

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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**ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2021**

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, ACI Arb †
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	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG
Solicitors	Moore Barlow The Oriel Sydenham Road Guildford, Surrey GU1 3SR		

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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 Dorns 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

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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.

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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.

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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.

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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

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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.

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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

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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.

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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

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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

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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 boarding 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

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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.

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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.

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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.

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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 (NCCR) 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.

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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.

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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

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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.

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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.

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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.

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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 CO₂e		
Gas consumption	193.55	161.85
LGP	187.64	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 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 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.

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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 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.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2021

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

Haysmacintyre 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:

**ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2021**

- 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

**ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021**

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.

**ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021**

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

**ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021**

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		Charity	
		2021 £'000	2020 £'000	2021 £'000	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
		<u>30,405</u>	<u>30,782</u>	<u>30,308</u>	<u>30,638</u>
Current assets					
Stock		158	177	-	-
Debtors	13	1,041	1,248	1,253	1,533
Cash at bank and in hand		<u>11,170</u>	<u>7,572</u>	<u>10,943</u>	<u>7,427</u>
		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		<u>3,743</u>	<u>2,199</u>	<u>3,711</u>	<u>2,237</u>
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		<u>26,711</u>	<u>25,236</u>	<u>26,582</u>	<u>25,130</u>
Represented by					
Restricted Funds	19	30	11	30	11
Unrestricted Funds	19				
General Fund		21,251	19,213	21,122	19,107
Designated Funds		<u>5,430</u>	<u>6,012</u>	<u>5,430</u>	<u>6,012</u>
		26,681	25,225	26,552	25,119
Total Funds		<u>26,711</u>	<u>25,236</u>	<u>26,582</u>	<u>25,130</u>

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			<u>11,170</u>		<u>7,572</u>
Analysis of cash and cash equivalents					
Current Accounts			<u>11,170</u>		<u>7,572</u>
Total			<u>11,170</u>		<u>7,572</u>
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)
		<u>814</u>	<u>4,164</u>	<u>-</u>	<u>4,978</u>

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

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.

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

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
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ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

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.

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

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.

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

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.

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

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.

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

3 INCOME FROM CHARITABLE ACTIVITIES

	2021	2020
	£'000	£'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	-
	<u>21,037</u>	<u>20,510</u>
Other Educational Income Comprised:		
Summer School Income	-	1
Quarantine School	165	48
Other Charges to Parents	1,465	1,566
Registration Fees	64	58
	<u>1,694</u>	<u>1,673</u>
Total Income from Charitable Activities	<u>22,731</u>	<u>22,183</u>

4 GRANTS & DONATIONS

	2021	2020
	£'000	£'000
Unrestricted		
Grants Job Retention Grant (CJRS)	735	1,251
Donations	4	4
	<u>739</u>	<u>1,255</u>
Restricted		
Donations	54	9
Total Grants & Donations	<u>793</u>	<u>1,264</u>

5 NON-ANCILLARY TRADING INCOME

	2021	2020
	£'000	£'000
School shop sales	179	183
Lettings	8	16
Other non-ancillary income	5	42
	<u>192</u>	<u>241</u>

6 EXPENDITURE

	2021	2020
	£'000	£'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	2020
	£'000	£'000
For audit services		
Audit of the company's financial statements	19	18
For other services		
Other assurance services	3	3
	<u>22</u>	<u>21</u>

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

8 EMPLOYEES

	2021	2020
	£'000	£'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	2020
	No.	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	2020
	No.	*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.

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

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.

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

10 INTANGIBLE ASSETS
Group & Charity

	Software £'000
Cost	
At 1 September 2020	431
Additions	22
Disposals	-
	<hr/>
At 31 August 2021	453
	<hr/>
Amortisation	
At 1 September 2020	365
Amortisation charge for year	28
Eliminated on Disposals	-
	<hr/>
At 31 August 2021	393
	<hr/>
Net book value	
At 31 August 2021	60
	<hr/>
At 31 August 2020	66
	<hr/>

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

11 TANGIBLE ASSETS

Group	Freehold Property £'000	Freehold Land £'000	Assets Under Construction £'000	Agricultural Equipment £'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 £'000	Furniture and Equipment £'000	Motor Vehicles £'000	Totals £'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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

11 TANGIBLE ASSETS (CONTINUED) Charity	Freehold Property £'000	Freehold Lane £'000	Assets Under Construction £'000	Agricultural Equipment £'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 £'000	Furniture and Equipment £'000	Motor Vehicles £'000	Totals £'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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

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

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

13 DEBTORS

	Group		Charity	
	2021	2020	2021	2020
	£'000	£'000	£'000	£'000
Fees Recoverable	896	904	896	904
Debt Provision	(382)	(452)	(382)	(452)
	<u>514</u>	<u>452</u>	<u>514</u>	<u>452</u>
Amounts owed by subsidiary companies	-	-	226	302
Other debtors	17	38	4	22
Prepayments and Accrued Income	<u>510</u>	<u>758</u>	<u>509</u>	<u>757</u>
	<u>1,041</u>	<u>1,248</u>	<u>1,253</u>	<u>1,533</u>

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2021	2020	2021	2020
	£'000	£'000	£'000	£'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	<u>1,220</u>	<u>743</u>	<u>596</u>	<u>399</u>
	<u>8,626</u>	<u>6,798</u>	<u>8,485</u>	<u>6,723</u>

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

15 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	Group		Charity	
	2021	2020	2021	2020
	£'000	£'000	£'000	£'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.

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

16 MOVEMENT ON DEFERRED INCOME

	2021	2020
	£'000	£'000
Deferred income brought forward	2,912	5,120
Release in year	(3,070)	(5,420)
New provision added	4,496	3,212
	<u>4,338</u>	<u>2,912</u>
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	2020
	£'000	£'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)
	<u>5,617</u>	<u>(223)</u>

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)
	<u>30</u>	<u>21,251</u>	<u>5,430</u>	<u>26,711</u>

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)
	<u>11</u>	<u>19,213</u>	<u>6,012</u>	<u>25,236</u>

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

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.

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

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.

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

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).

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

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	2020	2021	2020
	£'000	£'000	£'000	£'000
Turnover	697	730	816	1,821
Expenses	(637)	(731)	(796)	(1,773)
Profit on Activities before charges	60	(1)	20	48
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	2021	2020	2021	2020
	£'000	£'000	£'000	£'000
Fixed Assets	200	222	-	-
Net Current Assets/(Liabilities)	22	(46)	9	10
Net Assets	222	176	9	10
<hr/>				
Funds	222	176	9	10
<hr/>				
	2021	2020	2021	2020
	£'000	£'000	£'000	£'000
Interest paid to Charity on Intercompany loans	3	3	-	-
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