff at the inset training session ahead of the new academic year. Work will continue throughout the year to integrate the vision and values into all areas of school life.

Admissions and Marketing
Despite the obvious challenges of the last year which have affected the way in which the school would usually market itself and recruit, recruitment and retention levels in both schools remained strong, leading to the achievement of school rolls above the targeted figures.

FINANCIAL REVIEW

Results for the year
The School always endeavours to ensure financial stability and continuing solvency year on year, so that it can pursue its educational aims and objectives. The Governors and Executive recognise the importance of strong cost control, seeking to contain cost increases as much as possible while ensuring that the School continues to deliver first class education and pastoral care. The COVID-19 pandemic has been and continues to be a significant financial challenge for the Trust. However, decisive action by the Governors and the Senior Executive Team and support from the government Job Retention Scheme ensured that the Trust is still in a strong financial position to pursue its educational aims and objectives.

The Schools' charitable activities continue to be the main source of the Group's income and expenditure.

The Consolidated Financial Statements at 31 August 2021 show net inflow of resources of £1.5m (2020: £0.4m), after charging depreciation £1.5m (2020: £1.7m). The Groups income was £23.8m (2020: £23.7m) and expenditure decreased by 4.5% to £22.3m (2020: £23.4m).
Group capital expenditure in the year was £1.2m (2020: £2.2m). £0.8m of this expenditure was on the new boarding house, the remaining £0.4m was on School minibuses (£0.1m), IT (£0.2m) and Furniture and Equipment (£0.1m).

Mortgage loans outstanding totalled £5.8m (2020: £6.3m) at the end of the financial year and cash at bank and short-term deposits totalled £11.1m (2020: £7.6m).

COVID-19
The Government as part of their measures to tackle the COVID-19 pandemic required Schools to physically close on the 5 January 2021 for the majority of their pupils. The School remained closed until the 8 March 2021. The School was able to move to a very successful remote learning provision, which ensured pupils did not fall behind on their learning outcomes. The School's physical shutdown meant that the Boarding element was not charged for the Spring Term and a 20% variation was given on the day fee element up until the reopening of the School on the 8 March 2021. These measures cost the Trust approximately £2.1m of reduced income. Unfortunately, the Trust's highly successful Summer School could not run with a loss of income of approximately £4.5m. The income loss was partially mitigated by the use of the Governments 'Job Retention Scheme' which saw the Trust receiving grants totalling £0.7m in the year and budgetary control throughout the year.

Investments
The Trust does not hold any long-term investments other than the investment in its subsidiary companies. Any surplus funds, after meeting the operating requirements of the Trust, are held as cash deposits.

Reserves
The principal management policy of the Trust is to ensure the efficient running of the School, whilst maintaining fees at the most affordable levels in order to make the School accessible to the widest cross-section of the community. The Trust's principal source of funding remains pupils' fees.

In common with many similar schools, reserves are represented by fixed assets - principally the School property - and it is essential that these facilities are maintained at a high standard. The Board also believes that the facilities should be continually improved to ensure the long-term viability of the School. The Governors have, therefore, taken the decision to invest as much as possible in the School's facilities whilst being mindful of the prevailing economic climate.

The Governors are continuing to monitor the School's operating systems and fee structure. The aim of the School continues to be to provide a high quality education at an affordable price, whilst building sufficient reserves to improve facilities and maintain the standard of education in light of changing needs and expectations.

The Governors remain pleased with the ongoing development of facilities. The Trust continues to reward its hardworking staff appropriately to ensure the maintenance of a high-quality academic provision, as well as wider opportunities, for its pupils.

At the Balance Sheet date, the Group held reserves totalling £26.7m (2020: 25.2m) of which the Group's fixed assets, net of borrowing of £5.8m, represents £25m. There are Designated Funds of £5.4m, leaving a free reserve deficit of £3.7m. At the present time, the Governors continue to focus on the delivery of the Trust's Property Masterplan, which requires careful management of cash flow and appropriate financing.

CARBON AND ENERGY REPORTING

UK Greenhouse gas emissions and energy use data for the period 1st September 2020 to 31st August 2021. The Trust has followed the 2019 H.M. Government Environmental Reporting guidelines and have used the 2021 UK Government's conversion factors for company reporting.

	2021	2020
Energy consumption used to calculate emissions (kWh)	5,079,727	4,873,856
Energy consumption breakdown (kWh)		
Gas	1,056,729	879,130
LPG	781,580	726,219
Fuel Oil	999,966	1,069,101
Gas Oil	62,940	26,270
Electricity	1,624,480	1,543,112
Transport Fuel	554,032	630,024
Scope 1 emissions in metric tonnes C02e		
Gas consumption	193.55	161.65
LGP	167.64	155.76
Fuel Oil	268.14	286.45
Gas Oil	16.16	6.75
Owned transport – minibuses	130.86	322.91
Total Scope 1	**776.35**	**933.52**
Scope 2 emissions in metric tonnes CO2e		
Purchased electricity	**344.93**	**359.76**
Scope 3 emissions in metric tonnes CO2e		
Business travel in employee owned vehicles	**0.31**	**2.42**
Total Gross emissions in metric tonnes CO2e	**1,121.59**	**1,295.70**
Intensity ratio tonnes CO2e per pupil (1024)	**1.1149**	**1.2653**

In addition the School has a Biomass plant for heat generation which amounts to 1,606,847 kWh or 24.31 tC02e which we wish to include on a voluntary basis to provide a complete picture of energy use and emissions, hence the inclusion of fossil fuel sources other gas within Scope 1.

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2 per pupil (excluding Biomass). The School is in the process of installing 30 minute smart monitoring and reporting on all its mains gas and electricity supplies. An energy management committee has also been established to drive a programme of awareness to engage staff and pupils in energy saving initiatives.

The Trust is committed to reducing its carbon footprint and have committees and structures in place tasked to achieve this.

SUBSIDIARY COMPANIES

The Trust has two active subsidiaries, Dicker Enterprises Limited, which operates the School Transport Service, School shop and external lettings, and Letchfield Properties Limited, which provides design and build services. Both subsidiary companies have Deed of Covenants in place. Each year, potential gift aid (being each company's taxable profits) to the Trust is accrued in the Financial Statements at each Balance Sheet date.

PRINCIPAL RISK AND UNCERTANTIES

In addition to the on-going COVID-19 pandemic the principal risks facing the Trust are those that would generally be expected within the Independent School's sector and include the following:

- Adverse changes in the UK economy including inflation, interest rate adjustments, the shape and effects of Brexit or exchange rate fluctuations
- Changes in an overseas economy from which the School recruits
- Tax and other legislative changes, either within the Education sector generally or the Independent Schools sector more specifically
- Competition from other providers of an independent school provision
- Any situation which would give rise to a significant decline in pupil roll
- Any situation which would give rise to an area of non-compliance

The key controls used by the Trust to manage risk are overseen by the Risk Review Audit Committee and include the following:

- The UK economic position and overseas economies of countries we recruit from is known and understood within the Trust.
- Membership of Independent Schools organisations, along with in-house expertise ensures that legislative changes affecting the Independent Education sector are known and appropriate changes/actions implemented on a timely basis.
- The Marketing Department provides strong and robust competitor analysis and markets the School accordingly.
- Budgeting is undertaken which includes 'what-if' scenario planning, pupil roll is tracked weekly with appropriate dashboards distributed within the Trust.
- Formal risk monitoring process takes place via the termly meeting of the Risk Review Audit Committee, attended by Governors.
- Use of a risk management system to record risks, associated controls, likelihood and impact of the risk is in place.
- Safer recruitment procedures as required by law for the safeguarding of children are in place and a Safeguarding Compliance Committee, chaired by a Governor monitors overall safeguarding compliance.
- Formal agendas and minutes are in place for all Committee and Board activity and all Committees have detailed terms of reference.
- Comprehensive strategic planning, budgeting and management accounting is in place and occurs on a timely basis.
- Established organisational structure and lines of reporting exist within the organisation with formal written policies in place which are annually reviewed by the Governing body.
- A regular cycle of external financial audit and inspections by third parties is followed.
- A program of internal financial audit has begun.

During the course of the year, the Board was satisfied that the overall assessment of retained risk to the Trust was appropriate.

PLANS FOR FUTURE PERIODS

Mindful of the Trust's desire to realise educational and financial goals amid the realities of the market in which it operates as an independent school, the Governors have developed the "Bede's towards 2025 Strategic Plan"

Plans for future periods are aligned to this plan which outlines on five essential ambitions:-

- A joyful, pupil-centred and innovative education
- Celebrate and strengthen community
- Further promote, appreciate and develop our employee community
- Be socially and environmentally responsible
- Bede's for the future

The Strategic Ambitions flow through to the Annual Operational Development Plans which details plans to achieve these targets, including:

- Enhancing teaching and learning through planned staff CPD programmes and individual student monitoring and support systems
- Recruitment and retention of excellent staff
- Marketing initiatives
- Systematically implementing the condition survey program of work and ongoing planned preventative maintenance
- Innovative development of facilities against a planned capital budget
- Financial templates for each year which reflecting the expenditure required to achieve these plans
- Ensuring sufficient income is available to fund these programmes and reduce debt, whilst remaining as affordable as possible
- Broadening access through funded bursaries
- Reducing the environmental impact of all our activity

AUDITORS

Haysmacintryre LLP were appointed as auditors to the company in accordance with section 485 of the Companies Act 2006. A resolution proposing the appointment of the auditors is made annually at a General Meeting.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of St Bede's School Trust Sussex for the purposes of company law) are responsible for preparing the Governors' Report (including the Strategic 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 financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group 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 (Statement of Recommended Practice);
- make judgments 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; and
- 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 ensuring that adequate accounting records are maintained that are sufficient to show and explain the charity'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 ensuring their proper application in accordance with charity law, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the Governors are aware, there is no relevant audit information of which the charitable company's auditors are unaware. The Governors have each taken all the steps that we ought to have taken as Governors in order to make ourselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

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

The Governors' Annual Report and accompanying financial statements are approved by the Governors of St Bede's School Trust Sussex. The Strategic Report, which forms part of the Annual Report, is approved by the Governors in their capacity as Directors in company law of St Bede's School Trust Sussex.

Signed on behalf of the Governing Body on 4 December 2021.



Chair

G P Watkins

Opinion

We have audited the consolidated financial statements of St Bede's School Trust Sussex for the year ended 31 August 2021 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated 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 group's and of the parent charitable company's affairs as at 31 August 2021 and of the group's and parent 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 group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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 Trustees' Annual 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 Trustees' Annual 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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 parent charitable company; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements
As explained more fully in the trustees' responsibilities statement set out on pages 25-26 the trustees (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 trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent 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 trustees either intend to liquidate the group or the parent 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 group 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.

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.



Lee Stokes (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor
10 Queen Street Place
London
EC4R 1AG

Date: 15 December 2021

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted Funds 2021 £'000	Restricted Funds 2021 £'000	Total 2021 £'000	Total 2020 £'000
INCOME FROM:					
Charitable Activities	3	22,731	-	22,731	22,183
Grants, Donations and Legacies	4	739	54	793	1,264
Investment Income		1	-	1	38
Other Income		66	-	66	13
Non-ancillary trading income		192	-	192	241
Total Income		23,729	54	23,783	23,739
EXPENDITURE ON:	9				
Cost of Raising Funds		904	-	904	1,013
Charitable Activities		21,369	35	21,404	22,354
Total Expenditure		22,273	35	22,308	23,367
Net Income		1,456	19	1,475	372
Transfer between Funds		-	-	-	-
Net Movement in Funds		1,456	19	1,475	372
Fund Balance at 1st September 2020	19	25,225	11	25,236	24,864
Fund Balance at 31st August 2021	19	26,681	30	26,711	25,236

Net movement in funds for the year arise from the charity's continuing operations.

The statement of financial activities include all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

The notes on pages 33 to 54 form part of these accounts.

Details of comparative figures by fund are disclosed in note 25.

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED AND CHARITY BALANCE SHEET
AT 31 AUGUST 2021

	Notes	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Fixed assets					
Intangible Assets	10	60	66	60	66
Tangible Assets	11	30,345	30,716	30,228	30,552
Investments	12	-	-	20	20
		30,405	30,782	30,308	30,638
Current assets					
Stock		158	177	-	-
Debtors	13	1,041	1,248	1,253	1,533
Cash at bank and in hand		11,170	7,572	10,943	7,427
		12,369	8,997	12,196	8,960
Creditors: Amounts falling due within one year	14	(8,626)	(6,798)	(8,485)	(6,723)
Net current assets		3,743	2,199	3,711	2,237
Total assets less current liabilities		34,148	32,981	34,019	32,875
Creditors: Amounts falling due after one year	15	(7,437)	(7,745)	(7,437)	(7,745)
Net assets		26,711	25,236	26,582	25,130
Represented by					
Restricted Funds	19	30	11	30	11
Unrestricted Funds	19				
General Fund		21,251	19,213	21,122	19,107
Designated Funds		5,430	6,012	5,430	6,012
		26,681	25,225	26,552	25,119
Total Funds		26,711	25,236	26,582	25,130

The notes on pages 33 to 54 form part of these accounts.

Approved by the Governing Body and authorised for issue on 4 December 2021.

G P Watkins
Chair of the Governing Body
Company Registration No: 01386499

N A Mercer
Chair of the Finance Committee

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £'000	2021 £'000	2020 £'000	2020 £'000
Net cash generated from operating activities	17		5,617		(223)
Cash flows from investing activities					
Purchase of intangible fixed assets		(22)		(54)	
Purchase of tangible fixed assets		(1,161)		(2,165)	
Net cash used in investing activities			(1,183)		(2,219)
Cash flows from financial activities					
Repayment of borrowings		(437)		(433)	
Payment of obligations under finance leases		(129)		(129)	
Interest paid		(270)		(289)	
Net cash outflow from financing			(836)		(851)
Net increase of cash and cash equivalents			3,598		(3,293)
Cash and cash equivalents at the start of the year			7,572		10,865
Cash and cash equivalents at the end of the year			11,170		7,572
Analysis of cash and cash equivalents					
Current Accounts			11,170		7,572
Total			11,170		7,572

Net Debt

	At 01/09/20 £'000	Cashflow £'000	Other Movements £'000	At 31/08/2021 £'000
Cash	7,572	3,598	-	11,170
Loan: falling due <1 year	(437)	-	-	(437)
Loan: falling due >1 year	(5,836)	437	-	(5,399)
Finance Lease Obligation	(485)	129	-	(356)
	814	**4,164**	**-**	**4,978**

1 ACCOUNTING POLICIES

a) Company Information

St Bede's School Trust Sussex ("the charity") is limited by guarantee and incorporated in England and Wales. The registered office is Upper Dicker, East Sussex, BN27 3QH.

b) Basis of Preparation

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) and the requirements of the Companies Act 2006.

The Charitable Company is a public benefit company as defined by FRS 102 and therefore the Charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

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

These financial statements are prepared on the going concern basis, under the historical cost convention as modified by the revaluation of investments and in accordance with the Companies Act 2006 and applicable accounting standards in the United Kingdom. The principle accounting policies, which have been applied consistently throughout the year, are set out below.

No separate SOFA has been presented for the Charity alone, as permitted by Section 408 of the Companies Act 2006. The Charity has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a Charity only Cash Flow Statement with the consolidated financial statements.

The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. In particular the governors have considered the charitable company's forecasts and projections that covered a 24 month period to August 2023 and have taken account of pressures on fee income, expenditure and potential future financial damage from the COVID-19 pandemic. After making enquiries the governors have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

c) Group Accounts

The financial statements consolidate the financial statements of the company, and all its subsidiary companies, charitable trusts and funds with all inter-company balances being eliminated. Entities are consolidated where St Bede's School Trust Sussex exercises overall control either through ownership of shares or through having common trustees with a common objective. Accounting policies are consistently applied between group companies. These financial statements for the year ended 31 August 2021 are prepared on a consolidated basis in accordance with FRS 102.

1 ACCOUNTING POLICIES (CONTINUED)

d) Income and Expenditure

All income and expenditure are accounted for on the accruals basis, except where otherwise stated. Legacies are recognised in the SOFA, where the charity being notified of an impending distribution and the amount there is reasonable certainty of the legacy being received. Expenditure is recognised when there is a constructive or legal obligation to pay for expenditure. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. These estimates are based on staff time or on floor area as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

e) School Fees

Fees are recognised in the period for which the service is provided. Fees are stated after deducting bursaries, scholarships and other remissions granted by the School. School fees received in advance are recorded as liabilities in the balance sheet and are released to the statement of financial activities in the year to which they relate.

f) Grants and Bursaries

Bursaries and allowances from unrestricted funds towards school fees are treated as a reduction in those fees. Bursaries funded from restricted funds are included as expenditure in the period in which the award is given or committed.

The Trust has accounted for grants received under the Coronavirus Job Retention Scheme (CJRS) when the Governors knew with certainty that the Trust would receive it.

g) Donations

Donations received for the general purpose of the School are credited to "Unrestricted Funds". Donations received for specific projects or activities are credited to "Restricted Funds". All donations are accounted for when the Governors know with certainty that they will be received.

h) Taxation

St Bede's School Trust Sussex is a registered charity and as such are exempt from income tax and corporation tax under the provisions of section 478 of the Corporation Tax Act 2010. There is no similar tax exemption for VAT, which is included in expenditure or in the cost of assets as appropriate.

The Trust has subsidiary companies that are subject to taxes including corporation tax and VAT in the same way as any commercial organisation. The tax charged to the profit and loss account is based on the subsidiary company's profit for the year and takes into account tax arising because of timing differences between the treatments of certain items for tax and accounting purposes. The subsidiary company distributes all of its profits to St Bede's School Trust Sussex under Gift Aid and tax liabilities are kept to a minimum.

i) Intangible fixed assets

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

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

Software	5 years

1 ACCOUNTING POLICIES (CONTINUED)

j) **Tangible fixed assets**

All tangible fixed assets held by the charity are for charitable purposes and are shown in the Balance Sheet at cost less accumulated depreciation and accumulated impairment losses. Depreciation is provided on all tangible fixed assets on a straight line basis calculated to write off the cost over their expected useful lives as follows:

Land is not depreciated	
Freehold Buildings	50 years
Agricultural equipment	5 years
Furniture and equipment	5-10 years
Computer equipment	2 years
Motor vehicles	5 years

Freehold land and buildings are functional assets and are therefore shown at cost. Their value is maintained by a full programme of repair and renovation and the book value is substantially less than the present value for insurance purposes of approximately £113m. Therefore, no provision for depreciation on the freehold land and buildings is made. The freehold buildings are reviewed annually for any potential impairment.

k) **Fixed asset investments**

Interests in subsidiaries are initially measured at cost and subsequently measured at cost less any accumulated impairment losses. The investments are assessed for impairment at each reporting date and any impairment losses or reversals of impairment losses are recognised immediately in the SOFA.

l) **Leases**

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases. Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the statement of financial position as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to the income statement so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Rentals payable under operating leases, including any lease incentive received, are charged to the SOFA on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the lease asset are consumed.

m) **Financial assets**

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

Financial assets are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

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

1 ACCOUNTING POLICIES (CONTINUED)

m) Financial assets (continued)

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Other financial assets classified as fair value through profit or loss are measured at fair value.

Loans and receivables

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

n) Financial liabilities

Basic financial liabilities are initially measured at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Other financial liabilities classified as fair value through profit or loss are measured at fair value.

Other financial liabilities

Other financial liabilities, are initially measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability to the net carrying amount on initial recognition.

1 ACCOUNTING POLICIES (CONTINUED)

Derecognition of financial liabilities
Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

o) Employee benefits
The costs of short-term employee benefits are recognised as a liability and an expense.

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

p) Retirement benefits
The school contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the School by the Scheme Administrator. The Scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the Scheme which are attributable to the School. In accordance with FRS102 Section 28 the Scheme is accounted for as a defined contribution scheme and contributions are accounted for in the period to which they relate.

For non-teaching staff the School contributes to individual personal pension schemes managed by Aegon. These contributions are accounted for in the period to which they relate.

q) Fund Accounting
Funds held by the company are either:

Unrestricted funds:
General funds are funds which can be used in accordance with the charitable objects at the discretion of the Governors.

Designated funds comprise funds which have been set aside at the discretion of the Governors for specific purposes. The purposes and uses of the designated funds are set out in note 19.

Restricted funds:
These are funds which have been given for particular purposes and projects.

r) Stock
Stock is valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

s) Non-Ancillary Trading
Non-ancillary trading income and expenses represents amounts from activities not directly related to the charitable objects, for example operation of the school shop and lettings of school facilities. Income and expenses from these activities is recognised in the SOFA when the goods are sold or services provided.

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS (CONTINUED)

The estimates and underlying assumptions are reviewed on an on-going 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 affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Critical judgements

Useful economic lives
The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Provisions
The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the aging profile of debtors and historical experience. See note 13 for the net carrying amount of the debtors.

3 INCOME FROM CHARITABLE ACTIVITIES

	2021 £'000	2020 £'000
School fees receivable comprised:		
Gross Fees	23,599	23,146
Less total scholarships, bursaries and other fee remissions	(2,583)	(2,636)
Add back: Bursaries paid for by the Hardship Fund	21	-
	21,037	20,510
Other Educational Income Comprised:		
Summer School Income	-	1
Quarantine School	165	48
Other Charges to Parents	1,465	1,566
Registration Fees	64	58
	1,694	1,673
Total Income from Charitable Activities	22,731	*22,183*

4 GRANTS & DONATIONS

	2021 £'000	2020 £'000
Unrestricted		
Grants Job Retention Grant (CJRS)	735	1,251
Donations	4	4
	739	1,255
Restricted		
Donations	54	9
Total Grants & Donations	793	1,264

5 NON-ANCILLARY TRADING INCOME

	2021 £'000	2020 £'000
School shop sales	179	183
Lettings	8	16
Other non-ancillary income	5	42
	192	241

6 EXPENDITURE

	2021 £'000	2020 £'000
Unrestricted funds		
Direct charitable expenditure includes:		
The operating surplus is stated after charging/(crediting)		
Amortisation	28	49
Depreciation	1,532	1,660
Loss/(Profit) on sale of fixed assets	-	33
Operating Leases	79	78
(Income) from property leases	(1)	(1)

7 AUDITORS' REMUNERATION

	2021 £'000	2020 £'000
For audit services		
Audit of the company's financial statements	19	18
For other services		
Other assurance services	3	3
	22	21

8 EMPLOYEES

	2021 £'000	2020 £'000
Staff Costs:		
Wages and Salaries	11,399	11,998
Social Security Costs	1,069	1,177
Pension Costs	1,643	1,703
	14,111	14,878

	2021 No.	2020 No.
Total Staff Headcount:		
Teaching	132	139
Teaching Support	135	154
Support	188	189
	455	482

Included in staff costs are redundancy or termination payments totalling £130k (2020: £72k).

One (2020:five) Governors were reimbursed for training, travel and accommodation expenses amounting to £59 (2020: £809). None of the Governors received any remuneration or other benefits.

The number of higher paid employees, as defined by the Charities SORP, was:

	2021 No.	2020 *Restated No.
£ 60,001 - £ 70,000	6	7
£ 70,001 - £ 80,000	1	2
£ 80,001 - £ 90,000	1	1
£ 90,001 - £100,000	1	1
£100,001 - £110,000	-	-
£110,001 - £120,000	-	-
£120,001 - £130,000	1	1
£130,001 - £140,000	-	-
£140,001 - £150,000	-	-
£150,001 - £160,000	1	1

*Employers National Insurance and pension contributions are not included in the higher paid employee salary calculations. The comparative figures have been restated.

The number of higher paid staff in defined contribution pension schemes was six (2020 restated: two) with total employer's contributions amounting to £55k (2020 restated: £57k). Six (2020 restated: eleven) higher paid employees were in the defined benefit pension scheme. Total employer's contributions in the year were £113k (2020 restated: £181k).

Key management personnel comprise the Executive Committee. The total number of key management personnel receiving pay and benefits is seven (2020: seven) and the total pay and benefits received were £615k (2020: £728k). Pension contributions relating to the key management personnel are £113k (2020: £120k). There are four (2020: four) members of the key management personnel who are provided with accommodation at no charge, to enable them to better perform their duties.

9 ANALYSIS OF EXPENDITURE 2021

	Staff Costs	Other	Depreciation & Amortisation	Total 2021
	£'000	£'000	£'000	£'000
Cost of Raising Funds				
Non-ancillary trading	26	540	68	634
Finance Cost	-	270	-	270
	26	810	68	904
Charitable Activities				
Teaching	10,054	1,668	110	11,832
Welfare	1,086	1,579	-	2,665
Premises	949	1,622	1,382	3,953
Support	1,996	904	-	2,900
Governance Costs	-	19	-	19
	14,085	5,792	1,492	21,369
Expenditure from other funds:				
Restricted	-	35	-	35
Total	14,111	6,637	1,560	22,308

ANALYSIS OF EXPENDITURE 2020

	Staff Costs	Other	Depreciation & Amortisation	Total 2021
	£'000	£'000	£'000	£'000
Cost of Raising Funds				
Non-ancillary trading	29	638	57	724
Finance Cost	-	289	-	289
	29	927	57	1,013
Charitable Activities				
Teaching	10,745	2,064	150	12,959
Welfare	975	1,314	-	2,289
Premises	1,040	1,317	1,503	3,860
Support	2,089	1,133	-	3,222
Governance Costs	-	24	-	24
	14,849	5,852	1,653	22,354
Total	14,878	6,779	1,710	23,367

Governance Costs for both years comprises of audit fees for the Trust.

10 INTANGIBLE ASSETS

Group & Charity	Software £'000
Cost	
At 1 September 2020	431
Additions	22
Disposals	-
At 31 August 2021	453
Amortisation	
At 1 September 2020	365
Amortisation charge for year	28
Eliminated on Disposals	-
At 31 August 2021	393
Net book value	
At 31 August 2021	60
At 31 August 2020	66

11 TANGIBLE ASSETS

Group	Freehold Property	Freehold Land	Assets Under Construction	Agricultural Equipment
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2020	34,459	664	2,365	261
Additions	-	-	801	31
Disposals	-	-	-	(7)
At 31 August 2021	34,459	664	3,166	285
Depreciation				
At 1 September 2020	9,830	-	-	198
Charge for year	689	-	-	25
Eliminated on Disposals	-	-	-	(7)
At 31 August 2021	10,519	-	-	216
Net book value				
At 31 August 2021	23,940	664	3,166	69
At 31 August 2020	24,629	664	2,365	63

	IT and Computer Equipment	Furniture and Equipment	Motor Vehicles	Totals
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2020	2,049	11,064	707	51,569
Additions	154	130	45	1,161
Disposals	-	-	(64)	(71)
At 31 August 2021	2,203	11,194	688	52,659
Depreciation				
At 1 September 2020	1,952	8,413	460	20,853
Charge for year	101	640	77	1,532
Eliminated on Disposals	-	-	(64)	(71)
At 31 August 2021	2,053	9.053	473	22,314
Net book value				
At 31 August 2021	150	2,141	215	30,345
At 31 August 2020	97	2,651	247	30,716

11 TANGIBLE ASSETS (CONTINUED) Charity	Freehold Property	Freehold Lane	Assets Under Construction	Agricultural Equipment
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2020	34,459	664	2,424	261
Additions	-	-	825	31
Disposals	-	-	-	(7)
At 31 August 2021	34,459	664	3,249	285
Depreciation				
At 1 September 2020	9,830	-	-	198
Charge for year	689	-	-	25
Eliminated on Disposals	-	-	-	(7)
At 31 August 2021	10,519	-	-	216
Net book value				
At 31 August 2021	23,940	664	3,249	69
At 31 August 2020	24,629	664	2,424	63

	IT and Computer Equipment	Furniture and Equipment	Motor Vehicles	Totals
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2020	2,049	11,064	110	51,031
Additions	154	130	-	1,140
Disposals	-	-	-	(7)
At 31 August 2021	2,203	11,194	110	52,164
Depreciation				
At 1 September 2020	1,952	8,413	86	20,479
Charge for year	101	640	9	1,464
Eliminated on Disposals	-	-	-	(7)
At 31 August 2021	2,053	9,053	95	21,936
Net book value				
At 31 August 2021	150	2,141	15	30,228
At 31 August 2020	97	2,651	24	30,552

11 TANGIBLE ASSETS (CONTINUED)

Freehold land and buildings at cost or valuation includes £2,395,421 at 31st March 1979 revalued on the basis of re-instatement cost less allowance for age after taking account of subsequent disposals. In accordance with FRS 102 - this valuation has been treated as an historic cost as at the date of conversion. The buildings have been insured on a declared value of £113m.

Following a review, no impairment has been identified.

12 FIXED ASSET INVESTMENTS

Charity

	Shares in group undertakings £'000
Cost	
At 1 September 2020 & 31 August 2021	20

Holdings of more than 20%

The company owns 100% of the equity of the following subsidiaries, which were incorporated in England and Wales:

Subsidiary Company	Holding	Nature of the Business
Dicker Enterprises Limited	Ordinary Shares	Provision of facilities at the School
Letchfield Properties Limited	Ordinary Shares	Provision of design and build services

13 DEBTORS

	Group		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Fees Recoverable	896	904	896	904
Debt Provision	(382)	(452)	(382)	(452)
	514	452	514	452
Amounts owed by subsidiary companies	-	-	226	302
Other debtors	17	38	4	22
Prepayments and Accrued Income	510	758	509	757
	1,041	1,248	1,253	1,533

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Net obligations under finance leases	129	129	129	129
Mortgage Loans	437	437	437	437
Fees charged in advance	564	460	564	460
Fees Paid in Advance for Autumn Term	3,737	2,447	3,737	2,447
Entrance Fee Deposits	780	640	780	640
Trade creditors	422	299	395	277
Other taxation and social security costs	268	217	280	289
Amounts owed to subsidiary companies	-	-	503	216
Other creditors	1,069	1,426	1,064	1,429
Accruals	1,220	743	596	399
	8,626	6,798	8,485	6,723

15 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	Group		Charity	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Entrance fee deposits	1,774	1,548	1,774	1,548
Fees charged in advance	37	5	37	5
Net obligations under finance leases	227	356	227	356
Mortgage loans	5,399	5,836	5,399	5,836
	7,437	7,745	7,437	7,745
a) Entrance fee deposits are due as follows:				
Within 1 Year	780	640	780	640
Between 2 and 5 years	1,571	1,414	1,571	1,414
After 5 years	203	134	203	134
	2,554	2,188	2,554	2,188
b) Fees charged in advance are due as follows:				
Within 1 Year	564	460	564	460
Between 2 and 5 years	37	5	37	5
	601	465	601	465
c) Net obligations under finance leases are due as follows:				
Within 1 Year	129	129	129	129
Between 2 and 5 years	227	356	227	356
	356	485	356	485
d) Mortgage loans repayable by instalments are due as follows:				
Within 1 Year	437	437	437	437
Between 2 and 5 years	1,747	1,747	1,747	1,747
After 5 years	3,652	4,089	3,652	4,089
	5,836	6,273	5,836	6,273

The Trust has three mortgages and a ten year loan:

i) Repayments commenced June 2009; repayable by 92 quarterly instalments. Interest is calculated at Barclays base rate plus 0.7%.
ii) Repayments commenced July 2010; repayable by 100 quarterly instalments. Interest is calculated at Barclays base rate plus 2.6%.
iii) Repayments commenced in January 2013; repayable by 92 quarterly instalments. Interest is calculated on the Libor rate plus a margin of 2.4% and associated costs of 0.06%.
iv) Repayments on the ten year loan commenced in July 2014; repayable by 40 quarterly instalments. Interest is calculated at a fixed rate of 7.1%.

The three mortgages are secured by charges against the land and buildings at the Senior School site in Upper Dicker. The ten year loan is secured against the biomass boiler installations it was used to fund.

16 MOVEMENT ON DEFERRED INCOME

	2021 £'000	2020 £'000
Deferred income brought forward	2,912	5,120
Release in year	(3,070)	(5,420)
New provision added	4,496	3,212
Deferred income carried forward	4,338	2,912

All deferred income relates to early payment of fees either as FIA that covers at minimum one year's fees or payment of the Autumn 2021 bill.

17 NET CASH GENERATED FROM OPERATING ACTIVITIES

	2021 £'000	2020 £'000
Net incoming resources for the year to date	1,475	372
Adjustments for:		
Mortgage interest paid	270	289
Operating surplus	1,745	661
Amortisation of intangible fixed assets	28	49
Depreciation and impairment of tangible fixed assets	1,532	1,660
Loss/(Profit) on disposal of tangible fixed assets	-	33
Movements in working capital:		
Decrease/(Increase) in stock	19	(87)
Decrease/(Increase) in debtors	207	(336)
Increase/(Decrease) in creditors	2,086	(2,203)
	5,617	(223)

18 ALLOCATION OF NET ASSETS 2021

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	60	-	60
Tangible fixed assets	-	30,345	-	30,345
Current assets	30	6,909	5,430	12,369
Current liabilities	-	(8,626)	-	(8,626)
Long term liabilities	-	(7,437)	-	(7,437)
	30	21,251	5,430	26,711

ALLOCATION OF NET ASSETS 2020

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	66	-	66
Tangible fixed assets	-	30,716	-	30,716
Current assets	11	2,974	6,012	8,997
Current liabilities	-	(6,798)	-	(6,798)
Long term liabilities	-	(7,745)	-	(7,745)
	11	19,213	6,012	25,236

FUNDS
FUNDS 2021

	At 1 September 2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2021 £'000
Group					
Unrestricted Funds					
General	19,213	23,678	(22,273)	633	21,251
Designated funds:					
New Boarding House Fund	6,000	-	-	(633)	5,367
Foundation Fund	12	51	-	-	63
Total unrestricted funds	25,225	23,729	(22,273)	-	26,681
Charity					
Unrestricted Funds					
General	19,107	23,511	(22,129)	633	21,122
Designated funds:					
New Boarding House Fund	6,000	-	-	(633)	5,367
Foundation Fund	12	51	-	-	63
Total unrestricted funds	25,119	23,562	(22,129)	-	26,552

	At 1 September 2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2021 £'000
Group & Charity					
Restricted Funds					
Prep – Art prize	3	-	(3)	-	-
Building Project	1	-	-	-	1
COVID-19 Hardship Fund	7	40	(21)	-	26
Music Equipment	-	14	(11)	-	3
Total restricted funds	11	54	(35)	-	30

The designated foundation fund exists to provide bursaries.

The COVID-19 Hardship Fund aim is to help families who are experiencing financial difficulties as a direct result of the Coronavirus pandemic.

19 FUNDS (CONTINUED)

FUNDS 2020

	At 1 September 2019 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2020 £'000
Group					
Unrestricted Funds					
General	17,754	23,726	(23,367)	1,110	19,213
Designated funds:					
New Boarding House Fund	7,100	-	-	(1,100)	6,000
Foundation Fund	8	4	-	-	12
Total unrestricted funds	24,862	23,730	(23,367)	-	25,225
Charity					
Unrestricted Funds					
General	17,595	23,546	(23,134)	1,100	19,107
Designated funds:					
New Boarding House Fund	7,100	-	-	(1,100)	6,000
Foundation Fund	8	4	-	-	12
Total unrestricted funds	24,703	23,550	(23,134)	-	25,119

	At 1 September 2019 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2020 £'000
Group & Charity					
Restricted Funds					
Prep – Art prize	1	2	-	-	3
Building Project	1	-	-	-	1
COVID-19 Hardship Fund	-	7	-	-	7
Total restricted funds	2	9	-	-	11

20 PENSION COSTS

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 £1,314k (2020: £1,371k) and at the year-end £152k (2019: £159k) 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 [closes/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 a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. The consultation closed to response on 19 August 2021 and the Government is currently analysing the responses.

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.

20 PENSION COSTS (CONTINUED)

The School additionally operates two Defined Contribution Schemes. Contributions on behalf of staff within these schemes are made to Aegon UK Corporate Services Limited and National Employment Savings Trust.

Total contributions made to the Aegon Scheme during the year were £278k (2020: £272k). The total pension contributions which were still outstanding as at the year-end were £43k (2020: £36k).

The contributions made to the National Employment Savings Trust during the year were £58k (2020: £60k). The total pension contributions outstanding at the year-end were £11k (2020: £11k).

Contributions to these schemes are charged to the statement of financial activities as they fall due.

21 CAPITAL COMMITMENTS

At 31 August 2020 the group had capital expenditure contracted for, not provided for in the financial statements of £5,880k (2020: £319k).

22 OPERATING COMMITMENTS

At 31 August 2021 the school had commitments for future minimum lease payments under non-cancellable operating leases which fall due as follows:

	2021 Land and buildings £'000	2021 Other £'000	2020 Land and buildings £'000	2020 Other £'000
Within 1 year	11	21	8	55
Within 2 to 5 years	44	4	-	6
	55	25	8	61

23 MEMBERS' LIABILITY

The company is limited by guarantee and does not have a share capital. The liability of the members in the event of winding up is limited to £1.

24 RELATED PARTY TRANSACTIONS

Aside from transactions with other group entities there were no other related party transactions.

During the year there were net cross charges from Dicker Enterprises Limited to the school of £142k (2020: £135k), and from Letchfield Properties Limited to the school of £843k (2020: £1,773k).

At 31 August 2020 Dicker Enterprises Limited had a balance due to the school of £226k (2020: £302k) and Letchfield Properties Limited had a balance owed by the school of £503k (2020: £216k).

25 CONSOLIDATED STATEMENT OF FINANCIAL POSITION – COMPARATIVE FIGURES BY FUND TYPE

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2020 £'000
INCOME FROM:			
Charitable Activities	22,183	-	22,183
Donations and Legacies	1,255	9	1,264
Investment Income	38	-	38
Other Income	13	-	13
Non-ancillary trading income	241	-	241
Total Income	23,730	9	23,739
EXPENDITURE ON:			
Cost of Raising Funds	1,013	-	1,013
Charitable Activities	22,354	-	22,354
Total Expenditure	23,367	-	23,367
Net Income	363	9	372
Transfers between Funds	-	-	-
Net Movement in Funds	363	9	372
Fund Balances at 1st September 2019	24,862	2	24,864
Fund Balances at 31st August 2020	25,225	11	25,236

26 SUBSIDIARIES

Dicker Enterprises Limited

The Company owns all of the share capital of Dicker Enterprises Limited, a company incorporated in England and Wales (company number: 02380368), Registered office: Upper Dicker, East Sussex, BN27 3QH. This company carries out trading activity on behalf of the charity including the operation of the School shop, lettings of the Charities facilities and the provision of a transport service to the school.

Letchfield Properties Limited

The company also owns all of the shares in Letchfield Properties Limited, a company incorporated in England and Wales (company number: 02664231), Registered Office: Upper Dicker, East Sussex, BN27 3QH. This company carries out design, planning and construction services as part of a contract with St Bede's School Trust Sussex for the construction of new boarding accommodation.

	Dicker Enterprises Limited		Letchfield Properties Limited	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Turnover	697	730	816	1,821
Expenses	(637)	(731)	(796)	(1,773)
Profit on Activities before charges	60	(1)	20	48

	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Fixed Assets	200	222	-	-
Net Current Assets/(Liabilities)	22	(46)	9	10
Net Assets	222	176	9	10
Funds	222	176	9	10

	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Interest paid to Charity on Intercompany loans	3	3	-	-