

Company Registration No: 01386499

Charity Registration No: 278950

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

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

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

LEGAL AND ADMINISTRATIVE INFORMATION

Governors

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

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

* denotes members of the Finance Committee

denotes members of the Governance, Nominations and Remunerations Committee

† denotes members of the Property Development Committee

‡ denotes members of the Education Committee

Trust Executive Committee

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

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Registered Office

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

Advisors

Bankers

Barclays Bank PLC
1 Churchill Place
London E14 5HP

Auditors

HaysMac LLP
10 Queen Street Place
London EC4R 1AG

Solicitors

Moore Barlow
The Oriel
Sydenham Road
Guildford, Surrey GU1 3SR

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

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CHAIR'S REPORT

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

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

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

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

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

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



Nick Mercer
Chair of Governors

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REPORT OF THE GOVERNORS
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STRUCTURE, GOVERNANCE AND MANAGEMENT

a) Structure

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

b) Governance and Management

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

OBJECTIVES AND ACTIVITIES

a) Charitable Objectives

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

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b) General Objectives for the Year

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

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

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

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

The beneficiaries include:

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

PUBLIC BENEFIT

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

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

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

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

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

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

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

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

Support for Vulnerable Children and Families

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

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

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

Community and Charitable Relations

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

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

Formal Sharing of Knowledge and Expertise

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

ACHIEVEMENTS AND PERFORMANCE

SENIOR SCHOOL

Academic

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

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

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

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

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

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

Results and Value Added

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

Curriculum and Academic Support

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

Outreach and Futures Programme

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

Areas of Focus for 2025-26

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

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

Pastoral

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

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

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

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

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

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

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

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

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Co-Curricular

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

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

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

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

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

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

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

Performing Arts

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

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

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

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

Sport

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

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

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

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

PREP SCHOOL

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SUMMER SCHOOL AND EXTERNAL LETTINGS

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

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

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

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

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

OPERATIONAL OVERVIEW

Information technology infrastructure

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

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

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

Estates

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

Human Resources

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

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

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

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

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

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

Safeguarding

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

FINANCIAL REVIEW

Results for the year

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

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

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

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

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

Investments

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

Reserves

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

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

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

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

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

CARBON AND ENERGY REPORTING

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

	2025	2024
Energy consumption used to calculate emissions (kWh)	6,010,948	5,954,358
Energy consumption breakdown (kWh)		
Gas	860,142	841,683
LPG	1,290,241	1,371,240
Fuel Oil	638,254	566,038
Gas Oil	85,133	16,114
Electricity	2,097,604	2,098,447
Transport Fuel		1,006,636
Scope 1 emissions in metric tonnes CO₂e		
Gas consumption	157.37	153.94
LPG	276.76	294.13
Fuel Oil	171.13	151.78
Gas Oil	21.84	4.13
Owned transport – minibuses	246.85	240.33
Total Scope 1	873.95	844.31
Scope 2 emissions in metric tonnes CO₂e		
Purchased electricity	371.27	434.48
Scope 3 emissions in metric tonnes CO₂e		
Business travel in employee owned vehicles	6.74	13.31
Total Gross emissions in metric tonnes CO₂e	1,251.96	1,292.10
Intensity ratio tonnes CO₂e per pupil (1013)	1.33	1.28

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

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

Measures taken to improve energy efficiency.

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

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

Electricity contracts for the School stipulate green energy sources.

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

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

SUBSIDIARY COMPANIES

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

PRINCIPAL RISK AND UNCERTAINTIES

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

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

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

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

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

PLANS FOR FUTURE PERIODS

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

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

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

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

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

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

AUDITORS

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

STATEMENT OF GOVERNORS' RESPONSIBILITIES

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

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

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

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

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

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

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



Chair
N/A Mercer

**ST BEDE'S SCHOOL TRUST SUSSEX
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2025**

Opinion

We have audited the consolidated financial statements of St Bede's School Trust Sussex for the year ended 31 August 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 August 2025 and of the group's and parent charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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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 pages 22-23 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2025**

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

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

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

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

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

Use of our report

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



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

Date: 18 December 2025

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

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

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

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

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

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

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

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

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

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


N A Mercer
Chair of the Board of Governors


S Avery
Chair of the Finance Committee

Company Registration No: 01386499

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

	Notes	2025 £'000	2025 £'000	2024 £'000	2024 £'000
Net cash generated from operating activities	16		787		5,671
Cash flows from investing activities					
Purchase of intangible fixed assets		-		(19)	
Purchase of tangible fixed assets		(1,752)		(1,750)	
Proceeds from sale of fixed assets		20		21	
Net cash used in investing activities			(1,732)		(1,748)
Cash flows from financial activities					
Repayment of borrowings		(400)		(400)	
Payment of obligations under finance leases		-		(97)	
Interest paid		(297)		(331)	
Net cash outflow from financing			(697)		(828)
Net (decrease) / increase of cash and cash equivalents			(1,642)		3,095
Cash and cash equivalents at the start of the year			15,362		12,267
Cash and cash equivalents at the end of the year			<u>13,720</u>		<u>15,362</u>
Analysis of cash and cash equivalents					
Current Accounts			4,488		2,119
Deposit Accounts			<u>9,232</u>		<u>13,243</u>
Total			<u>13,720</u>		<u>15,362</u>
Net Debt					
		At 01/09/2024 £'000	Cashflow £'000	Other Movements £'000	At 31/08/2025 £'000
Cash		15,362	(1,642)	-	13,720
Loan: falling due <1 year		(400)	400	(400)	(400)
Loan: falling due >1 year		(3,732)	-	400	(3,332)
		<u>11,230</u>	<u>(1,242)</u>	<u>-</u>	<u>9,988</u>

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1 ACCOUNTING POLICIES

a) Company Information

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

b) Basis of Preparation

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

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

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

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

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

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

c) Group Accounts

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1 ACCOUNTING POLICIES (CONTINUED)

d) Income and Expenditure

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

e) School Fees

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

f) Grants and Bursaries

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

g) Donations

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

h) Taxation

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

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

i) Intangible fixed assets

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

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

Software	5 years
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**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1 ACCOUNTING POLICIES (CONTINUED)

j) Tangible fixed assets

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

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

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

k) Fixed asset investments

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

l) Debtors

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

m) Cash

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

n) Creditors and provisions

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

o) Leases

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1 ACCOUNTING POLICIES (CONTINUED)

p) Financial Instruments

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

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

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

q) Financial assets

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

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

Loans and receivables

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

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

Impairment of financial assets

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

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

Derecognition of financial assets

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

r) Financial liabilities

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1 ACCOUNTING POLICIES (CONTINUED)

Other financial liabilities

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

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

Derecognition of financial liabilities

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

s) Employee benefits

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

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

t) Retirement benefits

The School operates a defined contribution pension scheme for the benefit of all staff.

u) Fund Accounting

Funds held by the Trust/Charity are either:

Unrestricted funds:

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

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

Restricted funds:

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

v) Non-Ancillary Trading

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

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

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

Critical judgements

Useful economic lives

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

Provisions

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

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

3 INCOME FROM CHARITABLE ACTIVITIES

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

4 NON-ANCILLARY TRADING INCOME

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

5 EXPENDITURE

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

6 AUDITORS' REMUNERATION

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

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

7 EMPLOYEES

	2025	2024
	£'000	£'000
Staff Costs:		
Wages and Salaries	18,124	16,402
Social Security Costs	1,800	1,541
Pension Costs	1,390	2,006
	<u>21,314</u>	<u>19,949</u>
	2025	2024
	No	No
Total Staff Headcount:		
Teaching	159	160
Teaching Support	135	131
Support	189	181
Summer School – Temporary	155	215
	<u>638</u>	<u>687</u>

Included in staff costs are redundancy or termination payments totalling £549k (2024: £25k).

Six (2024: Six) Governors were reimbursed for training, travel and accommodation expenses amounting to £2k (2024: £1.7k). None of the Governors received any remuneration or other benefits (2024: £nil).

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

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

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

The number of higher paid staff in defined contribution (DC) pension schemes nil (2024: nineteen) with total employer's contributions amounting to £nil (2024: £146k). Seventy (2024: sixteen) higher paid employees were in the defined benefit (DB) pension scheme. Total employer's contributions in the year were £514k (2024: £278k).

Key management personnel comprise the Executive Committee. The total number of key management personnel receiving pay and benefits is ten (2024: ten) and the total pay and benefits received were £1,020k (2024: £1,008k). Pension contributions relating to the key management personnel are £127k (2024: £128k). There are four (2024: four) members of the key management personnel who are provided with accommodation at no charge, to enable them to better perform their duties.

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

8 ANALYSIS OF EXPENDITURE 2025

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

ANALYSIS OF EXPENDITURE 2024

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

9 INTANGIBLE ASSETS
Group & Charity

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

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

10 TANGIBLE ASSETS

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

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

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

10 TANGIBLE ASSETS (CONTINUED)

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

Following a review, no impairment has been identified.

11 FIXED ASSET INVESTMENTS

Charity

**Shares in
group
undertakings
£'000**

Cost

At 1 September 2024 and 31 August 2025

20

Holdings of more than 20%

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

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

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

12 DEBTORS

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

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

13 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

14 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

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

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

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

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

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

15 MOVEMENT ON DEFERRED INCOME

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

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

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

16 NET CASH GENERATED FROM OPERATING ACTIVITIES

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

17 ALLOCATION OF NET ASSETS 2025

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

ALLOCATION OF NET ASSETS 2024

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

**18 FUNDS
FUNDS 2025**

	At 1 September 2024 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 August 2025 £'000
Group					
Unrestricted Funds					
General	34,836	36,196	(36,498)	-	34,534
Designated funds:					
Foundation Fund	-	-	-	-	-
Total unrestricted funds	34,836	36,196	(36,498)	-	34,534
Charity					
Unrestricted Funds					
General	34,889	36,148	(36,515)	-	34,522
Designated funds:					
Foundation Fund	-	-	-	-	-
Total unrestricted funds	34,889	36,148	(36,515)	-	34,522
Group & Charity					
Restricted Funds					
Building Project	1	-	-	-	1
Tree Project	7	-	(2)	-	5
Total restricted funds	8	-	(2)	-	6

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

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

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

18 FUNDS (CONTINUED)
FUNDS 2024

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

Charity					
Unrestricted Funds					
General	33,809	37,402	(36,322)	-	34,889
Designated funds:					
Foundation Fund	192	-	(192)	-	-
Total unrestricted funds	34,001	37,402	(36,514)	-	34,889

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

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

19 PENSION COSTS

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

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

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

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

20 CAPITAL COMMITMENTS

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

21 OPERATING COMMITMENTS

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

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

22 MEMBERS' LIABILITY

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

23 RELATED PARTY TRANSACTIONS

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

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

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

ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

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

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

**ST BEDE'S SCHOOL TRUST SUSSEX
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

25 SUBSIDIARIES

Dicker Enterprises Limited

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

Letchfield Properties Limited

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

	Dicker Enterprises Limited		Letchfield Properties Limited	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Turnover	1,045	963	-	-
Expenses	(976)	(931)	-	-
Profit on Activities before charges	69	32	-	-
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Fixed Assets	274	224	-	-
Net Current Assets/(Liabilities)	6	(13)	7	7
Net Assets	280	211	7	7
Funds	280	211	7	7
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Interest paid to Charity on Intercompany loans	7	7	-	-