

Company Registration No: 01386499

Charity Registration No: 278950

**ST BEDE'S SCHOOL TRUST SUSSEX
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND ACCOUNTS
YEAR ENDED 31 AUGUST 2022**

**ST BEDE'S SCHOOL TRUST SUSSEX
FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022**

Index Page

Legal and Administrative Information	2
Report of the Governors	3 - 27
Independent Auditor's Report	28 - 30
Consolidated Statement of Financial Activities	31
Consolidated Balance Sheet	32
Consolidated Cash Flow Statement	33
Notes to the Accounts	34 - 55

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

LEGAL AND ADMINISTRATIVE INFORMATION

Governors

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

Mrs G Watkins (Chair) * # † ‡
Mr J W Burbidge BA (Hons) ACA (Deputy Chair) # †
Mr C Heinrich, BA, PGCE * ‡ (resigned 3 November 2022)
Mrs S E Jelly #
Mr D Keegan *
Dr C Lemaigre, MA Hons, DClinPsychol
Prof A W Lloyd MA (Cantab) PhD ‡ # (resigned 4 December 2021)
Mr M S McFadden FRICS †
Mr N A Mercer BA (Hons) * #
Mrs C M Nash BEd ‡ #
Mr M Pattihis * (appointed 18 June 2022)
Mr E R Plumley † (resigned 3 October 2022)
Ms A Sharma * (resigned 4 December 2021)
Mr S Smith, FRSA ‡
The Reverend Jeremy Sykes, MA Hons ‡ (appointed 18 June 2022)
Mrs J R Woodhouse Cert. Ed. (London) ‡

* denotes members of the Finance Committee

denotes members of the Nominations and Remunerations Committee

† denotes members of the Property Development Committee

‡ denotes members of the Education Committee

Trust Executive Committee

CEO/Senior School Head	Mr P M Goodyer MBA, FRSA
Company Secretary/COO	Dr J R Northway BM, FRCS
Prep School Head	Mr M Hammond BA (Hons) MA, PGCE
Director of Communications, Marketing and Admissions	Mrs R Nairne BA (Hons)
Senior Deputy Head	Mr J Tuson MA, PGCSE
Deputy Head, Operations	Mr P Wise BSc (Hons), MEd, PGCE
Director of People	Mrs E Maynard MCIPD
Director of Summer School	Mr R Edwards BSc (Hons), MSC
Director of Safeguarding	Mrs A Hodge RMA CYP

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

Advisors

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

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

The Governors, who are the Company's Directors, present their annual report and the audited accounts of St Bede's School Trust Sussex for the year ended 31 August 2022.

CHAIR'S REPORT

I am pleased to present the report and accounts for the year ending 31st August 2022 for the St Bede's School Trust Sussex. It has been another year of remarkable achievements and it is gratifying to report that as a result of the resilience and courage demonstrated across the Trust, Bede's has emerged from the plethora of challenges presented by the pandemic, in robust health.

This Annual Report focuses on the significant difference Bede's makes, not only to its pupils, but also to its surrounding community and beyond. The many and varied outreach projects which the staff and pupils have engaged with, which are outlined in this report, provide rich evidence of the compassionate ethos which underpins Bede's.

The report also highlights that this has once again been a very strong year in terms of the recruitment of new pupils into the Trust and Bede's educational philosophy is one which continues to resonate with families who are seeking a school in which every child can find joy in their pursuit of brilliance. As I reflect on the academic year I feel great pride in the evidence presented in this report of enduring commitment demonstrated by staff at Bede's, to deliver this educational vision and I would like to thank our parent community, and of course our pupils, for supporting and embodying these values.

The completion of the building of the new Dorms Boarding House has been a great achievement this year, particularly given the ongoing challenges presented for construction projects of this scale. At a time when some schools in the country are sadly being forced to close entirely due to financial pressures, the successful conclusion of this project, representing a significant enhancement to our facilities, seems all the more gratifying.

I hope this report will enable those with an interest in Bede's School to understand a little more about what makes this School so unique. As Chair of Governors, I would like to take this opportunity to thank the conscientiousness of all its staff who consistently strive to keep pupils safe and happy and ensure the best educational outcomes for them. Finally, I would also like to thank my fellow Governors for their support and unwavering commitment to the Trust.

Geraldine Watkins

ST BEDE'S SCHOOL TRUST SUSSEX

REPORT OF THE GOVERNORS

YEAR ENDED 31 AUGUST 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

a) Structure

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

b) Governance and Management

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

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

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

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

During the year the Governors have worked through the Charity Governance Code, auditing the Trust against the principles and recommended practice. The result has been a lengthy document confirming areas where principles and outcomes have been met, adopting the recommended practice by updating policies and procedures as necessary and explaining areas where alternative approaches have been taken.

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

The Finance Committee chaired by Mr N A Mercer, meets before each full Governing Body meeting to review annual budgets, termly management accounts, annual report and accounts and development

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

expenditure proposals. It makes recommendations for approval by the Board, including annual accounts, annual budget and setting of fees.

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

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

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

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

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

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

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

OBJECTIVES AND ACTIVITIES

a) Charitable Objectives

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

b) General Objectives for the Year

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

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

ST BEDE'S SCHOOL TRUST SUSSEX

REPORT OF THE GOVERNORS

YEAR ENDED 31 AUGUST 2022

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

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

The beneficiaries include:

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

Public Benefit

Educational

Offering bursaries or other types of assisted places

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

The Trust invests considerable time and resources in the awarding of its bursaries and ensuring that, as far as it is able, the benefits of a Bede's education are as accessible as possible to those who do not have the means to pay full fees. During the year, it provided 87 means tested bursary awards at a cost of £755k. Three of the awards were for fully funded places. In addition to its bursarial contributions, the Trust is involved in a range of activities in support of its charitable objectives including providing support for, and partnerships with, local schools, as well as fundraising and volunteering in support of charities across the UK and overseas.

Allowing pupils from state schools to use its educational facilities

Where restrictions have allowed, both Schools' facilities have again been used extensively by organisations and the local community, particularly local state schools.

Park Mead Primary School and Skippers Hill Prep School have both made use of the School's Food and Nutrition facilities, creating a jubilee lunch. Pupils from Park Mead also watched in-house drama performances in the theatre and have visited the zoo, learning about animal welfare and conservation.

The Trust provided transport for six local schools to various historic and educational places of interest at a total cost of £2,122, as well as providing transport for 250 pupils from six schools which attended Bede's Earth Day in June. This year we also welcomed back a number of primary and prep schools that visited the zoo.

The Sports Department has supported a number of schools through providing access to our facilities in order to run swimming, tough mudder competitions, cricket, tennis, football and hockey activities. We continued to support East Sussex Activities Placement Support by offering taster sessions in swimming, football and tennis in the school holidays.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

The Senior School has supported swimming lessons for Park Mead Primary School, whilst Hailsham Swimming Club, Swerve Soccer, Tennis Eastbourne and Skillz Cricket Club have continued to utilise the facilities for their local sporting provision. We have also provided a number of injury rehabilitation workshops for pupils at local schools.

Hosting joint school events with other state and independent schools

Bede's pupils who study BTEC Sport worked with Pevensey and Westham Church of England Primary School and Park Mead Primary School on a regular basis, to host sports coaching days.

We have started two formalised partnerships this year with other schools; the first one being Gladesmore School in Tottenham. Ten gifted and talented pupils from the school visited the Bede's campus and were then provided with expert online maths and science tuition by Senior School teachers throughout the academic year.

The second partnership involves the coordination of ten primary and secondary schools in the local area, to form the Wealden School Partnership. This collaboration will seek to provide the same opportunities to children in the Wealden Area regardless of which school they attend. A steering meeting was held in May and the first joint event involved inviting 250 Year 6 children to join our Earth Day in June. Pupils from local schools were educated on climate change by renowned environmental speaker Mr Peter Milne, before forming part of the largest human form of the earth, in an attempt to break the world record.

The Prep School hosted an "Inspiring Young Engineers" day involving local primary schools. As well as promoting STEM skills, there was also a focus on soft skills such as teamwork and building leadership qualities.

A member of staff within the STEM Faculty fulfils the role of CEO of the Galactic Challenge Enterprise and plays a significant role in organising annual events. A series of online challenges were held throughout the year, involving children from both independent and state schools. The School organised and ran the regional round of the UK Space Design Challenge on behalf of the educational charity Space Science Engineering Foundation (SSEF). Bede's hosted the only in-person event this year, which was well-received by all involved, including children from eight different schools, and appreciated by SSEF.

Pupils undertaking a BTEC Level 3 award in Sports Coaching were able to offer their expertise as sports coaches to four local schools, teaching Year 6 pupils in a range of sports - netball, football, hockey, badminton, basketball, athletics, tennis, rounders and cricket.

Pupils undertaking the Sports Leaders award organised and ran a swimming gala for five local schools. Over 100 children took part in the event with the winners collecting a medal at the end. Again, Bede's pupils were able to display their leadership skills, whilst helping to develop the swimming skills of children in the local area. Free swimming lessons for three local schools take place on a weekly basis during term time.

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

The Trust provided two 100% Sixth Form scholarships for overseas pupils as part of the HMC Projects Scholarship Programme.

Collaborating with state schools, including working with or sponsoring academies

Specialist teachers have taught Drama and STEM in after school classes at Chiddingly Primary School. These were very successful and popular activities that greatly benefitted the pupils but also helped to

ST BEDE'S SCHOOL TRUST SUSSEX

REPORT OF THE GOVERNORS

YEAR ENDED 31 AUGUST 2022

develop leadership qualities and independence in our own pupils. Pupils from Chiddingly and Park Mead Primary Schools were then invited to watch the final devised piece performed by Bede's pupils. The Prep School has also been able to continue its support for Eastbourne Youth Radio.

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

The Trust has a key member of staff who acts as the Designated Teacher for Looked After Children (LAC). Bede's works closely with the RNCSF and our Designated Teacher is a member of their Expert Advisory Group and provides advice about boarding for LAC, in order to help develop their national programme. During the year, there were 9 LAC from East Sussex who were educated in the Trust. Eight pupils were weekly boarding at Bede's and one was a day boarder. The School also supported one child from Eastside Young Leaders' Academy, EYLA (through the Royal National Children's SpringBoard Foundation, RNCSF). The School provides 50% bursaries for the LAC and also covers many of the extra costs, with the Local Authority and the Royal National Children's Spring Board Foundation providing the remainder of fees. Bede's also provides a 70% bursary for the child from EYLA, with the RNCSF covering the rest including extras.

As part of its work to support the Foster Placement Support Service, which provides respite for foster carers, Bede's hosts children several times a year at weekends and during holidays. Every term, we hosted groups of up to 15 children on a Saturday morning. These children took part in activities in both the Art Department and the Animal Management Unit, finishing off with lunch. On two occasions, once in the Easter holiday and once in the Summer holiday, we hosted two groups of LAC who participated in sports days led by staff in the Sports Centre, where they tried out a number of different sports. Our Designated Teacher for LAC has also continued to fulfil his role as a Governor of the East Sussex Virtual School for Children in Care.

It is of note that we also opened up links with Sibs, a national charity supporting children who have disabled siblings or parents. Through Sibs we made contact with Downs Junior School in Brighton, which is the only school in the South East to have a Sibs group. On two Saturdays, groups of up to 12 children came in for sessions in Art and Animal Management followed by lunch. On the second visit we also provided transport to and from Brighton.

We were able to support a student with UCAS and university support through the newly launched SpringForward programme; SpringForward works with independent schools to offer educational outreach opportunities to children in need and in care. It is hoped that in the future we can extend this support to more young people through our work with SpringForward.

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

Several members of staff act as Governors for local primary and secondary schools; we have staff who are currently Governors at Catsfield Church of England Primary School, Blatchington Mill Secondary School and Hove Park School, as well as Ratton School in Eastbourne and Hassocks Infant School. They also sit on the University of York advisory board for Natural Sciences. One member of staff is a trustee of Project Eileen, a local charity set up to provide help and support for school children coping with the death of a loved one. Another member of staff is a committee member and Safeguarding Officer for Kingston Tennis Club, coaching youngsters from the age of three upwards. Bede's Assistant Head (Innovation and Development) continues to lead various training and inset sessions in other schools, sharing his expertise in the area of online teaching and learning.

Through a collaboration with Park Mead Primary School, the Trust is working to develop knowledge, skills and expertise in Key Stages 1 and 2, both for itself and also for the Sports Leader pupils, so that they are encouraged to continue to develop their leadership skills and volunteering during their final year. The Head of Partnerships has worked with the Headteacher of our local primary school, enabling

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

their pupils to achieve their key skills award. Pupils have cooked in the food room, have visited the zoo and have had a morning of expert business and finance teaching at the beginning of their Enterprise Week.

Community Relations

Sport

As restrictions were removed, we were able to host the Schools' Tennis Championships across all age groups, which welcomed over 600 pupils from 15 schools across a ten-day period. We continued to support East Sussex Activities Placement Support by offering taster sessions in swimming, football and tennis in the school holidays. We provided swimming provision for Park Mead School, whilst Hailsham Swimming Club, Swerve Soccer and Skillz Cricket Club have continued to utilise the facilities for their local sporting provision. We continued to offer small group rehabilitation to those at local schools through our strength and conditioning provision. The Senior School also hosted the Sussex Schools U12-U18 football trials without any cost to participating schools. We supported local residents by allowing use of the tennis courts and have recently reopened our free villager sports membership, which includes use of the indoor areas such as the swimming pool and gym facilities.

Bede's staff continue to use their sports coaching qualifications for the benefit of local junior clubs, including Lewes Football Club. Bede's sports staff host and run academies and master classes, where possible, in hockey and football. St John's Meads Church of England Primary School has shared football training sessions and Bede's Prep School has also loaned St John's furniture and equipment. The Senior School has also supported Park Mead Primary School with art exhibitions, loaning display boards.

The Prep School grounds team look after St John's Meads C of E Primary School football pitch, cutting the grass and applying the markings. Musical instruments have been lent to pupils at St John's C of E School.

Village Life

The Senior School values highly its role within the local village community of Upper Dicker and its environs. We supported Christmas Carol singing in the village, donating money towards the cost of the evening including food, decorations and presents as well as supporting the event itself with pupils and staff.

The School maintains services to the village church, including undertaking repairs and tending to the graveyards, cutting hedges, as well as other village amenities, tending to the football pitch and verges. Our car park continues to be used for large events at the village church and daily by the parents of the village primary school for drop off and pick up. During the winter months, the School grits the paths in the village, especially around Park Mead Primary School.

Local residents are able to use the School's swimming pool and have access to the gym at certain times of the week, all of which are free. Bede's also provides emergency support within the village from time to time, for example by providing water to the primary school on occasions when the water supply to the village has been cut off for prolonged periods. The School prints and supplies ID cards for Park Mead School.

Wildlife

Bede's Animal Management Unit supports the People's Trust for Endangered Species and The Sussex Wildlife Trust in monitoring the population of Hazel Dormice. Local schools visit the zoo, along with a Young at Heart community group. It is hoped to extend this offering in the future.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

Local Charity and Volunteering Work

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

Bede's Head Girl was an elected member of the Eastbourne Youth Cabinet attending regular meetings. A local group supporting the elderly called Young At Heart Community Club were able to visit the zoo and cook in the food room. Pupils from Bede's were able to participate in the 'Big Sing' competition in the nearby town of Heathfield. It is hoped to grow this partnership in the coming years.

In October as part of the Harvest Festival celebration, the School donated enough food to produce 638 meals for those in need, a saving of £1,064. This is almost double the amount gifted from last year. Donations to Jeans for Genes day, St Wilfred's 40th Anniversary, the Poppy appeal and Red Nose Day were in excess of £650.

The School prefects raised £1,313 during the year in support of the Chance to Shine charity which gives disadvantaged children access to cricket training. In solidarity with all people who sleep rough, the prefects also arranged a sleep-out in support of the charity Warming up the Homeless, donating 12 boxes of goods including clothes and toiletries. Forty-five books were donated from the School library for Oxfam and 20 boxes of books and CDs were donated to King's School, Hove.

The boarding and day Houses at Bede's Senior School continue to demonstrate an admirable focus on charity fundraising. This is testimony to the spirit and camaraderie in each of the Houses; staff, pupils and their families showed a great willingness to come together and give to others. Charities supported were Beat Eating Disorders, Children with Cancer, Beachy Head Chaplaincy, Women's Aid and Family Matters, The Royal Marsden Cancer Charity, The ABC Fund, Chailey Heritage Foundation, Cancer Research UK, MIND, Jeans for Genes, Save the Children, Chance to Shine, and the British Heart Foundation.

One of Bede's Lower Sixth pupils held an auction night for staff and parents, raising awareness of the charity Family Matters, which offers counselling services to survivors of sexual abuse and rape. The event, which was held at Bede's, was a huge success raising £33,000.

A link has been created with Enthum House in Eastbourne, a home for refugees; the charity nurtures and helps young refugees to integrate into society and through our relationship with Enthum House, we will look to encourage empathy and compassion throughout the Bede's community with the plight of refugees. Plans include inviting pupils from Enthum House to participate in our activities programme, partnering on a podcast and playing sport together. We were honoured to have Enthum House speak to our future leaders this year at Futures Week, an event which was both inspiring and humbling.

Ukrainian and Polish pupils in one of the girls' boarding houses organised a collection of supplies to send to Ukraine. The Bede's community donated generously, enabling two large truck loads of essential supplies to travel to the Polish border. Across the Trust in excess of £25,000 was raised for the Ukrainian crisis and in total the Senior School raised £67,175 for charity, tripling the amount raised in previous years.

The Prep School raised over £20,000, through various events in the year. The money raised will go to support St Wilfrid's Hospice, Macmillan Cancer Support, Eastbourne FoodBank, Royal British Legion, Children in Need, Save the Children and Book Aid. The School choir were able to sing at a local Christmas charity event called Mead's Magic and joined forces with St John's Meads C of E Primary School in their jubilee celebrations.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

In developing links with the local community, the Beachy Head Marathon used the School's facilities as part of their event in October. Pupils from both Prep and Senior Schools have undertaken various beach and park cleans in the surrounding area in collaboration with Plastics Free Eastbourne and Surfers Against Sewage. Prep School pupils were able to take part in the Spring Water Festival in Eastbourne, helping to install water drinking stations. Prep School pupils continue to support Eastbourne Youth radio by broadcasting a show.

ACHIEVEMENTS AND PERFORMANCE

SENIOR SCHOOL

Academic

The turbulent two years has accelerated much development in teaching and learning at Bede's. Laptops have become as familiar as pencil cases, online resources as familiar as text books and remote sessions as familiar as after-school study. By no means does this mean that traditional teaching techniques and resources have been ignored, more that they have been added to with a comprehensive package of digital technology.

The challenges presented to pupils across the United Kingdom over the last two years have been well documented. In 2020 and 2021 the mainstream exam series were cancelled and replaced by either Centre Assessed Grades or School Assessed Grades. By the Autumn of 2021 it became evident that a full exam season was likely to run the following Summer, and the academic team at the Senior School took immediate steps to introduce support in order to help pupils who had no experience of exams.

The School undertook a review of the examinations process and the Joint Council for Qualifications (JCQ)/Cambridge Assessment International Education (CIE) regulations that covered these processes. As part of that review, exam year groups sat two mock exams rather than the standard one, in order to ensure that they had extensive practice of robust assessment. In addition, pupils were permitted, where it was their usual way of working, the use of a laptop in an exam (for JCQ subjects). This meant that pupils needed further training and experience on ensuring the best outcomes with a use of laptops in their exams.

Results in 2022 were higher than those in 2019 (the last comparable year of public exams). The A-Level results were broadly in line with 2019 whilst the GCSE results were higher than in 2019.

This year's A Level cohort - whose GCSEs were examined under Centre Assessed Grades arrangements - faced particular challenges with regard to the development of examination skills which resulted in more challenges than usual in ascertaining whether pupils were taking the most appropriate set of courses.

At GCSE, the development of digital technology throughout the School has had a positive outcome to pupils' achievements. Where some other UK schools may have struggled to deliver a strong educational experience over the past two years, Bede's has been able to utilise technology effectively to provide a robust experience.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

Cumulative percentages at each grade for A Level, BTEC and Pre U qualifications					
	A*	A	B	C	D
2022	27	50	70	88	94
2021	33	64	83	94	97
2020	25	54	82	97	99
2019	20	48	70	88	96

Cumulative percentages at each grade for GCSEs							
	9	8	7	6	5	4	3
2022	15	29	45	62	81	93	98
2021	18	36	56	73	88	99	99
2020	9	23	43	67	82	95	99
2019	7	20	39	56	77	91	96

Regular assessments throughout the year (with one 'robust' assessment for every year group once a term) were designed to ensure that teachers have feedback on progress, pupils develop the strategies for successful exam technique and pupils build resilience to face 'the real thing'.

The academic curriculum for the First Years was updated to include 'The Flourish Project' which aims to ensure children 'flourish' outside of the mainstream curriculum. This includes topics such as animal management, careers and digital literacy, food and nutrition and much more besides.

The Prep School Outreach programme expanded with faculties from Bede's hosting workshops for local prep schools, including the Languages Faculty hosting a Classical Civilisation day at Bede's, SHAPE visited Hazelwood Prep School to deliver a humanities focussed workshop.

Regular supra-curricular events took place, included the 42 Club talks (which included both visiting lecturers and pupil led talks), faculty masterclasses taking place once a week to inspire pupils with different subjects or new topics, competitions for pupils such as the Small Island Magazine prize, which led to a published book of poetry and essays.

Pastoral

Inclusion and Diversity

A sense of belonging is one of the core strands of the Bede's vision, underpinned by our four core values of compassion, conscientiousness, curiosity and courage. A sense of belonging is key in the pursuit of inclusion and staff strive to ensure that equality, inclusivity and diversity (EDI) across the Trust

ST BEDE'S SCHOOL TRUST SUSSEX

REPORT OF THE GOVERNORS

YEAR ENDED 31 AUGUST 2022

is outstanding. We embed this through by promoting the values of kindness, respect and understanding of each other's perspectives.

Bede's has continued to build upon inclusivity and diversity as part of this year's pastoral strategy and our work was recognised by The Boarding Schools' Association (BSA), as our Assistant Head: Pupil Welfare received the 'Outstanding INDEX (Inclusion and Diversity Excellence) Leadership Award' in recognition of the impact and outcomes achieved.

Pupil voice is at the heart of this work and the pupils involved in INDEX initiatives delivered a series of Bede's Talks on a range of topics based on each of the protected characteristics; including diversification of the academic curriculum, mental health, LGBTQIA+, disability awareness, gender bias, self-respect and religion. Finally, the Chair of the Index Hub, talked about race and school life highlighting the effects of racism and discrimination on the development of character and personality.

The team leading the EDI work along with the Pride Society concluded the programme of events by participating in the Brighton & Hove LGBT+ Community Pride Parade with a Bede's float on Saturday 6th August 2022. The whole community stood together as allies of the LGBT+ community during the rehearsals that led up to the parade.

As part of the commitment to building a sense of belonging across the Trust, we created an ongoing EDI strand of Professional Development sessions (for teaching and support staff) delivered by outside speakers and staff. Topics included: unconscious bias, micro-aggressions, code switching, pride and belonging, transgender inclusion, use of pronouns and being an ally. Pupil and parent voices were a central tenet of our commitment to ensuring that every person in our community feels that they belong within it.

This year in particular, there has been a significant increase in the number of pupils feeling able to come forward and talk about the EDI issues affecting them with pupils feeling more empowered to stand up for a causes and developing Bede's Talks on a series of other topics including sexual harassment, eating disorders and bereavement.

Boarding

Within our boarding community, it was a real pleasure to get back to the 'business as usual' approach with the gradual relaxation of Government COVID-19 restrictions. As ever, the residential boarding staff worked extraordinarily hard throughout this year to ensure that the welfare needs of Boarders were met. At the start of the academic year twice weekly lateral flow testing for all Boarders remained in place, eventually reverting to 'normal' procedure without any testing arrangements in place. As a result, the evening and weekend activities programme for Boarders was reinstated and during the Spring and Summer terms, inter House visiting and interactions between Houses reverted to normal.

During the year a review was undertaken of the structure of evenings which sought to understand whether Boarding and Day Boarding pupils gain as much as is possible from the opportunity of being part of our boarding Houses. This work was supported by the new Deputy Head: Operations. Alongside this work, the boarding team also conducted a review of arrangements for Day Boarders, with research into the provision in other schools included in order to inform future planning. Planning is underway to develop and improve the physical infrastructure for day boarding across the five boarding Houses.

Changes have also been made to the staffing structure, with the introduction of the new role of House Manager - an enhanced Matron role. Each of the five boarding Houses now has a House Manager, supported by two Matrons for whom they have line management responsibility. After trialling the system in Stud House over the Summer Term, a full complement of House Managers and Matrons were recruited over the Summer break in order to support boarders at the start of the new academic year.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

The main boarding project has seen the completion of the new Dorms Boarding House, with its world class residential facilities. There are 59 single or twin rooms in the building, each en suite with their own shower room and toilet. The new house also features four fully accessible rooms available for Boarders with mobility issues and the building is fully accessible throughout for those with disabilities. The large central auditorium with its huge 9 screen HD display allows the space to double up as a 'cinema' for Boarders' evening activities, as well as a fantastic 'heart of the House' for the whole community to use and enjoy during downtime. Matron's facilities, storage and the washroom are all also second to none. The Housemaster and Estates team worked tirelessly over the Summer to ensure that the interior design and furnishings were ready for the return of Boarders in September.

Co-Curricular

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

Trips and Visits

There were a range of visits including local regular UK based trips to Brighton, Portsmouth and Covent Garden as well as special one off trips to China Town for Chinese New Year and special celebratory trips to Thorpe Park for Year 11. The specialist subject based trips were numerous and included visits to the Sussex Planetarium, Shakespeare's Stratford on Avon and Wakehurst Place and the Houses of Parliament. There were several Duke of Edinburgh trips during the year including excursions to Ashdown Forest, the Peak District and the Lake District.

Although COVID-19 impacted on overseas trips there was a very successful Nepal expedition, which included Community work and the footballers also visited Porto. We believe strongly that such trips not only provide opportunities to enrich learning outside the classroom but also increase confidence and collaboration between pupils as well as enabling them to explore other physical and creative lifestyles.

Bede's Lower Sixth pupils took part in Futures Week to support them in their future careers planning, helping them to prepare for the next stage of their lives in work or at university. The workshops included university applications, business, psychology, social media marketing and the law. This was in addition to use of the School's online careers programme and one-to-one sessions as well as interview and CV sessions with industry experts.

Events

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

Performing Arts

Music

Our musicians began preparing for House Music and the musical Addams Family as soon as the new academic year got underway. Although House Music was not able to take place in its usual form, it was filmed in 2021, to allow all members of the Bede's community to watch. Bede's musicians enjoyed the

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

opportunity to collaborate with dancers and dramatists in the Addams Family, performed in January at the Devonshire Park Theatre, Eastbourne.

At the end of the Spring Term a Gala Concert was held in the Recital Room to a capacity audience, providing the music department the perfect opportunity to showcase the talent of many previously unheard pupils. The Summer Term brought lots of music and workshops with some of our talented visiting music team. We held the Bede's Young Musician of the Year competition for the first time in two years. There were also a host of events, including a trip to the Old Royal Naval College Chapel Choir for a choral evensong.

Legat Dance

The Legat dancers not only produced incredible live performances throughout the year but also achieved top results in their academic studies including 100% Distinction* for the BTEC Performing Arts exams Level 2 and 3.

The Autumn Term saw the first performance of 'Alice in Wonderland', a ballet devised and choreographed specifically for the Legat dancers. In the Spring Term Legat held its first ever solo awards. The Legat company also had the wonderful opportunity of dancing at The Congress Theatre in Let's Dance, an evening of entertainment aimed at bringing children and schools from across the South East together to celebrate dance. In the Summer Term the attention was focused on the outstanding performance of Once Upon A Time at The Attenborough Centre in Brighton. The showcase, which included 26 dances, 24 dancers and over 1000 costumes, demonstrated the incredible talent of the pupils.

Throughout the year, the company went to see Matthew Bourne's Midnight Bell and Mamma Mia, the musical. Legat pupils also attended the world's biggest dance event Move It at the ExCel Centre and Royal Academy of Dance (RAD) ballet exams saw all Bede's dancers passing with either distinction or high merit.

Many of the year's leavers have gone on to receive offers from prestigious performing arts colleges including Performers College, Laine Theatre Arts, Urdang and the Institute of the Arts in Barcelona.

Drama

Despite the ongoing challenges posed by COVID-19, particularly in the Autumn Term, pupils and staff approached the start of a new academic year with great optimism. A newly appointed Head of Academic Drama, who joined Bede's from the Brit School, helped reinvigorate the classroom approach and this was evident in the rapid completion of all of the practical assessments that were unable to be fulfilled last year. The strong results are testament to the success of our vigorous approach, with 90% A*-B at A level and our best ever GCSE results with 100% A%-B, with 53% of our candidates scoring a grade 9.

Our much anticipated week-long residency at the Devonshire Park Theatre, Eastbourne in January saw pupils from across the School delight in our production of The Addams Family to members of the Bede's community as well as paying audiences. The professional review from the Eastbourne Herald highlighted the bravery and creativity of the production and performances which staff and pupils were all enormously proud of.

During the year, there were new ventures too with a group of pupils leading after-school drama workshops at Chiddingly Primary School that culminated in the infants being invited into School for a small performance.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

The junior play represented a powerful antidote to the humour and entertainment of the School musical; *Lungs* by Duncan Macmillan saw our pupils grappling with some challenging material and exploring the world through the lens of drama.

A new London Academy of Music and Dramatic Art (LAMDA) teacher has joined the department and the results of this appointment are already evident in the first round of results that saw the majority of pupils gain a distinction - including Bede's first ever PCert Lam student who is leaving Bede's with what is essentially a qualification to teach LAMDA.

External workshops provided us with much needed inspiration and there were also numerous theatre trips, including to the National Theatre to see *Small Island*, the *End of the Lane*, to Chichester to see *The Long Song*, the Bridge Theatre for *La Belle Sauvage* and Brighton for Kneehigh's version of *Wuthering Heights*. These opportunities were particularly appreciated by pupils who have not had the opportunity to see live theatre over the COVID-19 period.

Our scholarship auditions were packed this year at both 13+ and 16+ and the calibre of pupil auditioning was markedly high at both levels and we were able to award more scholarships than previous years.

Sport

Bede's strategy for sport continues to focus on the dual strands of widening participation and delivering its core sports at a performance level.

In terms of participation, levels of physical activity were 15% higher during the year than pre-COVID-19. There has been a notable uptake in non-competitive sport whilst we have also seen growth in participation within C and D level teams. The sports programme has been extended to include sailing, rock climbing, yoga and martial arts. In March the whole School took part in the annual cross country.

Our performance teams shone once again. The Girls U18 cricket side are national 100 ball champions and were runners up in the T20. Archie Lenham and Dan Ibrahim broke records on the professional scene and received professional contracts for Sussex. Alice Capsey and Freya Kemp both represented England at the Commonwealth games and played in the Hundred Competition, alongside Ryana MacDonald-Gay.

In football the 1st XI boys won the National Cup, playing in the final at Stoke City's ground. The U15s also won the league and cup double. Harry Mills gained a professional contract at Brighton and Hove Albion Football Club (BHAFC) and Lola Brown has been called up to the England U17 team at the age of 15!

In hockey, Ryana MacDonald-Gay (England U21), Isabel Field (U18), Matilda Collins (Wales U18) and Elizabeth Morgan (Wales U18) also represented their country. In tennis the girls came 2nd in the county whilst the boys were ranked 10th nationally.

PREP SCHOOL

Autumn Term

During the Autumn Term pupils at the Prep School continued to enjoy a festival of opportunities that have enhanced and enriched their learning experiences, developing their 21st century skills as well as helping them to grow into global citizens through diversity and eco-literacy.

The well-loved Bede's Book Week was a highlight at the beginning of the year and established the tone and celebration of reading for pleasure across the School. Visiting writers came into School to talk about their books and in addition to the book talk, the authors also took writing workshops.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

The Prep School continued to demonstrate its commitment to the green agenda, participating in a Beach Clean and initiating a School recycling initiative. Energy Awareness Week involved pupils in a range of energy related activities including a Whole School Blackout! A team from Sussex Green Living visited the Prep School for the day as part of their Bright New Future Roadshow. Their Bright New Future Roadshow and Inspiration Eco station offered our pupils an array of workshops and performances to showcase ways in which we can all reduce our negative impact on the natural world. Each year group had dedicated time when they participated in three educational and practical demonstrations bringing awareness of biodiversity and biomimicry to encourage a connection to nature and our planet.

As part of their studies on air pollution this half term, Year 6 met Paul Turner, from the environmental campaign group Sustrans. He talked to the pupils about sustainable transport and presented some eye-opening facts about air pollution. Pupils then carried out a fieldwork investigation into traffic congestion and air pollution levels in a transect across Eastbourne.

The Prep and Senior Schools launched the first Trust-wide Eco and Environment Writing Competition, inspiring pupils across all years to think about ecology and their relationship to the natural world. The winners were celebrated during an online Q&A event with Isabella Tree, author of 'Wilding' and founder of the Knepp Estate's rewilding programme.

Collaboration between the English departments in the Prep and Senior School are building from strength to strength. Over the Autumn term the Head of English at the Senior School coached the Year 8 Advanced English Activity group in a filmic writing online workshop.

Pupil surveys were conducted in Maths, French and Spanish. There were positive responses from the children about teaching at the School, their teachers and the subject. We have also gained valuable information on areas which need improvement.

The Primary Maths Challenge involved 40 pupils from Years 5 and 6 taking part in the Primary Maths Challenge; 20 pupils received a Bronze Award and 7 children received a Silver Award.

The Art department enjoyed a variety of events to inspire and engage pupils. This included illustration demonstrations and drop in workshops during Book Week, a Design Technology (DT) Engineering Pantomime Challenge at the Town Hall with the Local Mayor involving Year 5 pupils, making poppies for Remembrance, clay workshops for Reception, Year 1 and Year 2 and the popular Headmasters' Christmas Card Competition.

In Dance, 14 pupils took part in Royal Academy of Dance (RAD) ballet exams. 7 pupils received a distinction and 7 pupils a merit and in Music, seven pupils were entered for exams, with all pupils gaining either a merit or distinction. The percussion and guitar concerts were enjoyed by all. The Remembrance Service was led by pupils in Years 3 and 4, who sang specific repertoire, in addition to the hymns sung by all and Years 3 and 4 also performed at the Meads Magic event. Three pupils performed live on radio as part of 'Eastbourne Youth Radio'. The Holywell nativity became a virtual performance at short notice, as did the Carol Service. Over 150 pupils voluntarily joined the carol service choir and we held 5 services, with most year groups having their own virtual service.

Pupils in Year 5 were involved in a pen pal project with a school in Spain. Years 5 and 6 enjoyed an online guest author visit from Natalia Simons. She talked about her life as a bilingual and bicultural child in the UK and she also read an extract from her book 'The Spanglish girl'. In French, Pre-Prep pupils particularly enjoyed online escape games helping them practice French vocabulary.

In Computing, Year 7 pupils entered the UK Bebras Computing Challenge. 13 pupils gained a 'Merit' and 9 pupils a 'Distinction'. Six pupils gained a 'Gold Award' as a result of achieving in the top 10% nationally of their age group. They also received an invitation to the 2022 Oxford University Computing Challenge.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

In Sport the girls made it into the final 16 of the National Hockey Cup, also winning the regional UKSA Cup at Burgess Hill. In November the U13 boys football team participated in the The Independent Association of Prep Schools (IAPS) National Finals, making it to the Final.

There were a variety of trips including Year 6 trips to Battle Abbey, Canterbury Cathedral and a Rainbow Theatre workshop on Life as a Victorian Child, Year 7 team building at Bowles as well as a trip to Birling Gap to learn about coastal management and erosion and a Year 8 trip to the Mary Rose.

Spring Term

During the Spring Term, pupils across the School combined 21st century skills and literacy skills to take part in LitFilm projects. The award-winning projects transformed pupils from Years 1 to 8 into screenwriters, editors and performers, sharing a common theme of the environment.

World Book Day raised £244 for Book Aid International. The donations equated to just over 120 brand new books that were sent to those that need it most: whether that be a school, community library or refugee camp. World Book Day was packed with book-themed activities, book quizzes and competitions in the library.

Pupils from Bede's Prep visited the Senior School for the Galactic Challenge, a space design competition that encourages pupils to be innovative, creative, and collaborative whilst challenging their application of physics and mathematics in an astrophysical way.

The Maths department continues to collaborate with colleagues at the Senior School. Year 6 enjoyed a Crypto maths morning and Year 7 participated in our annual STEM workshop. There were workshops on shape as well as tests of algebra and origami design.

On Safer Internet Day pupils explored the theme of respect and relationships online, with a focus on their attitude during online gaming sessions. The sessions gave pupils a chance to consider what "respect" means when online and offered useful reinforcement of an important topic.

In March a group of Year 6 pupils participated in the Eastbourne in Bloom competition and won first place. The design will be planted along the Eastbourne promenade. Eight pupils' artwork have also been selected for exhibition at the Beacon Show in Seaford.

In Music the Prep School orchestra participated in the orchestral and instrumental day and there were also two piano concerts and a vocal concert. All pupils from the Pre-Prep upwards were given the opportunity to perform a play during the year, an opportunity that was particularly enjoyed after a year of virtual performances.

In Sport, girls from Years 3 and 4 were joined by pupils from a neighbouring school for a fun football session. Four boys were selected for the Independent Schools Football Association (ISFA) South East Squad and the girls' team also participated in the Football Festival at Great Walstead School. Pupils from Years 5-8 attended the IAPS Swimming Gala which was once again held at the Senior School.

Summer Term

During the Summer Term pupils' excellent achievements and progress were not only evident in their end of year assessments but were also seen in the breadth and depth of their curiosity, revealed when they discussed their work, in the work itself, and in their outstanding contributions in lessons.

Pupils from the Prep School were awarded top scholarships to their chosen senior schools across all disciplines. The majority of pupils transferred to Bede's Senior School and the following scholarships were awarded: 4 Academic, 8 Sport, 1 Music and 2 Art. One pupil secured an academic and sport scholarship to Eastbourne College.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

The English department continues to offer our pupils a wide range of exciting and enthusing learning opportunities with the work of four Year 7 pupils featuring in Mind's Eye magazine which is a yearly publication that showcases writing from top Prep schools in the South-East. Pupils' work was also published in the first edition of Bede's Prep Creative Anthology – a collection of stories, poems, letters and essays which also featured pupils' artwork and copies were issued to every family at the Prep School's Prize Giving.

In the Maths departments some of Year 8 took part in a day of advanced maths challenges with Year 9 at the Senior School. Pupils from Years 7 and 8 took part in the UK Mathematics Trust (UKMT) Junior Maths challenge: 17 children were awarded either a Bronze, Silver or Gold award and in Year 3 and 4, children took their learning outside of the classroom finding links between the Forest School and the Maths curriculum.

Following a successful year of eco literacy initiatives, we were awarded the Bronze Eco Schools Award, with distinction. Our pupils showed outstanding citizenship and genuine drive to make realistic but dynamic change, creating positive impacts for our planet now.

The Summer Term highlight for History was the Year 6 Residential trip. This three day, two night trip included visits to Warwick Castle, Cadbury's World and the ThinkTank Science museum. Year 5 also had a residential trip to Boundless where they enjoyed a range of activities designed to build confidence and independence.

It was a very successful term for the Art Department outside the classroom. Year 6 pupils participated in a collaborative trip between the Art and Science departments to the beach. Inspired by Andy Goldsworth's, natural installations, pupils created stone sculptures on the beach. Pupils' artwork was displayed at St John's Church in celebration of the Queen's Jubilee.

As always, the Music department provided a festival of opportunities for our pupils, with a number of performances. Several pupils kindly gave up part of their half term to perform at St John's, the local church, as part of their Jubilee party celebrations. The leavers' service and concert featured contributions from our Year 8 pupils, many of whom also performed at Prize Giving. The highlight of the term was the intersection competition which challenged each of the School sections to put forward pupils to act, solo dance, dance in a group, sing a solo and play a solo.

The term was busy with sporting activities; 128 pupils competed in the Sussex Schools County Championships. Both the boys and girls team won the U8 competition and both boys and girls teams made it to the final of the U11 event. There was also a Mini Tennis Festival for players in Years 1 and 2.

In June the whole School community came together for Sports Day at the Senior School for the first time in three years.

Finally, the whole School walk in the last week of the term involved children from Reception to Year 8 walk on the South Downs as well as a communal picnic and in doing so raised nearly £4,000 for the Royal British Legion poppy home, Mais House, in Bexhill-on-Sea. Pupils' achievements were celebrated at the end of term with the first full Prize Giving and Speech Day for three years.

Co-Curricular Programme

The Co-Curricular Programme at the Prep School continued to go from strength to strength, offering activities in the areas of arts and crafts, educational enrichment, games and hobbies, the performing arts and sport. Pupils have been encouraged to make independent decisions on their choices as well as become involved in the organisation and even leadership of the activity.

ST BEDE'S SCHOOL TRUST SUSSEX

REPORT OF THE GOVERNORS

YEAR ENDED 31 AUGUST 2022

SUMMER SCHOOL

Bede's, which is the largest boarding school-owned Summer School in the UK, offers a wide range of residential and day English language programmes across four reputable boarding school and university locations in Sussex. In 2022, it enrolled a total of 823 pupils between the ages of 6 and 20 years of age as well as successfully operating the Bede's Holiday Club at the Prep School for pupils aged 5-12.

The top source markets across all locations were different to previous iterations due to the effects of COVID-19 and the invasion of Ukraine. 2019 and prior source market mainstay regulars China (9.8%) and Russia (9.2%) comprised less than 1% cumulatively even with domestic Boarders and dual nationality pupils recruited. A total of 39 nationalities were represented at Bede's in 2022 compared with 47 different nationalities in 2019. French (23%), Italian (17%), German (13%), Spanish (9%) were the top markets with Turkish (4%), Argentine (4%) and Switzerland (3%) being the next most notable as well as Ukraine (3%). Places for Ukrainian pupils were largely free day places which were provided for local refugees.

Despite the associated challenges to recruitment due to COVID-19, the invasion of Ukraine as well as delays with passports and visas, numbers were positive with 1,752 student weeks delivered across four sites. Lancing (762 weeks, 43.49%) was our largest centre followed by Dicker (634 weeks, 36.19% - including special courses and day places), Eastbourne (197 weeks, 11.24% - including day and parent places) and Brighton (159 weeks, 9.06%) as well as 441 pupil days delivered at the Holiday Club.

Despite the decline in student numbers, the decision to run fewer sites and focus on occupancy rates in those open resulted in improved efficiency and quality. All feedback from staff, pupils and agents indicated it had been an operationally successful Summer period.

Finally, the summer of 2022 saw a number of internal and external inspections and visits to ensure regulatory compliance within the Summer School's provision of courses and quality of operations. Feedback from Bede's Governors was very positive, the Summer School was also inspected by the British Council for the first time since 2017 and the verbal feedback from the inspectors pointed to an extremely strong report ahead of publication later in the Autumn.

The Summer School also managed a camp during the February half term for pupils from the Prep and Senior School who did not elect to stay with guardians.

Infrastructure and Management

Information Technology and Data Security

The Trust has recently appointed a Data Development Manager to drive a data culture within the Trust and to coordinate and administer the efficient running of the Trust's Management Information Systems (MIS). This role will play an important role in enabling the Executive and Senior Management Teams to make informed decisions and to make use of the full functionality of the MIS platform and its associated systems. Additionally the Data Development Office has taken ownership of all data control and compliance obligations.

The migration to Google Workspace was completed over the year and Google Workspace has become the primary productivity tool across the Trust. The Assistant Head - Innovation and Development - has led a programme of training focused on developing employee productivity and efficiency.

In terms of Teaching and Learning the Trust took the bold decision to empower any learner to make an informed choice about their "normal way of working". This meant that all learners at the Senior School are now permitted to complete their public examinations on a laptop if it is felt that digital tools give them the best chance of achieving academic success. This involved a major infrastructure project for the IT Network and Exams teams. This was supported by training and professional development for both

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

pupils and staff to ensure teaching and learning in the classroom trains pupils on how these tools impact on cognition and response. There remains a heavy emphasis within the curriculum on ensuring pupils are taught the digital tools which are required in a 21st century workplace. We are committed to ensuring users across the Trust are able to use digital tools safely, effectively, responsibly and ethically.

Cyber Essentials certification was achieved in October 2021, this was swiftly followed with Cyber Essentials Plus being awarded in January 2022. The work carried out in order to comply with the highly rigorous security expectations of the Cyber Essentials Plus Certifications ensures that Bede's has significantly reduced the chances of becoming a victim of a ransomware, malware or cyber-attack. Monitoring and upgrading of the IT infrastructure has continued throughout the year in order to ensure we exceed the future Cyber Essentials Plus standards needed to renew the certification year on year.

Estates

The most significant focus of the Estates department has been to manage the development of the new Dorms Boarding House which was handed over to the Trust in July. The Estates team has prepared the House and managed various contractors to ensure an opening for the new academic year in September. The Estates team have also prioritised compliance, servicing and planned maintenance and essential repairs.

A total refurbishment of the ground floor girls' toilets at the Prep School took place over the Easter holidays and a complete refurbishment of Bloomsbury Day House was completed over the Summer holidays. Painting works to the kitchens and works to meet audit requirements were also conducted and some of the exterior elevations of the Manor House building were extensively refurbished.

As part of the Trust's commitment to reducing energy consumption, additional smart metres have been installed and another phase is being carefully planned.

Improvements to playing fields drainage and improvements to the 1st XI cricket pitch also took place throughout the year.

There have been significant improvements to the exterior pathways with an additional path installed to ensure a safer pedestrian access to Stud fields. This will also benefit our neighbouring school Park Mead Primary School, who enjoy some of our facilities.

Planning for additional sports fields and a road traffic scheme which will allow a safer crossing for the Bede's community have also been undertaken throughout the year.

The Grounds Team was also an integral part of the team which supported the Trust's tree planting initiative, which will ultimately see 2,022 trees planted on the Senior School site as part of the "Plant a Tree for the Jubilee" initiative. The trees selected for planting are all native Sussex trees that encourage wildlife.

Safeguarding

Safeguarding has continued to remain high on the Trust's agenda and the Director of Safeguarding continues to sit on all the appropriate committees, including the Trust's Executive Board, in order to ensure that safeguarding remains at the heart of decision-making.

The Director of Safeguarding sits on the East Sussex Safeguarding Children's Partnership Board so key themes and priorities including reviews of Safeguarding Practice Reviews (previously Serious Case Reviews), can be shared amongst key colleagues which in turn disseminates across the Trust.

Safeguarding teams across the Trust have continued to meet weekly throughout the year to discuss high priority cases and discuss proactive measures that can be taken to protect the community. There

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

are also weekly welfare and pastoral meetings including the Health and Wellbeing team, Heads of Year at the Prep School, Learning Enhancement practitioners and the coordinator for Looked After Children within the Trust.

Our personal, social, health and economic (PSHE) and relationships and sex education (RSE) programmes support key areas of safeguarding and are delivered directly to the pupils across the Trust. Subjects such as consent, healthy relationships, female genital mutilation (FGM) and Extremism and Radicalisation empower our pupils to have to make informed choices with the knowledge they have learnt.

Mental health concerns have risen across all communities and we have certainly seen this within our young people. The level of pastoral support that is given to our pupils here at Bede's is second to none. With the diminished external services that are available (or at least extremely long waiting times) we are holding sessions and supporting our pupils on a daily basis. Across the Trust the pastoral teams work tirelessly to support these pupils so that they are able to access their education. Our Medical and Welfare teams are integral in this, and the demands for this service are high. We continue to spot the trends of when there are peaks in the need for this (eg exam stress/anxiety) and we have been proactive in our CPD offer to staff to ensure that all our pastoral staff are able to give support.

We continue to send out information to our parents/carers via the School newsletter either through Safeguarding or PSHE and our parents and carers are able to sign up to key websites such as the National Online Safety which gives training and practical information to parents around online issues.

As a Trust, key colleagues enhance their safeguarding knowledge through participating at the Independent Schools Safeguarding Group (ISSG) which is supported and delivered by our Standards and Learning Effectiveness Service (SLES) safeguarding colleagues. These have all continued to be online throughout this last school year. SLES also send out termly newsletters which again ensures that we are informed of key themes, policy and legislation change and anything else that is useful to our Schools and our roles.

Working alongside the Summer School team we worked hard to upgrade our safeguarding systems ready for our first Summer School in 2 years. We have integrated the systems that are used on a daily basis at Bede's and have moulded these for the staff to use for Summer School, taking into account the diversity and transiency of this cohort of young people. We have also tweaked and changed our Safeguarding training to ensure that this is reflective of new legislation and policy and this was delivered by our Director of Safeguarding.

FINANCIAL REVIEW

Results for the year

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

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

The Consolidated Financial Statements at 31 August 2022 show net inflow of resources of £4m (2021: £1.5m), after charging depreciation £1.5m (2021: £1.5m). The Group's income was £30.8m (2021: £23.8m) and expenditure was £26.8m (2021: £22.3m).

Group capital expenditure in the year was £6.8m (2021: £1.2m). £5.6m of this expenditure was on the new Boarding House, the remaining £1.2m, IT (£0.2m), Furniture and Equipment (£0.7m), Assets Under Construction (£0.2m) and other (£0.1m).

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

Mortgage loans outstanding totalled £5.4m (2021: £5.8m) at the end of the financial year and cash at bank and short-term deposits totalled £8.4m (2021: £11.1m).

Investments

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

Reserves

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

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

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

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

At the Balance Sheet date, the Group held reserves totalling £30.7m (2021: £26.7m) of which the Group's fixed assets, net of borrowing of £5.4m, represents £30.3m. The Trust has free reserve of £0.4m. At the present time, the Governors continue to focus on the delivery of the Trust's Property Masterplan, which requires careful management of cash flow and appropriate financing.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

CARBON AND ENERGY REPORTING

UK Greenhouse gas emissions and energy use data for the period 1st September 2021 to 31st August 2022. The Trust has followed the 2019 H.M. Government Environmental Reporting guidelines and have used the 2022 UK Government's conversion factors for company reporting.

	2022	2021
Energy consumption used to calculate emissions (kWh)	6,633,103	5,079,727
Energy consumption breakdown (kWh)		
Gas	1,152,695	1,056,729
LPG	956,692	781,580
Fuel Oil	1,296,465	999,966
Gas Oil	78,618	62,940
Electricity	2,214,204	1,624,480
Transport Fuel	934,429	554,032
Scope 1 emissions in metric tonnes CO₂e		
Gas consumption	207.49	193.55
LGP	200.90	167.64
Fuel Oil	350.04	268.14
Gas Oil	20.44	16.16
Owned transport – minibuses	222.06	130.86
Total Scope 1	1,000.93	776.35
Scope 2 emissions in metric tonnes CO₂e		
Purchased electricity	428.18	344.93
Scope 3 emissions in metric tonnes CO₂e		
Business travel in employee owned vehicles	2.14	0.31
Total Gross emissions in metric tonnes CO₂e	1,431.25	1,121.59
Intensity ratio tonnes CO₂e per pupil (1085)	1.3191	1.1149

In addition, the School has a Biomass plant for heat generation which amounts to 1,385,363 kWh or 14.59 tonnes CO₂e 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).

As the School returned to a more normal routine post pandemic, energy usage naturally increased particularly in respect of the use of the mini-bus fleet. In addition, the construction of the new 95 bed dormitory increased electricity consumption on the main school electricity supply. The next year should provide a baseline consumption level from which targeting can commence. The new Boarding House at the Senior School has now opened replacing the old block that will be refurbished and repurposed. Fabric surveys have been completed on the entire property portfolio and a net zero consultant has been engaged to explore a managed reduction in fossil fuel consumption beginning with an audit of all machine rooms and a solar feasibility study. A study is being undertaken to connect surplus biomass capacity to an existing block heated by fuel oil.

Use is being made of the smart metering of mains electricity and gas by the Estates department to report on unusual consumption and has also been embraced by ECO Schools representatives to explore energy saving initiatives.

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

SUBSIDIARY COMPANIES

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

PRINCIPAL RISK AND UNCERTAINTIES

In addition to the threat of a resurgent COVID strain, the principal risks facing the Trust are those that would generally be expected within the Independent School's sector and include the following:

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

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

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

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

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

PLANS FOR FUTURE PERIODS

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

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

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

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

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

AUDITORS

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:

- 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;

ST BEDE'S SCHOOL TRUST SUSSEX
REPORT OF THE GOVERNORS
YEAR ENDED 31 AUGUST 2022

- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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

Signed on behalf of the Board of Governors on 26 November 2022.



Chair
G P Watkins

**ST BEDE'S SCHOOL TRUST SUSSEX
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2022**

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**ST BEDE'S SCHOOL TRUST SUSSEX
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2022**

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on pages 26-27 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the independent school regulations, safeguarding regulations, health and safety requirements, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the

**ST BEDE'S SCHOOL TRUST SUSSEX
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2022**

preparation of the financial statements such as the Charities Act 2011 and Companies Act 2006 and consider other factors such as payroll tax.

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

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

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



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

Date: 5 December 2022

ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted Funds 2022 £'000	Restricted Funds 2022 £'000	Total 2022 £'000	Total 2021 £'000
INCOME FROM:					
Charitable Activities	3	30,553	-	30,553	22,731
Grants, Donations and Legacies	4	74	15	89	793
Investment Income		6	-	6	1
Other Income		12	-	12	66
Non-ancillary trading income	5	130	-	130	192
Total Income		30,775	15	30,790	23,783
EXPENDITURE ON:	9				
Cost of Raising Funds		1,147	-	1,147	904
Charitable Activities		25,644	20	25,664	21,404
Total Expenditure		26,791	20	26,811	22,308
Net Income		3,984	(5)	3,979	1,475
Transfer between Funds		-	-	-	-
Net Movement in Funds		3,984	(5)	3,979	1,475
Fund Balance at 1st September 2021	19	26,681	30	26,711	25,236
Fund Balance at 31st August 2022	19	30,665	25	30,690	26,711

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

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

The notes on pages 34 to 55 form part of these accounts.

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

**ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED AND CHARITY BALANCE SHEET
AT 31 AUGUST 2022**

		Group		Charity	
	Notes	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Fixed assets					
Intangible Assets	10	74	60	74	60
Tangible Assets	11	35,634	30,345	35,693	30,228
Investments	12	-	-	20	20
		<u>35,708</u>	<u>30,405</u>	<u>35,787</u>	<u>30,308</u>
Current assets					
Stock		79	158	-	-
Debtors	13	1,013	1,041	1,212	1,253
Cash at bank and in hand		8,355	11,170	8,341	10,943
		<u>9,447</u>	<u>12,369</u>	<u>9,553</u>	<u>12,196</u>
Creditors: Amounts falling due within one year	14	(7,276)	(8,626)	(7,393)	(8,485)
Net current assets		<u>2,171</u>	<u>3,743</u>	<u>2,160</u>	<u>3,711</u>
Total assets less current liabilities		<u>37,879</u>	<u>34,148</u>	<u>37,947</u>	<u>34,019</u>
Creditors: Amounts falling due after one year	15	(7,189)	(7,437)	(7,189)	(7,437)
Net assets		<u>30,690</u>	<u>26,711</u>	<u>30,758</u>	<u>26,582</u>
Represented by					
Restricted Funds	19	25	30	25	30
Unrestricted Funds	19				
General Fund		30,531	21,251	30,599	21,122
Designated Funds		134	5,430	134	5,430
		<u>30,665</u>	<u>26,681</u>	<u>30,733</u>	<u>26,552</u>
Total Funds		<u>30,690</u>	<u>26,711</u>	<u>30,758</u>	<u>26,582</u>

The notes on pages 34 to 55 form part of these accounts.

Approved by the Board of Governors and authorised for issue on 26 November 2022.



G P Watkins
Chair of the Board of Governors
Company Registration No: 01386499



N A Mercer
Chair of the Finance Committee

**ST BEDE'S SCHOOL TRUST SUSSEX
CONSOLIDATED CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2022**

	Notes	2022 £'000	2022 £'000	2021 £'000	2021 £'000
Net cash generated from operating activities	17		4,829		5,617
Cash flows from Investing activities					
Purchase of intangible fixed assets		(38)		(22)	
Purchase of tangible fixed assets		(6,783)		(1,161)	
Net cash used in Investing activities			(6,821)		(1,183)
Cash flows from financial activities					
Repayment of borrowings		(437)		(437)	
Payment of obligations under finance leases		(129)		(129)	
Interest paid		(257)		(270)	
Net cash outflow from financing			(823)		(836)
Net increase of cash and cash equivalents			(2,815)		3,598
Cash and cash equivalents at the start of the year			11,170		7,572
Cash and cash equivalents at the end of the year			<u>8,355</u>		<u>11,170</u>
Analysis of cash and cash equivalents					
Current Accounts			4,355		11,170
Deposit Accounts			<u>4,000</u>		<u>-</u>
Total			<u>8,355</u>		<u>11,170</u>
Net Debt					
		At 01/09/21 £'000	Cashflow £'000	Other Movements £'000	At 31/08/2022 £'000
Cash		11,170	(2,815)	-	8,355
Loan: falling due <1 year		(437)	-	-	(437)
Loan: falling due >1 year		(5,399)	437	-	(4,962)
Finance Lease Obligation		(356)	129	-	(227)
		4,978	(2,249)	-	2,729

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

1 ACCOUNTING POLICIES

a) Company Information

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

b) Basis of Preparation

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

The Charitable Company is a public benefit company as defined by FRS 102 and therefore the Charity also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

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

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

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

The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. In particular the governors have considered the charitable company's forecasts and projections that covered a 24 month period to August 2024 and have taken account of pressures on fee income and expenditure. After making enquiries the governors have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

c) Group Accounts

The financial statements consolidate the financial statements of the company, and all its subsidiary companies, charitable trusts and funds with all inter-company balances being eliminated. Entities are consolidated where St Bede's School Trust Sussex exercises overall control either through ownership of shares or through having common trustees with a common objective. Accounting policies are consistently applied between group companies. These financial statements for the year ended 31 August 2022 are prepared on a consolidated basis in accordance with FRS 102.

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

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 2022**

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 2022

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 2022**

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 2022**

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 2022

3 INCOME FROM CHARITABLE ACTIVITIES

	2022	2021
	£'000	£'000
School Fees receivable comprised:		
Gross Fees	28,421	23,599
Less total scholarships, bursaries and other fee remissions	(2,675)	(2,583)
Add back: Bursaries paid for by the Hardship Fund	5	21
	<u>25,751</u>	<u>21,037</u>
Other Educational Income Comprised:		
Summer School Income	2,355	-
Quarantine School/Holiday Club	110	165
Other Charges to Parents	2,264	1,465
Registration Fees	73	64
	<u>4,802</u>	<u>1,694</u>
Total Income from Charitable Activities	<u>30,553</u>	<u>22,731</u>

4 GRANTS & DONATIONS

	2022	2021
	£'000	£'000
Unrestricted		
Coronavirus Job Retention Grant (CJRS)	1	735
Donations	73	4
	<u>74</u>	<u>739</u>
Restricted		
Donations	15	54
	<u>15</u>	<u>54</u>
Total Grants & Donations	<u>89</u>	<u>793</u>

5 NON-ANCILLARY TRADING INCOME

	2022	2021
	£'000	£'000
School Shop sales	91	179
Lettings	39	8
Other non-ancillary income	-	5
	<u>130</u>	<u>192</u>

6 EXPENDITURE

	2022	2021
	£'000	£'000
<i>Unrestricted funds</i>		
Direct charitable expenditure includes:		
The operating surplus is stated after charging/(crediting)		
Amortisation	24	28
Depreciation	1,494	1,532
Operating Leases	95	79
(Income) from property leases	<u>(1)</u>	<u>(1)</u>

7 AUDITORS' REMUNERATION

	2022	2021
	£'000	£'000
For audit services		
Audit of the company's financial statements	20	19
	<u>20</u>	<u>19</u>
For other services		
Other assurance services	3	3
	<u>23</u>	<u>22</u>

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

8 EMPLOYEES

	2022	2021
	£'000	£'000
Staff Costs:		
Wages and Salaries	12,526	11,399
Social Security Costs	1,250	1,069
Pension Costs	1,793	1,643
	<u>15,569</u>	<u>14,111</u>
	2022	2021
	No.	No.
Total Staff Headcount:		
Teaching	140	132
Teaching Support	142	135
Support	177	188
Summer School – Temporary	105	-
	<u>564</u>	<u>455</u>

Included in staff costs are redundancy or termination payments totalling £75k (2021: £130k).

One (2021:one) Governor were reimbursed for training, travel and accommodation expenses amounting to £593 (2021: £59). None of the Governors received any remuneration or other benefits.

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

	2022	2021
	No.	No.
£ 60,001 - £ 70,000	6	6
£ 70,001 - £ 80,000	1	1
£ 80,001 - £ 90,000	2	1
£ 90,001 - £100,000	1	1
£100,001 - £110,000	-	-
£110,001 - £120,000	-	-
£120,001 - £130,000	1	1
£130,001 - £140,000	-	-
£140,001 - £150,000	-	-
£150,001 - £160,000	-	1
£160,001 - £170,000	1*	-

Employers National Insurance and pension contributions are not included in the higher paid employee salary calculations.

The number of higher paid staff in defined contribution (DC) pension schemes was five (2021: six) with total employer's contributions amounting to £86k (2021: £55k). Six (2021 restated: five) higher paid employees were in the defined benefit (DB) pension scheme. Total employer's contributions in the year were £99k (2021: £113k).

Key management personnel comprise the Executive Committee. The total number of key management personnel receiving pay and benefits is nine (2021: seven) and the total pay and benefits received were £801k (2021: £615k). Pension contributions relating to the key management personnel are £136k (2021: £113k). There are four (2021: four) members of the key management personnel who are provided with accommodation at no charge, to enable them to better perform their duties.

* Includes uplift resulting from change to pension arrangements (from DB to DC scheme).

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

9 ANALYSIS OF EXPENDITURE 2022

	Staff Costs	Other	Depreciation & Amortisation	Total 2022
	£'000	£'000	£'000	£'000
Cost of Raising Funds				
Non-ancillary trading	37	766	87	890
Finance Cost	-	257	-	257
	<u>37</u>	<u>1,023</u>	<u>87</u>	<u>1,147</u>
Charitable Activities				
Teaching	11,470	3,534	127	15,131
Welfare	1,199	1,913	-	3,112
Premises	996	2,056	1,304	4,356
Support	1,867	1,158	-	3,025
Governance Costs	-	20	-	20
	<u>15,532</u>	<u>8,681</u>	<u>1,431</u>	<u>25,644</u>
Expenditure from other funds:				
Restricted	-	20	-	20
Total	<u>15,569</u>	<u>9,724</u>	<u>1,518</u>	<u>26,811</u>

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
	<u>26</u>	<u>810</u>	<u>68</u>	<u>904</u>
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
	<u>14,085</u>	<u>5,792</u>	<u>1,492</u>	<u>21,369</u>
Expenditure from other funds:				
Restricted	-	35	-	35
Total	<u>14,111</u>	<u>6,637</u>	<u>1,560</u>	<u>22,308</u>

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 2022**

10 INTANGIBLE ASSETS

Group & Charity	Software £'000
Cost	
At 1 September 2021	453
Additions	38
Disposals	-
At 31 August 2022	491
Amortisation	
At 1 September 2021	393
Amortisation charge for year	24
Eliminated on Disposals	-
At 31 August 2022	417
Net book value	
At 31 August 2022	74
At 31 August 2021	60

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

11 TANGIBLE ASSETS

Group	Freehold Property £'000	Freehold Land £'000	Assets Under Construction £'000	Agricultural Equipment £'000
Cost				
At 1 September 2021	34,459	664	3,166	285
Additions	49	17	5,630	66
Transfer	8,348	-	(8,348)	-
Disposals	-	-	-	-
At 31 August 2022	42,856	681	448	351
Depreciation				
At 1 September 2021	10,519	-	-	216
Charge for year	690	-	-	34
Eliminated on Disposals	-	-	-	-
At 31 August 2022	11,209	-	-	250
Net book value				
At 31 August 2022	31,647	681	448	101
At 31 August 2021	23,940	664	3,166	69

	IT and Computer Equipment £'000	Furniture and Equipment £'000	Motor Vehicles £'000	Totals £'000
Cost				
At 1 September 2021	2,203	11,194	688	52,659
Additions	224	712	85	6,783
Transfer	-	-	-	-
Disposals	-	-	(2)	(2)
At 31 August 2022	2,427	11,906	771	59,440
Depreciation				
At 1 September 2021	2,053	9,053	473	22,314
Charge for year	122	556	92	1,494
Eliminated on Disposals	-	-	(2)	(2)
At 31 August 2022	2,175	9,609	563	23,806
Net book value				
At 31 August 2022	252	2,297	208	35,634
At 31 August 2021	150	2,141	215	30,345

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

11 TANGIBLE ASSETS (CONTINUED) Charity	Freehold Property £'000	Freehold Lane £'000	Assets Under Construction £'000	Agricultural Equipment £'000
Cost				
At 1 September 2021	34,459	664	3,249	285
Additions	49	17	5,797	66
Transfer	8,598	-	(8,598)	-
Disposals	-	-	-	-
At 31 August 2022	43,106	681	448	351
Depreciation				
At 1 September 2021	10,519	-	-	216
Charge for year	690	-	-	34
Eliminated on Disposals	-	-	-	-
At 31 August 2022	11,209	-	-	250
Net book value				
At 31 August 2022	31,897	681	448	101
At 31 August 2021	23,940	664	3,249	69

	IT and Computer Equipment £'000	Furniture and Equipment £'000	Motor Vehicles £'000	Totals £'000
Cost				
At 1 September 2021	2,203	11,194	110	52,164
Additions	224	712	7	6,872
Transfer	-	-	-	-
Disposals	-	-	(2)	(2)
At 31 August 2022	2,427	11,906	115	59,034
Depreciation				
At 1 September 2021	2,053	9,053	95	21,936
Charge for year	122	556	5	1,407
Eliminated on Disposals	-	-	(2)	(2)
At 31 August 2022	2,175	9,609	98	23,341
Net book value				
At 31 August 2022	252	2,297	17	35,693
At 31 August 2021	150	2,141	15	30,228

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

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

Cost

At 1 September 2021 & 31 August 2022

**Shares in
group
undertakings
£'000**

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 2022

13 DEBTORS

	Group		Charity	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Fees Recoverable	871	896	871	896
Debt Provision	(351)	(382)	(351)	(382)
	520	514	520	514
Amounts owed by subsidiary companies	-	-	230	226
Other debtors	74	17	43	4
Prepayments and Accrued Income	419	510	419	509
	1,013	1,041	1,212	1,253

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Net obligations under finance leases	129	129	129	129
Mortgage Loans	437	437	437	437
Fees charged in advance	442	564	442	564
Fees Paid in Advance for Autumn Term	2,622	3,737	2,622	3,737
Entrance Fee Deposits	924	780	924	780
Trade creditors	443	422	440	395
Other taxation and social security costs	191	268	446	280
Amounts owed to subsidiary companies	-	-	-	503
Other creditors	1,112	1,069	1,112	1,064
Accruals	976	1,220	841	596
	7,276	8,626	7,393	8,485

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

15 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	Group		Charity	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Entrance fee deposits	2,129	1,774	2,129	1,774
Fees charged in advance	-	37	-	37
Net obligations under finance leases	98	227	98	227
Mortgage loans	4,962	5,399	4,962	5,399
	7,189	7,437	7,189	7,437
a) Entrance fee deposits are due as follows:				
Within 1 Year	924	780	924	780
Between 2 and 5 years	1,926	1,571	1,926	1,571
After 5 years	203	203	203	203
	3,053	2,554	3,053	2,554
b) Fees charged in advance are due as follows:				
Within 1 Year	442	564	442	564
Between 2 and 5 years	-	37	-	37
	442	601	442	601
c) Net obligations under finance leases are due as follows:				
Within 1 Year	129	129	129	129
Between 2 and 5 years	98	227	98	227
	227	356	227	356
d) Mortgage loans repayable by instalments are due as follows:				
Within 1 Year	437	437	437	437
Between 2 and 5 years	1,747	1,747	1,747	1,747
After 5 years	3,215	3,652	3,215	3,652
	5,399	5,836	5,399	5,836

The Trust has three mortgages and a ten-year finance lease:

- i) Repayments commenced Sept 2006; repayable by 92 quarterly instalments. Interest is calculated at Barclays base rate plus 1.1%.
- ii) Repayments commenced March 2010; repayable by 100 quarterly instalments. Interest is calculated at Barclays base rate plus 2.15%.
- iii) Repayments commenced in July 2010; repayable by 92 termly instalments. Interest is calculated on the banks short term base rate plus 1.9%.
- iv) Repayments on the ten-year finance lease commenced in July 2014; repayable by 40 quarterly instalments. Interest is calculated at a fixed rate of 7.1%.

The three mortgages are secured by charges against the land and buildings at the Senior School site in Upper Dicker. The ten-year finance lease is secured against the biomass boiler installations it was used to fund.

The two largest loans i and iii have interest rate hedges in place limiting interest charges to 3.5%.

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

16 MOVEMENT ON DEFERRED INCOME

	2022	2021
	£'000	£'000
Deferred income brought forward	4,338	2,912
Release in year	(4,301)	(3,070)
New provision added	3,027	4,496
	<hr/>	<hr/>
Deferred income carried forward	3,064	4,338

All deferred income relates to early payment of fees either as FIA that covers at minimum one year's fees or payment of the Autumn 2022 bill.

17 NET CASH GENERATED FROM OPERATING ACTIVITIES

	2022	2021
	£'000	£'000
Net incoming resources for the year to date	3,979	1,475
Adjustments for:		
Mortgage interest paid	257	270
Operating surplus	4,236	1,745
Amortisation of intangible fixed assets	24	28
Depreciation and impairment of tangible fixed assets	1,494	1,532
Loss/(Profit) on disposal of tangible fixed assets	-	-
Movements in working capital:		
Decrease in stock	79	19
Decrease in debtors	28	207
(Decrease)/Increase in creditors	(1,032)	2,086
	<hr/>	<hr/>
	4,829	5,617

18 ALLOCATION OF NET ASSETS 2022

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	74	-	74
Tangible fixed assets	-	35,634	-	35,634
Current assets	25	9,288	134	9,447
Current liabilities	-	(7,276)	-	(7,276)
Long term liabilities	-	(7,189)	-	(7,189)
	<hr/>	<hr/>	<hr/>	<hr/>
	25	30,531	134	30,690

ALLOCATION OF NET ASSETS 2021

	Restricted Funds £'000	Unrestricted Funds £'000	Designated Funds £'000	Total £'000
Intangible fixed assets	-	60	-	60
Tangible fixed assets	-	30,345	-	30,345
Current assets	30	6,909	5,430	12,369
Current liabilities	-	(8,626)	-	(8,626)
Long term liabilities	-	(7,437)	-	(7,437)
	<hr/>	<hr/>	<hr/>	<hr/>
	30	21,251	5,430	26,711

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

19 FUNDS
FUNDS 2022

	At 1 September 2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2022 £'000
Group					
Unrestricted Funds					
General	21,251	30,704	(26,791)	5,367	30,531
Designated funds:					
New Boarding House Fund	5,367	-	-	(5,367)	-
Foundation Fund	63	71	-	-	134
Total unrestricted funds	26,681	30,775	(26,791)	-	30,665
Charity					
Unrestricted Funds					
General	21,122	30,736	(26,626)	5,367	30,599
Designated funds:					
New Boarding House Fund	5,367	-	-	(5,367)	-
Foundation Fund	63	71	-	-	134
Total unrestricted funds	26,552	30,807	(26,626)	-	30,733
Group & Charity					
Restricted Funds					
Building Project	1	-	-	-	1
Hardship Fund	26	-	(5)	-	21
Music Equipment	3	-	(3)	-	-
Tree Project	-	14	(11)	-	3
Animal Management	-	1	(1)	-	-
Total restricted funds	30	15	(20)	-	25

The designated foundation fund exists to provide bursaries.

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

The Hardship Fund aim is to help families who are experiencing financial difficulties.

The Tree Project is a celebration of the Queen's Platinum Jubilee with the aim of planting 2022 trees on the Senior School's grounds.

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

19 FUNDS (CONTINUED)
FUNDS 2021

	At 1 September 2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2021 £'000
Group					
Unrestricted Funds					
General	19,213	23,678	(22,273)	633	21,251
Designated funds:					
New Boarding House Fund	6,000	-	-	(633)	5,367
Foundation Fund	12	51	-	-	63
Total unrestricted funds	25,225	23,729	(22,273)	-	26,681

Charity					
Unrestricted Funds					
General	19,107	23,511	(22,129)	633	21,122
Designated funds:					
New Boarding House Fund	6,000	-	-	(633)	5,367
Foundation Fund	12	51	-	-	63
Total unrestricted funds	25,119	23,562	(22,129)	-	26,552

	At 1 September 2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2021 £'000
Group & Charity					
Restricted Funds					
Prep – Art prize	3	-	(3)	-	-
Building Project	1	-	-	-	1
COVID-19 Hardship Fund	7	40	(21)	-	26
Music Equipment	-	14	(11)	-	3
Total restricted funds	11	54	(35)	-	30

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

20 PENSION COSTS

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,311k (2021: £1,314k) and at the year-end £153k (2021: £152k) was accrued in respect of contributions to this scheme.

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

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

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

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

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

20 PENSION COSTS (CONTINUED)

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

The School additionally operated two Defined Contribution Schemes. Contributions on behalf of staff within these schemes are made to Aegon UK Corporate Services Limited and National Employment Savings Trust.

Total contributions made to the Aegon Scheme during the year were £383k (2021: £278k). The total pension contributions which were still outstanding as at the year-end were £56k (2021: £43k).

The contributions made to the National Employment Savings Trust during the year were £52k (2021: £58k). The total pension contributions outstanding at the year-end were £8k (2021: £11k). This scheme was closed at the end of August 2022 with all staff being transferred to the Aegon Scheme.

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

21 CAPITAL COMMITMENTS

At 31 August 2022 the group had capital expenditure contracted for, not provided for in the financial statements of £nil (2021: £5,880k).

22 OPERATING COMMITMENTS

At 31 August 2022 the school had commitments for future minimum lease payments under non-cancellable operating leases which fall due as follows:

	2022 Land and buildings £'000	2022 Other £'000	2021 Land and buildings £'000	2021 Other £'000
Within 1 year	11	40	11	21
Within 2 to 5 years	44	-	44	4
	55	40	55	25

23 MEMBERS' LIABILITY

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

24 RELATED PARTY TRANSACTIONS

Aside from transactions with other group entities there were no other related party transactions.

During the year there were net cross charges from Dicker Enterprises Limited to the school of £131k (2021: £142k), and from Letchfield Properties Limited to the school of £5,592k (2021: £843k).

At 31 August 2022 Dicker Enterprises Limited had a balance due to the school of £150k (2021: £226k) and Letchfield Properties Limited had a balance due to the Trust of £80k (due from the Trust 2021: £503k).

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000
INCOME FROM:			
Charitable Activities	22,731	-	22,731
Donations and Legacies	739	54	793
Investment Income	1	-	1
Other Income	66	-	66
Non-ancillary trading income	192	-	192
Total Income	23,729	54	23,783
EXPENDITURE ON:			
Cost of Raising Funds	904	-	904
Charitable Activities	21,369	35	21,404
Total Expenditure	22,273	35	22,308
Net Income	1,456	19	1,475
Transfers between Funds	-	-	-
Net Movement in Funds	1,456	19	1,475
Fund Balances at 1st September 2020	25,225	11	25,236
Fund Balances at 31st August 2021	26,681	30	26,711

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

26 SUBSIDIARIES

Dicker Enterprises Limited

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

Letchfield Properties Limited

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

	Dicker Enterprises Limited		Letchfield Properties Limited	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Turnover	860	697	5,730	816
Expenses	(893)	(637)	(5,567)	(796)
Profit on Activities before charges	(33)	60	163	20
<hr/>				
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Fixed Assets	192	200	-	-
Net Current Assets	1	22	9	9
Net Assets	193	222	9	9
<hr/>				
Funds	193	222	9	9
<hr/>				
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Interest paid to Charity on Intercompany loans	3	3	-	-