

**Company Registration No: 01386499**

**Charity Registration No: 278950**

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

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

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**ST BEDE'S SCHOOL TRUST SUSSEX**  
**REPORT OF THE GOVERNORS**  
**YEAR ENDED 31 AUGUST 2024**

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**LEGAL AND ADMINISTRATIVE INFORMATION**

**Governors**

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

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

\* denotes members of the Finance Committee

# denotes members of the Governance, Nominations and Remunerations Committee

† denotes members of the Property Development Committee

‡ denotes members of the Education Committee

**Trust Executive Committee**

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

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YEAR ENDED 31 AUGUST 2024**

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

**Advisors**

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

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

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**CHAIR'S REPORT**

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

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

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

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

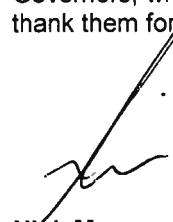
The Summer School continues to evolve and expand, with this year's launch of a new centre at Royal Russell School, extending our reach into the London area. Diversification remains a key priority for Bede's, especially in an increasingly competitive educational landscape.

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

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

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

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



**Nick Mercer**  
Chair of Governors

# **ST BEDE'S SCHOOL TRUST SUSSEX**

## **REPORT OF THE GOVERNORS**

### **YEAR ENDED 31 AUGUST 2024**

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#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **a) Structure**

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

##### **b) Governance and Management**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

#### **OBJECTIVES AND ACTIVITIES**

##### **a) Charitable Objectives**

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

##### **b) General Objectives for the Year**

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

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

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

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

The beneficiaries include:

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

#### Public Benefit

##### Educational

##### *Offering bursaries or other types of assisted places*

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

#### *Allowing pupils from state schools to use its educational facilities*

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

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

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

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

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

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

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

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

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

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

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

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

#### *Hosting joint school events with other state and independent schools*

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

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

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

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

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

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

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

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

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

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

*Collaborating with state schools, including working with or sponsoring academies*

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

#### **Community Relations**

##### *Sport*

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

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

##### *Village Life*

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

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

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

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

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

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

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

#### *Wildlife*

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

#### **Local Charity and Volunteering Work**

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

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

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

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

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

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

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

## **ACHIEVEMENTS AND PERFORMANCE**

### **SENIOR SCHOOL**

#### **Academic**

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

#### **Pastoral**

##### *Inclusion and Diversity*

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

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

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

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

##### *Boarding*

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

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

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

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

#### Co-Curricular

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

#### *Trips and Visits*

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

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

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

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

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

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

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

#### *Events*

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

#### **Performing Arts**

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

#### *Music*

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

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

#### *Legat Dance*

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

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

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

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

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

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

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

#### *Drama*

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

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

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

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

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

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

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*Sport*

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

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

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

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

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

**PREP SCHOOL**

**Autumn Term**

*English*

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

*Computing*

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

*Humanities*

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

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#### Languages

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

#### PSHE

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

#### Music

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

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

#### Pre-Prep

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

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

#### Launch of Academic Enrichment Programme (AEP)

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

#### Eco Schools Award

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

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### **Spring Term**

#### **English**

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

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

#### **Maths**

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

#### **Science**

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

#### **Geography**

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

#### **Languages**

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

#### **Computing**

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

#### **Creative and Performing Arts**

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



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

#### **Sport and PE**

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

#### **Beach School & Forest School**

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

#### **Summer Term**

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

##### **English**

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

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

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

##### **Geography**

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

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

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**Performing and Creative Arts**

*Art*

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

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

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

*Drama*

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

*Dance*

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

*Music*

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

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

**Computing**

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

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

**Modern Foreign Languages**

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

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#### **Academic Enrichment Programme**

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

#### **Forest School**

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

#### **Eco initiatives**

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

#### **SUMMER SCHOOL**

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

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

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

#### **EXTERNAL LETTINGS, CAMPS AND CLUBS**

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

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

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

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

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

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

#### **STRATEGIC IT INFRASTRUCTURE AND MANAGEMENT OVERVIEW**

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

1. Continued Investment in Technology: Careful evaluation will allow informed decisions to replace and upgrade devices, software, and infrastructure.
2. Enhanced Connectivity and Security: Ongoing improvements to WiFi network, data security protocols, and critical systems will ensure that the Trust remains at the forefront of educational technology.

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

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

## **ESTATES**

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

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

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

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

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

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

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

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

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

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#### **HUMAN RESOURCES**

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

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

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

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

#### **SAFEGUARDING**

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

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

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

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

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

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

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

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

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

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

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

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

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



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**FINANCIAL REVIEW**

*Results for the year*

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

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

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

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

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

*Investments*

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

*Reserves*

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

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

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

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

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

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**CARBON AND ENERGY REPORTING**

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

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

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

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO<sub>2</sub>e per pupil (excluding Biomass). The metric of tCO<sub>2</sub>e per pupil has risen to 1.28. Although the total tCO<sub>2</sub>e has reduced, the School roll is lower which has caused the increase in the metric.

*Measures taken to improve energy efficiency.*

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

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

Electricity contracts for the School stipulate green energy sources.

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

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

#### **SUBSIDIARY COMPANIES**

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

#### **PRINCIPAL RISK AND UNCERTAINTIES**

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

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

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX**  
**REPORT OF THE GOVERNORS**  
**YEAR ENDED 31 AUGUST 2024**

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

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

#### **PLANS FOR FUTURE PERIODS**

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

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

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

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

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

#### **AUDITORS**

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

**ST BEDE'S SCHOOL TRUST SUSSEX**  
**REPORT OF THE GOVERNORS**  
**YEAR ENDED 31 AUGUST 2024**

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**STATEMENT OF GOVERNORS' RESPONSIBILITIES**

The Governors (who are also directors of St Bede's School Trust Sussex for the purposes of company law) are responsible for preparing the Governors' Report (including the Strategic report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.


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

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

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

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

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



**Chair**  
N A Mercer



# **ST BEDE'S SCHOOL TRUST SUSSEX INDEPENDENT AUDITOR'S REPORT FOR THE YEAR ENDED 31 AUGUST 2024**

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## **Opinion**

We have audited the consolidated financial statements of St Bede's School Trust Sussex for the year ended 31 August 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

## **Basis for opinion**

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

## **Conclusions relating to going concern**

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

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

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

## **Other information**

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**Opinions on other matters prescribed by the Companies Act 2006**

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

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

**Matters on which we are required to report by exception**

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

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

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

**Responsibilities of trustees for the financial statements**

As explained more fully in the trustees' responsibilities statement set out on page 36 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

**Auditor's responsibilities for the audit of the financial statements**

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

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 AUGUST 2024**

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

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

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risk of material misstatement due to fraud;
- Confirmation of related parties with management and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business;
- Identifying and testing journals, in particular journal entries posted at the year end; and
- Challenging assumptions and judgements made by management in their accounting estimates.

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

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

**Use of our report**

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



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

Date:

9 December 2024



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

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

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

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

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

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


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

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

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

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

  
N A Mercer  
Chair of the Board of Governors

  
D Keegan  
Chair of the Finance Committee

Company Registration No: 01386499

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

	Notes	2024 £'000	2024 £'000	2023 £'000	2023 £'000
<b>Net cash generated from operating activities</b>	17		5,671		7,057
<b>Cash flows from investing activities</b>					
Purchase of intangible fixed assets		(19)		(9)	
Purchase of tangible fixed assets		(1,750)		(1,824)	
Proceeds from sale of fixed assets		21		19	
<b>Net cash used in investing activities</b>			(1,748)		(1,814)
<b>Cash flows from financial activities</b>					
Repayment of borrowings		(400)		(867)	
Payment of obligations under finance leases		(97)		(130)	
Interest paid		(331)		(334)	
<b>Net cash outflow from financing</b>			(828)		(1,331)
<b>Net increase of cash and cash equivalents</b>			3,095		3,912
<b>Cash and cash equivalents at the start of the year</b>			12,267		8,355
<b>Cash and cash equivalents at the end of the year</b>			<u>15,362</u>		<u>12,267</u>
<b>Analysis of cash and cash equivalents</b>					
Current Accounts			2,119		2,014
Deposit Accounts			<u>13,243</u>		<u>10,253</u>
<b>Total</b>			<u>15,362</u>		<u>12,267</u>
<b>Net Debt</b>					
		<b>At 01/09/2023 £'000</b>	<b>Cashflow £'000</b>	<b>Other Movements £'000</b>	<b>At 31/08/2024 £'000</b>
Cash		12,267	3,095	-	15,362
Loan: falling due <1 year		(400)	400	(400)	(400)
Loan: falling due >1 year		(4,132)	-	400	(3,732)
Finance Lease Obligation		(97)	97	-	-
		<u>7,638</u>	<u>3,592</u>	<u>-</u>	<u>11,230</u>

**ST BEDE'S SCHOOL TRUST SUSSEX  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**1 ACCOUNTING POLICIES**

**a) Company Information**

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

**b) Basis of Preparation**

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

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

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

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

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

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

**c) Group Accounts**

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

**ST BEDE'S SCHOOL TRUST SUSSEX  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**1 ACCOUNTING POLICIES (CONTINUED)**

**d) Income and Expenditure**

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

**e) School Fees**

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

**f) Grants and Bursaries**

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

**g) Donations**

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

**h) Taxation**

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

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

**i) Intangible fixed assets**

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

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

Software	5 years
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**ST BEDE'S SCHOOL TRUST SUSSEX  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**1 ACCOUNTING POLICIES (CONTINUED)**

**j) Tangible fixed assets**

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

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

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

**k) Fixed asset investments**

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

**l) Debtors**

Trade and Other Debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Fee debtors are reviewed regularly and bad debt is provided for in line with the Trust's policy.

**m) Cash**

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

**n) Creditors and provisions**

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

**o) Leases**

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**1 ACCOUNTING POLICIES (CONTINUED)**

**p) Financial Instruments**

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

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

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

**q) Financial assets**

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

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

**Loans and receivables**

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

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

**Impairment of financial assets**

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

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

**Derecognition of financial assets**

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

**r) Financial liabilities**

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

**ST BEDE'S SCHOOL TRUST SUSSEX  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**1 ACCOUNTING POLICIES (CONTINUED)**

**Other financial liabilities**

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

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

**Derecognition of financial liabilities**

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

**s) Employee benefits**

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

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

**t) Retirement benefits**

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

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

**u) Fund Accounting**

Funds held by the company are either:

**Unrestricted funds:**

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

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

**Restricted funds:**

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

**v) Non-Ancillary Trading**

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



**ST BEDE'S SCHOOL TRUST SUSSEX  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS**

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

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

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

**Critical judgements**

**Useful economic lives**

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

**Provisions**

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

**ST BEDE'S SCHOOL TRUST SUSSEX**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**3 INCOME FROM CHARITABLE ACTIVITIES**

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

**4 GRANTS & DONATIONS**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
<b>Unrestricted</b>		
Donations	<u>-</u>	<u>58</u>
<b>Restricted</b>		
Donations	<u>-</u>	<u>135</u>
<b>Total Grants &amp; Donations</b>	<u><b>-</b></u>	<u><b>193</b></u>

**5 NON-ANCILLARY TRADING INCOME**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
School Shop sales	(1)	12
Lettings	40	44
	<u>39</u>	<u>56</u>

**6 EXPENDITURE**

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

**7 AUDITORS' REMUNERATION**

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

**ST BEDE'S SCHOOL TRUST SUSSEX  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**8 EMPLOYEES**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Staff Costs:		
Wages and Salaries	16,402	14,803
Social Security Costs	1,541	1,379
Pension Costs	2,006	1,899
	<u>19,949</u>	<u>18,081</u>
	<b>2024</b>	<b>2023</b>
	<b>No</b>	<b>No</b>
Total Staff Headcount:		
Teaching	160	146
Teaching Support	131	143
Support	181	176
Summer School – Temporary	110	191
	<u>582</u>	<u>656</u>

Included in staff costs are redundancy or termination payments totalling £25k (2023: £114k).

Six (2023: Five) Governor were reimbursed for training, travel and accommodation expenses amounting to £1.7k (2023: £1.6k). None of the Governors received any remuneration or other benefits (2023: £nil).

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

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

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

The number of higher paid staff in defined contribution (DC) pension schemes was nineteen (2023: eleven) with total employer's contributions amounting to £146k (2023: £90k). Sixteen (2023: eleven) higher paid employees were in the defined benefit (DB) pension scheme. Total employer's contributions in the year were £278k (2023: £166k).

Key management personnel comprise the Executive Committee. The total number of key management personnel receiving pay and benefits is ten (2023: nine) and the total pay and benefits received were £1,008k (2023: £873k). Pension contributions relating to the key management personnel are £128k (2023: £113k). There are four (2023: four) members of the key management personnel who are provided with accommodation at no charge, to enable them to better perform their duties.

**ST BEDE'S SCHOOL TRUST SUSSEX**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**9 ANALYSIS OF EXPENDITURE 2024**

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

**ANALYSIS OF EXPENDITURE 2023**

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

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

The Trust funded the building of two mini-roundabouts as part of a traffic calming scheme. The roundabouts owned and maintained by National Highways.

**ST BEDE'S SCHOOL TRUST SUSSEX**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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<b>10 INTANGIBLE ASSETS</b>	
<b>Group &amp; Charity</b>	<b>Software</b>
	<b>£'000</b>
<b>Cost</b>	
At 1 September 2023	500
Additions	<u>19</u>
<b>At 31 August 2024</b>	<u>519</u>
<b>Amortisation</b>	
At 1 September 2023	442
Amortisation charge for year	<u>28</u>
<b>At 31 August 2024</b>	<u>470</u>
<b>Net book value</b>	
<b>At 31 August 2024</b>	<u><u>49</u></u>
At 31 August 2023	<u>58</u>

**ST BEDE'S SCHOOL TRUST SUSSEX**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**11 TANGIBLE ASSETS**  
**Group**

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

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



**ST BEDE'S SCHOOL TRUST SUSSEX  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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**11 TANGIBLE ASSETS (CONTINUED)**

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

Following a review, no impairment has been identified.

**12 FIXED ASSET INVESTMENTS**

Charity

**Shares in  
group  
undertakings  
£'000**

**Cost**

At 1 September 2023 & 31 August 2024

20

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**Holdings of more than 20%**

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

<b>Subsidiary Company</b>	<b>Holding</b>	<b>Nature of the Business</b>
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 2024**

**13 DEBTORS**

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

**14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

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

**ST BEDE'S SCHOOL TRUST SUSSEX**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**15 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR**

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

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

- i) Repayments commenced Sept 2006; repayable by 92 quarterly instalments. Interest is calculated at Barclays base rate plus 1.1%.
- ii) Repayments commenced in July 2010; repayable by 92 termly instalments. Interest is calculated on the banks short term base rate plus 1.9%.

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

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**16 MOVEMENT ON DEFERRED INCOME**

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

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

**17 NET CASH GENERATED FROM OPERATING ACTIVITIES**

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

**18 ALLOCATION OF NET ASSETS 2024**

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

**ALLOCATION OF NET ASSETS 2023**

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

**ST BEDE'S SCHOOL TRUST SUSSEX**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**19 FUNDS**  
**FUNDS 2024**

	At 1 September 2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2024 £'000
<b>Group</b>					
<b>Unrestricted Funds</b>					
General	33,725	37,433	(36,322)	-	34,836
Designated funds: Foundation Fund	192	-	(192)	-	-
<b>Total unrestricted funds</b>	<b>33,917</b>	<b>37,433</b>	<b>(36,514)</b>	<b>-</b>	<b>34,836</b>
<b>Charity</b>					
<b>Unrestricted Funds</b>					
General	33,809	37,402	(36,322)	-	34,889
Designated funds: Foundation Fund	192	-	(192)	-	-
<b>Total unrestricted funds</b>	<b>34,001</b>	<b>37,402</b>	<b>(36,514)</b>	<b>-</b>	<b>34,889</b>
	At 1 September 2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2024 £'000
<b>Group &amp; Charity</b>					
<b>Restricted Funds</b>					
Development Foundation Fund	123	-	(123)	-	-
Building Project	1	-	-	-	1
Tree Project	7	-	-	-	7
<b>Total restricted funds</b>	<b>131</b>	<b>-</b>	<b>(123)</b>	<b>-</b>	<b>8</b>

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

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX**  
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**19 FUNDS (CONTINUED)**  
**FUNDS 2023**

	At 1 September 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2023 £'000
<b>Group</b>					
<b>Unrestricted Funds</b>					
General	30,531	35,744	(32,550)	-	33,725
Designated funds:					
Foundation Fund	134	58	-	-	192
<b>Total unrestricted funds</b>	<b>30,665</b>	<b>35,802</b>	<b>(32,550)</b>	<b>-</b>	<b>33,917</b>

<b>Charity</b>					
<b>Unrestricted Funds</b>					
General	30,599	35,694	(32,484)	-	33,809
Designated funds:					
Foundation Fund	134	58	-	-	192
<b>Total unrestricted funds</b>	<b>30,733</b>	<b>35,752</b>	<b>(32,484)</b>	<b>-</b>	<b>34,001</b>

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

**ST BEDE'S SCHOOL TRUST SUSSEX**  
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**20 PENSION COSTS**

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,215k (2023: £1,294k) and at the year-end £117k (2023: £151k) was accrued in respect of contributions to this scheme.

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

The employer contribution rate is set by the Secretary of 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 2020 and the Valuation Report, which was published in October 2023.

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

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

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

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

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

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

**21 CAPITAL COMMITMENTS**

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

**22 OPERATING COMMITMENTS**

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

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



**ST BEDE'S SCHOOL TRUST SUSSEX  
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**23 MEMBERS' LIABILITY**

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

**24 RELATED PARTY TRANSACTIONS**

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

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX**  
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**25 CONSOLIDATED STATEMENT OF FINANCIAL POSITION – COMPARATIVE FIGURES BY FUND TYPE**

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

**ST BEDE'S SCHOOL TRUST SUSSEX**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**26 SUBSIDIARIES**

**Dicker Enterprises Limited**

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

**Letchfield Properties Limited**

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

	<b>Dicker Enterprises Limited</b>		<b>Letchfield Properties Limited</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Turnover	963	919	-	87
Expenses	(931)	(932)	-	(89)
<b>Profit / (Loss) on Activities before charges</b>	<b>32</b>	<b>(13)</b>	<b>-</b>	<b>(2)</b>
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Fixed Assets	224	205	-	-
Net Current (Liabilities)/Assets	(13)	(26)	7	7
<b>Net Assets</b>	<b>211</b>	<b>179</b>	<b>7</b>	<b>7</b>
<b>Funds</b>	<b>211</b>	<b>179</b>	<b>7</b>	<b>7</b>
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Interest paid to Charity on Intercompany loans	7	6	-	-