

ST MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

England & Wales · Charity number 280688

Details

| | |
|----------------|---|
| Other names | ST MICHAELS SCHOOL |
| Status | Registered |
| Legal form | Charitable company |
| Company number | 01489366 |
| Registered | 1980-12-15 |
| Register | View on the Charity Commission register |

Contact

Address St. Michaels Preparatory School
198 Hadleigh Road
Leigh-On-Sea
SS9 2LP

Phone 01702478719

Email office@stmichaelsschool.com

Website www.stmichaelsschool.com

Activities

Objects: TO ADVANCE THE EDUCATION OF THE PUBLIC.

Activities: To carry on as an Independent Preparatory School as an educational charity and to provide for the training and instruction of pupils on the basis of Christian principles

Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People

Geography

- Southend-on-sea

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|------------|-------------|----------|-----------|
| 2025-08-31 | £2,879,333 | £2,958,496 | £496,842 | 83 |
| 2024-08-31 | £2,959,991 | £2,898,165 | £547,225 | 83 |
| 2023-08-31 | £2,896,666 | £2,844,906 | £485,399 | 86 |
| 2022-08-31 | £2,822,108 | £2,899,937 | £321,724 | 94 |
| 2021-08-31 | £2,595,271 | £2,711,325 | £411,513 | 84 |

Trustees

| Name | Role | Appointed |
|------------------------------|-------|------------|
| MARK HARWOOD STENNETT | Chair | 2011-03-01 |
| Diane Elizabeth Harris | | 2024-11-25 |
| Dr Ann Robinson | | 2026-03-23 |
| FAY EVANS | | |
| Fraser MacCleod | | 2021-10-11 |
| Heather Elizabeth Tetchner | | 2022-11-28 |
| Mehnaz Mushtaq | | 2025-10-08 |
| Nigel Holdcroft | | 2019-12-06 |
| Rev David Wylie | | 2018-03-05 |
| S MILLS | | |
| William Parnell | | 2024-05-16 |

ST MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

England & Wales - Charity number 280688

Accounts

COMPANY REGISTRATION NUMBER: 1489366
CHARITY REGISTRATION NUMBER: 280688

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED
Company Limited by Guarantee
Financial Statements
31 August 2025

EDMUND CARR LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Financial Statements

Year ended 31 August 2025

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ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 August 2025

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 August 2025.

Reference and administrative details

| | |
|---|---|
| Registered charity name | ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED |
| Charity registration number | 280688 |
| Company registration number | 1489366 |
| Principal office and registered office | 198 Hadleigh Road Leigh-on-Sea Essex SS9 2LP |

The trustees

The trustees who served the charity during the year were as follows:

| | |
|----------------|----------------------------|
| Mr S Mills | |
| Mrs F Evans | |
| Mr M Stennett | Chair of Governors |
| Dr V Shaw | Resigned 23 September 2024 |
| Fr D Wylie | |
| Mr F Macleod | |
| Mr T Holdcroft | |
| Mr W Parnell | |
| Mrs H Tetchner | |
| Mrs S Minnis | Resigned 3 September 2024 |
| Mrs D Harris | Appointed 25 November 2024 |
| Mr T Sawyer | Resigned 15 October 2024 |

Company secretary Karen Orwell

Auditor Edmund Carr LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

Bankers HSBC Bank PLC
48 High Street
Rayleigh
Essex
SS6 7JH

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Structure, governance and management

The Governors of St. Michael's School (Leigh-on-Sea) Limited, being a Charity, present their annual report and audited accounts for the year ended 31st August 2025 and confirm they comply with the requirements of the Charities Act 1993, as amended by the Charities Act 2006, the trust deed and the Charities SORP 2005.

Governing Document

Founded as a school and charity in 1922, St Michael's is governed by its Memorandum and Articles of Association updated on 31st July 2019.

The School premises and Chapel are the subject of a scheme between The Chelmsford Diocesan Board of Finance Limited and the School, including the appointment of Trustees and vesting, and was registered with the Charity Commissioners on 1st November 1976.

Governing Body

The structure of the Charity consists of not more than four nominated Governors and not more than eight co-opted Governors. Of the four nominated Governors, not more than two shall be appointed by the Diocesan Education Committee for the Diocese of Chelmsford; the Vicar of St Margaret's Church, Leigh on Sea, as appointed by the Chelmsford Diocese, shall always be a member of the Governing Body; one shall be the Chairman of the Governing Body, being nominated by the Parochial Church Council of St Margaret's Church, Leigh on Sea. Of the co-opted Governors at least three shall be appointed from among persons for the time being on the electoral roll of St. Margaret's Church, Leigh-on-Sea.

Recruitment and Training of Governors

The Charity's elected Governors are appointed at a Meeting of the Governors based on nominations received either from the Diocese, St. Margaret's Church or the Governors themselves. A formal interview with the Nominations Committee ensures that candidates have the necessary skill sets to join the Board. New Governors are inducted into the workings of the Charity and School. When recruiting new trustees, the Governors consider the skills and experience of the individual and what they may bring to complement the existing skill set of the Governing Body. Of paramount importance is they have a passion for the working of the school and an understanding of education as a holistic and rounded experience of personal growth. The diversity of the current board of governors ensures that all Committees are attended or chaired by people with a knowledge or level of expertise. All Governors receive guidance notes from a range of external services and sources, including The Association of Governing Bodies of Independent Schools (AGBIS), The Independent Schools' Bursars Association (ISBA), The Independent Association of Prep Schools (IAPS), the Independent School's Association (ISA) and the Independent Schools Council (ISC).

Organisational Management

The Governors, as trustees of the Charity, are legally responsible for the overall management and control of the School and meet at least three times per year. The day to day running of the school is delegated to the Headmaster, supported by the Bursar, Deputy Head and Senior Leadership Team. However, key policy and strategic decisions are taken by the Board.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Public benefit aims, objectives and principal activities *(continued)*

Relationships

St Michael's School is a member of the IAPS, ISC, ISA, AGBIS and ISBA for the promotion, maintenance and the delivery of excellence in education. We are also members of the Southend Primary Schools Sports Partnership (SPSSA), an organisation dedicated to the promotion of sports in primary schools across the borough, together with Energize Essex, a high-quality sports and fitness programme for out of school hours and in school holidays. The School actively contributes to the local community as detailed below under Public Benefit.

Risk Management

The Governors and the Senior Management Team continue to keep the School's activities under review, particularly about any major risks that may arise from time to time, as well as systems and procedures established to manage them. They monitor the effectiveness of the system of internal controls, including the extent of insurance cover, by which those risks already identified can best be mitigated. The key risks are reviewed regularly.

Public benefit aims, objectives and principal activities

Charitable Objects, Aims and Intended Impact

The object for which the Charity is established is to advance the education of the public and to provide for the education of pupils based on Christian principles.

The School's strategic aims are:

- to provide the highest standards of teaching and learning;
- to fulfil each pupil's potential;
- to provide the best preparation for each pupil's transition to secondary school; and
- to provide a secure foundation for their future life in a caring atmosphere within a Christian ethos

In pursuit of these aims, the School provides a broad and balanced curriculum, complemented by an extensive co-curricular programme. There is a strong emphasis on music, dance, drama, languages and sport, enabling pupils to develop confidence, self-awareness and a lifelong love of learning. As a non-selective school, we welcome children of diverse backgrounds and abilities, encouraging every pupil to achieve their personal best.

Aims and Vision

Our vision is to nurture a community of happy, confident and successful children who are encouraged and supported to achieve their full potential in learning, personal development and character. We seek to promote intellectual curiosity, academic achievement and the development of skills and understanding that will serve our pupils throughout their lives.

As a Christian community, we recognise and value that:

- Every child is unique and of inherent worth.
 - Children learn best when they are happy, safe and secure.
 - Diversity enriches our school community.
 - It is not who a child is by birth that matters, but what they make of their life (Non Quis Sed Quid).
 - Personal, social, moral and spiritual development is as important as academic success.
-

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Public benefit aims, objectives and principal activities *(continued)*

Our Objectives

The school's objectives remain closely linked to our aims and strategic planning. St Michael's School has always been at the forefront of education, providing a rigorous academic foundation combined with a nurturing environment. Our dedicated team of teachers, subject matter specialists and pastoral leaders are committed to helping each child reach their full potential. Our staff work on supporting children in their development in many ways with particular emphasis on:

- Academic Success, providing a love of life-long learning
- Whole Child Wellbeing, through small class sizes, enabling personal growth and individual Support
- Global Citizenship, developing an awareness of Community, faith, moral code and compassion
- Character Development, encouraging kindness, integrity, courage, resilience and empathy
- Ethical Leadership, showing a strong moral compass
- A commitment to provide a broad and stimulating curriculum in order to develop the whole child and to identify and celebrate their individual talents
- To create strong partnerships between home and school to enable effective learning
- Develop in children their spiritual awareness and an understanding of the beliefs of others.
- Develop each child's confidence, self-esteem, independence and integrity.
- To equip children with strategies to enable them to achieve a healthy and balanced approach to their wellbeing.
- For all children to be happy and successful
- To promote a culture of care, respect and traditional values within our school family and the wider community.

With small class sizes, high staff ratios and specialised teaching, we offer a structured environment that prepares pupils for secondary school. Our focus on independence and responsibility ensures they are well equipped for their next educational journey.

We empower children to become confident, articulate and thoughtful leaders. Our supportive and caring community fosters their growth and success, providing the tools and encouragement they need to thrive.

Grounded in our Christian heritage, we offer a nurturing environment for tradition, moral guidance, reflection and spiritual peace.

Our strong and effective leadership and governance will help ensure that the above aims are met.

In setting our objectives and planning our activities, we have considered the Charity Commission's general guidance on the advancement of education. This includes their guidance on the supplementary public benefit for charities.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Public benefit aims, objectives and principal activities *(continued)*

Principal Activities

The principal activity of St. Michael's School is the provision of an Independent Preparatory Day School for Boys and Girls aged 3-11 years old. We seek to provide a structured educational environment that develops our pupils' capabilities, competences and skills. We promote the academic, moral and physical development of our pupils through our academic curriculum, pastoral care, sporting and other activities. We provide an educational environment where each student can develop and fulfil their potential, build self-confidence and instil a desire to contribute to the wider community.

The average number of children in school for the year was 218 (2024: 236). Pupil numbers at the start of the new academic year grew from 212 to 223 by the end of the year.

Our Ethos, Strategy and Policies

Our school motto "Non quis, sed quid" - not who (you are), but what (you are) - underlies our basic Christian ethos, which pervades school life. Who you are by birth is not important, what you make of your life is. Our commitment is to encourage the children to fulfil their potential and make a positive contribution to our local community and society.

Our Headmaster and Governing body are responsible for setting a strategy to achieve the School's objectives. Our strategy is focused on the 'all-round' care and development of our pupils, including their attainment of high levels of academic and extra-curricular achievement.

St. Michael's School is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Our fees are set at a level designed to ensure the on-going financial viability of the School, and are consistent with our aim to provide the highest levels of education. Our School welcomes pupils from all backgrounds.

To admit a prospective pupil, we need to be satisfied that our School will be able to educate and develop them to the best of their ability. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

Parents are given regular information about their children's social and academic progress through parent evenings and end of term and year reports. We maintain regular contact with parents throughout the year through informal contacts, our termly newsletters and our social media accounts. Further information about their child's attendance, achievement, timetable, school reports and letters home can be accessed via 'Engage', the school's information management system.

St. Michael's School is committed to safeguarding and promoting the welfare of our pupils, and expects all staff and volunteers to share this commitment.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Public benefit aims, objectives and principal activities *(continued)*

Fees

In setting fee levels for 2024-25, the Governors remained focused on maintaining the high quality of academic, co-curricular and pastoral provision, including small class sizes and the continued employment of specialist staff. Fees continued to be set on an all-inclusive basis, covering meals, clubs (excluding peripatetic Music and LAMDA), educational visits and residential visits. The Governors also prepared for the introduction of VAT on school fees from January 2025, ensuring that parents were informed in a timely and transparent manner and that fee structures remained sustainable and aligned with the School's long-term financial planning. In planning for 2025-26, the Governors have undertaken a restructuring of the School's fee model to help reduce the tax burden on families, including stripping out additional subjects and residential visits that would have been subject to VAT, thereby reducing the core fee to help mitigate the impact of the 20% VAT charge.

Public Benefit

It is important to us that access to the education we offer is not restricted to those who can afford our fees. We believe our pupils benefit from learning within a diverse community, where learning occurs through social interaction, conversation and shared experiences. This in turn will help our pupils develop an understanding of the perspective of other people and learn the injustices of intolerance, which will help them grow into well rounded and responsible adults. Through developing our links in the local community, including partnership activities with other local schools, providing part or fully funded bursaries to eligible families, and keeping school fees affordable, we want more children in the local community to access and benefit from the school's charitable activities.

(i) Bursaries

The Governors view bursary awards as an important means of enabling children who would otherwise be unable to afford the fees to benefit from a St Michael's education. Bursaries are available to pupils who meet the School's general entry requirements and are awarded following an assessment of parental financial circumstances, or to relieve hardship where a pupil's education would otherwise be at risk. In determining eligibility, the School considers a range of factors including net household income, savings, investments and wider family circumstances. The School does not hold a large endowment, and therefore the Governors are mindful of the need to balance the interests of fee-paying families-many of whom make significant personal financial sacrifices-with the School's commitment to widening access and offering assistance where it is most needed.

During 2024-25, the School continued to provide means-tested bursary support to ensure that access remains as broad as possible. Seven pupils received bursaries ranging from 20% to 50% of tuition fees, representing £6,426 in bursary awards, alongside £20,824.68 allocated to Public Benefit places. Sibling discounts totalling £15,500 were applied to 59 pupils, and staff fee discounts of £52,553.70 supported the recruitment and retention of high-quality staff. In total, £163,358 was allocated to bursary and fee assistance during the year. The Governors have also reviewed the School's designated bursary fund of £75,000. In light of the School's current financial position, they have decided not to make any further top-ups to the fund at this time and will allow the existing balance to run down, with a view to reinstating contributions once the financial position improves.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Public benefit aims, objectives and principal activities *(continued)*

(ii) Teaching Links and Community Partnerships

St Michael's has a long and valued tradition of contributing to, and being enriched by, its local community. For over a century, the School has maintained strong links with the Parish of St Margaret's in Leigh, where pupils regularly attend services and worship alongside members of the congregation. These experiences support pupils' spiritual development and sense of belonging. Our understanding of faith and culture is further broadened through visits from families who share their own religious traditions and practices with pupils, enabling children to appreciate and respect the diverse beliefs represented within our community. The Senior Choir continues to play an important role in these partnerships, performing at a number of local Church services throughout the year, including at the annual Remembrance commemorations.

The School also supports wider community engagement through the provision of its facilities for external activities. Organisations such as Energize Essex and Dance Avenue continue to hire the School's spaces to deliver high-quality programmes in sport, fitness and performing arts. These holiday and after-school clubs are open both to St Michael's pupils and to children from neighbouring schools, providing opportunities to develop skills, confidence and enjoyment in active and creative pursuits. By hosting these groups, the School furthers its charitable purpose of advancing education and promoting participation within the local community.

These activities collectively demonstrate the School's commitment to public benefit, ensuring that its resources, values and educational opportunities are shared widely beyond its own pupil body.

(iii) Charities

Charitable Activities and Community Fundraising

During the reporting period, the School continued to support a number of charitable causes, reflecting our commitment to fostering kindness, empathy and social responsibility. Fundraising activities included St Michael's Got Talent in support of Bliss; the Remembrance Poppy Appeal; Children in Need; our Christingle collection shared between The Children's Society and St Margaret's Church; Christmas Jumper Day for The Children's Society; Red Nose Day for Comic Relief; a pupil-led Dog Show in aid of the Dogs Trust; our Thanksgiving and Prizegiving collection shared between Gold Geese and St Margaret's Church; and Odd Shoe Day supporting both WWF and Gold Geese. In addition, pupils took part in the national Wear Something Inside Out awareness day in support of Place2Be. Across these events, the School community raised a total of £2,387.87 (with the Place2Be contribution to be confirmed), alongside significant engagement and awareness-raising activities that reinforced the School's inclusive and outward-looking ethos.

In addition, the School supported the Be Challenge Aware initiative, led by two local parents raising awareness of the risks associated with online challenges and digital harm. The representatives visited St Michael's to speak with pupils and staff, providing age-appropriate guidance and promoting safe, responsible and informed online behaviour. A donation was made to support the continuation of their work in the local community.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Public benefit aims, objectives and principal activities *(continued)*

(iv) Other Policies on Assistance

Family discounts policy

To support continuity for families, the School offers a sibling discount for parents with more than one child enrolled.

Termly Instalment Scheme

Parents may choose to spread the cost of termly fees through a monthly instalment plan, providing greater flexibility in household budgeting.

Fees in advance scheme

Parents are also able to pay future fees in advance and receive a discount, offering a tax-efficient planning option for those who wish to secure future fee commitments.

Staff fee assistance

As part of our emphasis on attracting and retaining high calibre staff, we offer a discount scheme when staff members choose to educate their children at our School.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Review of the year

Curriculum

Sports

Sport continued to be a significant and well-celebrated aspect of school life, with pupils participating in a broad programme of competitive fixtures, festivals and borough and regional tournaments. Across the year, teams achieved strong results in a range of disciplines including football, netball, rugby, athletics, gymnastics, dodgeball, goalball and basketball. Notable achievements included the School finishing 1st in Essex in Sportshall Athletics, representation at the Essex Finals in Cross Country, Borough Champions in Key Stage 1 Dodgeball, and success at the East Region Tag Rugby Championships. Pupils also gained multiple medals in gymnastics and at the Southend Supersports competitions, and the Prep SEND Panathlon team secured 1st place in the Borough, going on to represent Southend at county level.

In the current year to date, the School has continued to perform strongly, with the Year 3 boys' Cross Country team finishing 1st in the Southend Borough and progressing to the Essex Finals; the Year 5/6 Tag Rugby squad reaching the Super 8s as the only independent school represented and missing out on the semi-finals by a single try; and the Year 5/6 Girls' Football team placing 11th out of 32 schools, a promising achievement in a developing area of provision. These results reflect the continued strength of coaching, participation, teamwork and sporting spirit across the School.

Performing Arts

Performing Arts continued to play a central role in school life, offering pupils a wide range of opportunities to develop confidence, creativity and collaboration. Across the year, pupils participated in class assemblies, informal performance opportunities and larger whole-school events, with a strong emphasis on inclusive participation and enjoyment. The Christingle Service at St Margaret's Church was a particular highlight, combining music, spoken word and reflection in a meaningful celebration for pupils, staff and families. St Michael's also made a notable impression at the SPSSA Dance Festival, where 40 pupils performed two choreographed pieces, demonstrating technical skill, expressive movement and ensemble confidence. Further showcases in ballet, modern and lyrical dance, supported through specialist workshops and partnerships with external practitioners, continued to broaden enrichment opportunities and promote self-expression and personal development across the School.

The School received a Muddy Stiletto's Highly Commended Award for Dynamic Performing Arts, highlighting the exceptional opportunities provided to pupils in music, dance and drama.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Music

Music at St Michael's continues to flourish, with pupils making strong progress across listening, performing and composing. Despite some disruption from visits and illness, engagement has remained high, and older pupils in particular have developed greater confidence in evaluating and discussing music.

The year included a wide range of celebrations and performances-from St Michael's Day and the Nativity events to the Christingle and Lent Term Themed Concert-with pupils from Nursery to Form 6 participating enthusiastically. Notable external highlights included Young Voices at the O2, the Infant and Junior Music Festivals, and the worldwide Bob Marley 80th Birthday Singalong, in which our contribution briefly appeared on national television.

Extra-curricular music remains a strength, with half of pupils in Forms 1-6 learning an instrument and many taking part in ensembles, orchestras and regular informal concerts. Showcase performances at Christmas and in the summer further celebrated pupils' progress.

Standards remain high, reflected in a 100% ABRSM pass rate with many Merits and Distinctions.

Overall, it has been a successful and vibrant year, reinforcing the School's strong musical culture and offering rich opportunities for pupils of all ages.

Drama

Drama remained a vibrant aspect of the curriculum and co-curricular offer. Pupils developed performance skills through classroom work, assemblies, and group presentation, alongside the opportunity to prepare for and undertake LAMDA performance awards, where outcomes continued to be strong. The year culminated in the Prep production of Shakespeare's *The Tempest*, which provided a memorable opportunity for pupils to work across performance, staging and ensemble collaboration, reflecting both ambition and creativity within the School's drama provision.

Art

Art remained an important part of the School's creative curriculum, providing pupils with opportunities to explore ideas, develop technical skill and express themselves visually. This year, pupils once again exhibited work as part of the Leigh Art Trail, giving them the valuable experience of sharing their artwork within the local community. The School was particularly proud of the achievements of individual pupils, with one Year 6 pupil awarded First Place, one Year 5 pupil awarded Second Place, and two further pupils in Years 5 and 6 recognised with Notable Artist Awards, reflecting both high-quality teaching and the creativity and commitment of the pupils.

In addition, pupils contributed to the Waddle on Sea community arts initiative, collaboratively painting 'Baby Michael', a penguin sculpture displayed as part of the public art trail to raise funds for Havens Hospices. This project not only celebrated artistic expression but also enabled pupils to support an important local charity and engage in community fundraising in a meaningful and creative way.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Parent Survey

The 2025 Parent Questionnaire received 100 responses and reflects high levels of confidence in the School's leadership, pastoral care and safeguarding arrangements. Parents reported that their children feel safe, well supported and encouraged to develop confidence, independence and strong social skills, with the majority also expressing satisfaction with academic progress and the quality of teaching. The School's enrichment and extra-curricular provision, including opportunities in music, sport and the arts, was particularly valued. Areas for continued focus include communication around behaviour management and the provision of clearer guidance on how parents can support learning at home. The Governors noted the positive feedback and will continue to oversee the School's ongoing commitment to strong relationships with parents and continuous improvement in educational and pastoral provision.

Refurbishment

During the year, the School continued its planned programme of premises improvements to ensure a safe, high-quality and engaging environment for pupils. Works focused on a series of small to mid-scale projects, including the refurbishment of washroom facilities with replacement cubicles and sinks; resurfacing and enhancement of outdoor play and garden areas; installation of new composite fencing and screening; flooring improvements in office and teaching spaces; and drainage and roofing repairs identified through routine maintenance. Enhancements were also made to communal and display areas to further support the learning environment. Total refurbishment expenditure for the year was £35,727, funded from revenue resources and supplemented by a modest external grant towards toilet upgrades. All works formed part of the School's rolling maintenance programme and long-term Estates Plan, supporting the strategic development of Nursery and EYFS provision.

Review of the academic achievements and performance for the year

Mathematics

Pupils performed well above national levels at both the expected and greater depth standards.

Expected Standard (100+):85% vs national 74% (+11%)

Greater Depth (110+):36-38% vs national 26% (+10-12%)

Average Scaled Score:104, broadly in line with national (105)

Overall, the maths outcomes demonstrate strong attainment, particularly in higher-attaining pupils.

Reading

Reading remains a key strength of the school, with outcomes well above national at the expected standard and broadly aligned at greater depth.

Expected Standard (100+):88-90% vs national 75% (+13-15%)

Greater Depth (110+):33-35% vs national 33% (in line)

Average Scaled Score:107, above national 106 (+1)

Notably, five pupils scored 109, only one mark below the greater depth threshold; papers will be checked for potential marking adjustments.

Spelling, Punctuation and Grammar (SPaG)

SPaG outcomes were exceptionally strong, significantly surpassing national results.

Expected Standard (100+):88-90% vs national 73% (+15-17%)

Greater Depth (110+):43-45% vs national 30% (+13-15%)

Average Scaled Score:109, well above national (105) (+4)

This is one of the highest-performing areas for the cohort.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Writing (Teacher Assessed, Externally Moderated)

Writing outcomes were again well above national averages.

Expected Standard: 93% vs national 72% (+21%)

Greater Depth: 40% vs national 13% (+27%)

These results reflect strong teacher assessment practice and the cohort's secure application of writing skills.

Combined Reading, Writing and Mathematics

The percentage of pupils achieving the expected standard in all three subjects was significantly above national, with strong performance in greater depth.

Expected Standard: 80-83% vs national 62% (+18-21%)

Greater Depth: 18-20% vs national 8% (+10-12%)

The combined results confirm excellent overall academic performance across the core curriculum.

Overall Commentary:

The KS2 SATs 2025 outcomes show: Consistently strong attainment across all subjects. Particularly high performance in SPaG, Writing, and Reading. Above-national greater-depth outcomes in most areas. Strong combined scores, demonstrating secure performance across the breadth of the curriculum. Evidence of effective teaching, targeted support, and curriculum development. These results place the school significantly above national performance benchmarks and provide a strong foundation for continued academic success.

The 2024 11+ (CSSE) outcomes were strong, with 31 of the 40 pupils (78%) opting to sit the examination and 25 sharing their results. Of these, 18 pupils achieved a pass, representing 72% of those who provided scores. Attainment was above the CSSE cohort averages, with pupils scoring an average of 35/60 in English and 28/60 in Maths, compared with the wider CSSE averages of 34 and 27 respectively. The overall average total score was 308, in line with previous years and consistent across both girls and boys, with higher-attaining pupils scoring particularly well. Successful progression to senior schools included places at Southend High School for Boys, King Edward VI Grammar School, several independent schools (including scholarship offers), and strong outcomes in state school allocations, notably King John and Sir Thomas More. These results continue to reflect the strong academic foundations and preparation provided by the school.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Financial review and results for the year

Operational performance of the school

Financial Performance Statement for the Year Ended 31 August 2025

For the financial year 2024-25, the School reported a net deficit of £70,383, compared with a surplus of £61,826 in the prior year. The deficit reflects a combination of increased operating costs, essential estate expenditure, and the impact of redundancy and refurbishment costs incurred during the year. After adjusting for non-cash items such as depreciation, movements in working capital, accrued income and expenses, and interest received, the School recorded a net cash outflow from operating activities of £579,812, compared with a net inflow of £987,557 in 2023-24. This movement largely relates to the inflow of cash through our fees in advance scheme in 2023-24, and the consequent reduction in cash inflows in 2024-25, as those fees in advance were applied.

Capital investment totalled £24,232, offset by £10,110 of proceeds from asset disposals, resulting in a net outflow of £14,122 on investing activities. Financing cash flows show a net outflow of £5,715, reflecting the repayment of borrowings. Overall, the School's cash position decreased by £599,649, leaving cash and cash equivalents of £494,931 at year end (2024: £1,094,580).

Despite the reported deficit and the reduction in cash reserves, the School continues to operate with sufficient liquidity to meet its short-term obligations, and the Trustees remain committed to restoring a balanced financial position through a combination of: the implementation of stringent cost-reduction measures, following a rigorous review of our staffing model; a number of broader cost cutting initiatives, coupled with careful cost control; and exploring strategic initiatives with potential to enhance revenue streams, as part of the ongoing financial strategy for 2025-26 and beyond.

Results for the Year

The school strives to achieve an annual minimum surplus of 2.5% of total income and, as a not-for-profit organisation, reinvest all surplus back into the school. However, as with every other private school in the country, St Michael's has had to deal with the impact of low birth rates, changes to the tax regime, and a cost-of-living crisis, all of which has adversely impacted upon parents.

The loss for the year of £70,383 (2024: surplus £61,826) mainly reflects the impact of this challenging economic environment. However, it also reflects that £44,507 (2024: £39,329) was spent on refurbishments - mainly as part of a strategic initiative to expand our Nursery and EYFS provision. This sustained level of investment in the fabric of the school is in line with Governors' continued ambition for the school and their belief that simply standing still is not a realistic option.

Investment Policy

The Governing Body remains vigilant in reviewing the Charity's investment strategy and adopts an integrated approach to risk management. A significant proportion of reserves is tied up in property. The remainder is invested in medium- and longer-term high-interest bank accounts, as the School continues to benefit from the substantial uptake of the Fees in Advance scheme, which has also facilitated the early repayment of the mortgage facility on the School-owned bungalow.

Cashflow continues to be a key focus of the Finance Committee, with plans to repay the Bounce Back Loan only once General Funds allow. All investments are monitored regularly to ensure compliance with approved policy guidelines and to maximise returns within acceptable risk parameters.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Financial review and results for the year *(continued)*

Reserves policy and risk management

Reserves Policy: The school's overall reserves decreased during the year by £70,383 as a result of the net loss for the year. General Reserves now stand at £496,842 (2024: £547,225) of which £47,749 has been designated for the purpose of fulfilling public benefit. The Governors review the level of reserves annually to ensure that the School can meet its short- and medium-term obligations, manage fluctuations in income and expenditure, and respond to unexpected events. Reserves are held to provide financial stability and to safeguard the continuity of educational provision.

The Governors aim to maintain free reserves equivalent to approximately three months' operating expenditure. However, they recognise that the level of reserves will fluctuate during periods of investment in the school, and aim to ensure that it should not fall below £300k, which is the amount deemed necessary as a financial buffer to protect against times of economic uncertainty and to be called upon in times of emergency. Having reviewed the strategic risks facing the school, the budget and plans for the period through to the end of the current academic year, and the overall cash levels held, the Governors consider that reserves are sufficient to enable both the effective operation of the School and the progression of long-term strategic developments, including the expansion of the Nursery and EYFS provision.

Risk Management: The Governors operate a structured and proactive approach to risk management, with a framework designed to identify, assess and mitigate key risks. Risk Matrices have been developed by the Governing Body, and are reviewed termly, to ensure that management procedures in place are as robust as possible. Key areas of scrutiny at Governor meetings include safeguarding, health and safety, financial sustainability, pupil recruitment, staffing, regulatory compliance, and the maintenance and enhancement of the School's estate.

The Governors have assessed the major risks to which the charity is exposed, in particular those relating to the specific operational areas of the charity, its assets, investments and finances, and are satisfied that the School has appropriate systems, controls and processes in place to manage risk effectively and to support the School's continued resilience and strategic ambitions.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Financial review and results for the year *(continued)*

Future Plans

Following a strategic review, Governors approved a strategic plan focused on strengthening long-term sustainability. This involved careful consideration of how best to:

- Sustain the high quality of education that defines St Michael's
- Maintain affordability for our parent community, and
- Ensure we remain competitive in the educational marketplace.

The two key elements of the plan are: (i) a restructuring of staffing arrangements and the consolidation of classes in smaller year groups; and (ii) expansion of our Nursery provision to make better use of the school's facilities, particularly during the holidays.

Whereas each year group has historically been split into two classes, the lower pupil roll resulting from a national decline in birth rates had meant that class sizes across several year groups were very small. Accordingly, effective the start of the 2025-26 academic year, those year groups with less than 24 pupils have remained as one class for registration. For English and Maths (Core subjects and those tested at 11+) the children are still being taught in groups of less than 20 and the setting of the children has continued so that children are supported and stretched in the set appropriate for them. For Humanities and other subjects, experience over the last two years has shown that the combination of smaller classes makes more of a dynamic flow to the lesson, with children feeling more comfortable when sharing experiences and thoughts across a wider group of children. Where a class is 24, we will not admit further children until there is a waiting list of 4. When this is achieved, they will be enrolled into a year group and divided into two equal classes.

Alongside the consolidation of classes, a restructuring of staffing arrangements was necessary to realign our cost base with the lower pupil roll. This involved difficult decisions being taken, with a number of staff moving onto part-time contracts, some members of staff who left the school not being replaced, and one member of teaching staff being made redundant. At the forefront of this restructuring was a desire to ensure that we retain both the broad curriculum and the reputation for academic prowess of which we are proud.

Extensive improvements to the Early Years environment were completed in Summer 2025, and our Nursery provision will be expanded from 35 to 49 weeks per year with effect from January 2026. Further plans to introduce places for 2-year-olds are the subject of a material change application to be submitted to the Department for Education, with a target start date of September 2026. This initiative is in response to the high demand for additional Nursery places in the Southend area and is being launched with the support of the local authority. Governors are confident that it will help to diversify income streams, attract new families and secure a stronger pipeline into the main school.,

Taking into account the School's financial position, the operational efficiencies implemented and the strategic expansion of Nursery provision, the Trustees are satisfied that the School has adequate resources to continue as a going concern for the foreseeable future.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2025

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 15-12-2025 and signed on behalf of the board of trustees by:



Karen Orwell
Charity Secretary

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Year ended 31 August 2025

Opinion

We have audited the financial statements of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED (the 'charity') for the year ended 31 August 2025 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 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 charity's affairs as at 31 August 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 charity 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 charity'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.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2025

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2025

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.
- Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Tested journal entries to identify unusual transactions.
 - Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias.
-

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2025

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation.
- Enquiring of management as to actual and potential litigation and claims.
- Reading the minutes of meetings of those charged with governance.
- Enquiring of management as to actual and potential litigation and claims.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

**Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL
(LEIGH-ON-SEA) LIMITED** *(continued)*

Year ended 31 August 2025

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sandra Morrell (Senior Statutory Auditor)

For and on behalf of
Edmund Carr LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 August 2025

| | Note | 2025 Total funds £ | 2024 Total funds £ |
|--|------|--------------------------|--------------------------|
| Income and endowments | | | |
| Donations and grants | 5 | 11,551 | 148 |
| Charitable activities | 6 | 2,850,890 | 2,926,612 |
| Fundraising activities | 7 | 97 | 25,607 |
| Investment income | 8 | 25,575 | 7,624 |
| Total income | | <u>2,888,113</u> | <u>2,959,991</u> |
| Expenditure | | | |
| Expenditure on charitable activities | 9,10 | 2,946,729 | 2,884,563 |
| Other expenditure | 12 | 11,767 | 13,602 |
| Total expenditure | | <u>2,958,496</u> | <u>2,898,165</u> |
| Net (expenditure)/income | | <u>(70,383)</u> | <u>61,826</u> |
| Other recognised gains and losses | | | |
| Gains from revaluation of fixed assets | | 20,000 | – |
| Net movement in funds | | <u>(50,383)</u> | <u>61,826</u> |
| Reconciliation of funds | | | |
| Total funds brought forward | | 547,225 | 485,399 |
| Total funds carried forward | | <u>496,842</u> | <u>547,225</u> |

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

All income and expenditure for both years was unrestricted.

The notes on pages 26 to 37 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Financial Position

31 August 2025

| | Note | 2025 | | 2024 | |
|--|------|----------------|----------------|------------------|----------------|
| | | £ | £ | £ | £ |
| Fixed assets | | | | | |
| Tangible fixed assets | 17 | | 751,512 | | 750,200 |
| Current assets | | | | | |
| Stocks | 18 | 2,500 | | 3,200 | |
| Debtors | 19 | 164,120 | | 107,120 | |
| Cash at bank and in hand | | 494,931 | | 1,094,580 | |
| | | <u>661,551</u> | | <u>1,204,900</u> | |
| Creditors: amounts falling due within one year | 20 | <u>892,354</u> | | <u>1,374,493</u> | |
| Net current liabilities | | | <u>230,803</u> | | <u>169,593</u> |
| Total assets less current liabilities | | | <u>520,709</u> | | <u>580,607</u> |
| Creditors: amounts falling due after more than one year | 21 | | <u>23,867</u> | | <u>33,382</u> |
| Net assets | | | <u>496,842</u> | | <u>547,225</u> |
| Funds of the charity | | | | | |
| Unrestricted funds: | | | | | |
| Revaluation reserve | | 135,188 | | 115,188 | |
| Other unrestricted income funds | | 361,654 | | 432,037 | |
| Total unrestricted funds | | <u>496,842</u> | | <u>547,225</u> | |
| Total charity funds | 23 | | <u>496,842</u> | | <u>547,225</u> |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The statement of financial position
continues on the following page.

The notes on pages 26 to 37 form part of these financial statements.

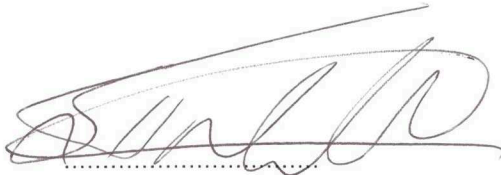
ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

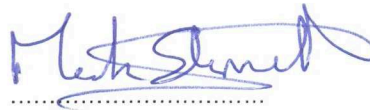
Statement of Financial Position *(continued)*

31 August 2025

These financial statements were approved by the board of trustees and authorised for issue on, and are signed on behalf of the board by:



Mr S Mills
Trustee



Mr M Stennett
Trustee

Company Registration Number: 1489366

The notes on pages 26 to 37 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 August 2025

| | 2025 £ | 2024 £ |
|---|-----------|-----------|
| Cash flows from operating activities | | |
| Net (expenditure)/income | (70,383) | 61,826 |
| <i>Adjustments for:</i> | | |
| Depreciation of tangible fixed assets | 32,810 | 27,390 |
| Other interest receivable and similar income | (25,575) | (7,624) |
| Interest payable and similar charges | 875 | 9,074 |
| Accrued (income)/expenses | (488,788) | 932,752 |
| <i>Changes in:</i> | | |
| Stocks | 700 | 300 |
| Trade and other debtors | (57,000) | (34,547) |
| Trade and other creditors | 2,849 | (164) |
| Cash generated from operations | (604,512) | 989,007 |
| Interest paid | (875) | (9,074) |
| Interest received | 25,575 | 7,624 |
| Net cash (used in)/from operating activities | (579,812) | 987,557 |
| Cash flows from investing activities | | |
| Purchase of tangible assets | (24,232) | (27,392) |
| Proceeds from sale of tangible assets | 10,110 | – |
| Net cash used in investing activities | (14,122) | (27,392) |
| Cash flows from financing activities | | |
| Proceeds from borrowings | (5,715) | (153,492) |
| Net cash used in financing activities | (5,715) | (153,492) |
| Net (decrease)/increase in cash and cash equivalents | (599,649) | 806,673 |
| Cash and cash equivalents at beginning of year | 1,094,580 | 287,907 |
| Cash and cash equivalents at end of year | 494,931 | 1,094,580 |

The notes on pages 26 to 37 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 August 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 198 Hadleigh Road, Leigh-on-Sea, Essex, SS9 2LP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

St. Michael's School (Leigh-On-Sea) Limited meets the definition of a public benefit entity under FRS102.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Taxation

The company, as a charitable company, is not liable for assessment to taxation on its results to the extent that these are applied to its charitable objects.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2025

3. Accounting policies *(continued)*

Fund accounting

Funds held by the charity are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds - these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects. These are detailed in the financial statements.

Restricted funds - these are funds that can only be used for particular restricted purposes within the objectives of the charity. There are no such funds within this charity.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income for the supply of educational services is recognised as delivered and is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

All expenditure on the running of the school is considered by the trustees to be either directly related to its one charitable activity and is accounted for on an accruals basis, or related to general costs relating to the administering of the charity which are included under governance costs. The irrecoverable element of VAT is included with the related item of expense.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2025

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Assets costing £500 or more are capitalised. An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

| | | |
|---------------------|---|-------------------|
| Fixtures & Fittings | - | 20% straight line |
| Other Equipment | - | 33% straight line |
| Computer Equipment | - | 33% straight line |
| Library Demountable | - | 10% straight line |

Freehold property

Freehold property is initially recorded at cost, which includes purchase price and any directly attributable expenditure. Freehold property is revalued to its fair value at each reporting date and any changes in fair value is recognised in the revaluation reserve.

If a reliable measure of fair value is not available without undue cost or effort for an item of freehold property, it shall be transferred to tangible assets and treated as such until it is expected that fair value will be reliably measurable on an on-going basis.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Creditors

Creditors 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 are normally recognised at their settlement amount.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2025

3. Accounting policies *(continued)*

Cash

Cash at bank consists of cash held in bank accounts and cash in hand.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Stocks

Stocks are measured at the lower of cost and estimated selling price and relate to sundry items and stationery.

Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Defined benefit plan

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multiemployer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2025

4. Limited by guarantee

In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity whilst he or she is a member or within one year thereafter.

5. Donations and grants

| | Total Funds 2025 | Total Funds 2024 |
|-------------------|-----------------------------|---------------------|
| | £ | £ |
| Donations | | |
| Donations | 2,771 | 148 |
| Grants | | |
| Grants receivable | 8,780 | — |
| | <u>11,551</u> | <u>148</u> |

6. Charitable activities

| | Total Funds 2025 | Total Funds 2024 |
|-----------------------------|-----------------------------|---------------------|
| | £ | £ |
| School tuition fees | 2,826,650 | 2,902,063 |
| Registration fees | 2,390 | 2,825 |
| Miscellaneous school income | 21,850 | 21,724 |
| | <u>2,850,890</u> | <u>2,926,612</u> |

7. Fundraising activities

| | Total Funds 2025 | Total Funds 2024 |
|--------------------|-----------------------------|---------------------|
| | £ | £ |
| Fundraising events | 97 | 25,607 |

The school received fundraising income in the prior year specifically designated to support the works carried out on the Chapel.

8. Investment income

| | Total Funds 2025 | Total Funds 2024 |
|--------------------------|-----------------------------|---------------------|
| | £ | £ |
| Bank interest receivable | 25,575 | 7,624 |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 August 2025

9. Expenditure on charitable activities by fund type

| | Total Funds 2025 £ | Total Funds 2024 £ |
|----------------------|-----------------------------------|--------------------------|
| School running costs | 2,606,044 | 2,523,133 |
| Support costs | 340,685 | 361,430 |
| | <u>2,946,729</u> | <u>2,884,563</u> |

10. Expenditure on charitable activities by activity type

| | Activities undertaken directly £ | Support costs £ | Total funds 2025 £ | Total fund 2024 £ |
|----------------------|---|-----------------------|-----------------------------------|-------------------------|
| School running costs | 2,606,044 | 306,471 | 2,912,515 | 2,826,316 |
| Governance costs | – | 34,214 | 34,214 | 58,247 |
| | <u>2,606,044</u> | <u>340,685</u> | <u>2,946,729</u> | <u>2,884,563</u> |

11. Analysis of support costs

| | Total 2025 £ | Total 2024 £ |
|--------------------------------------|-------------------------|-----------------|
| Staff costs | 214,284 | 207,880 |
| General office | 76,979 | 97,235 |
| Governance costs | 8,245 | 9,426 |
| School representation & trips | 31,494 | 32,639 |
| Advertising, publicity & recruitment | 9,683 | 14,250 |
| | <u>340,685</u> | <u>361,430</u> |

12. Other expenditure

| | Total Funds 2025 £ | Total Funds 2024 £ |
|---------------------------|-----------------------------------|--------------------------|
| Bank and merchant charges | 11,767 | 13,602 |

13. Net (expenditure)/income

| | | |
|--|---------------|---------------|
| Net (expenditure)/income is stated after charging/(crediting): | | |
| | 2025 | 2024 |
| | £ | £ |
| Depreciation of tangible fixed assets | <u>32,810</u> | <u>27,390</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2025

14. Auditors remuneration

| | 2025 | 2024 |
|--|-------|-------|
| | £ | £ |
| Fees payable for the audit of the financial statements | 8,245 | 9,426 |

15. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

| | 2025 | 2024 |
|---|------------------|------------------|
| | £ | £ |
| Wages and salaries | 1,796,884 | 1,742,551 |
| Social security costs | 186,369 | 152,331 |
| Employer contributions to pension plans | 295,811 | 289,310 |
| | <u>2,279,064</u> | <u>2,184,192</u> |

The average head count of employees during the year was 83 (2024: 83).

The number of employees whose remuneration for the year fell within the following bands, were:

| | 2025 | 2024 |
|--------------------|----------|----------|
| | No. | No. |
| £60,000 to £69,999 | – | 1 |
| £70,000 to £79,999 | 1 | 2 |
| £80,000 to £89,999 | 2 | – |
| | <u>3</u> | <u>3</u> |

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £316,698 (2024: £299,433).

16. Trustee remuneration and expenses

During the year £1,000 was gifted to Father David (2024: £1,000). No other trustees received any remuneration or reimbursement of expenses during the year.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2025

17. Tangible fixed assets

| | Freehold land and property £ | Fixtures and fittings £ | Other equipment £ | Computer equipment £ | Library demountable £ | Total £ |
|------------------------------|---------------------------------------|-------------------------------|-------------------------|----------------------------|-----------------------------|------------------|
| Cost or valuation | | | | | | |
| At 1 Sep 2024 | 670,000 | 115,868 | 57,756 | 92,225 | 85,728 | 1,021,577 |
| Additions | – | 6,470 | 16,067 | 1,695 | – | 24,232 |
| Disposals | – | (5,990) | (325) | (4,198) | – | (10,513) |
| Revaluations | 20,000 | – | – | – | – | 20,000 |
| At 31 Aug 2025 | <u>690,000</u> | <u>116,348</u> | <u>73,498</u> | <u>89,722</u> | <u>85,728</u> | <u>1,055,296</u> |
| Depreciation | | | | | | |
| At 1 Sep 2024 | – | 84,254 | 57,756 | 69,357 | 60,010 | 271,377 |
| Charge for the year | – | 15,610 | 1,813 | 6,814 | 8,573 | 32,810 |
| Disposals | – | – | (325) | (78) | – | (403) |
| At 31 Aug 2025 | <u>–</u> | <u>99,864</u> | <u>59,244</u> | <u>76,093</u> | <u>68,583</u> | <u>303,784</u> |
| Carrying amount | | | | | | |
| At 31 Aug 2025 | <u>690,000</u> | <u>16,484</u> | <u>14,254</u> | <u>13,629</u> | <u>17,145</u> | <u>751,512</u> |
| At 31 Aug 2024 | <u>670,000</u> | <u>31,614</u> | <u>–</u> | <u>22,868</u> | <u>25,718</u> | <u>750,200</u> |

Tangible fixed assets held at valuation

Included within freehold land and buildings is land that was revalued to £215,000 on 24 February 2025 by Hair & Son, an independent valuer. The historical cost of the freehold land is £66,727.

Included within freehold land and buildings is a property that was revalued to £475,000 on 24 February 2025 by Hair & Son, an independent valuer. The historical cost of the freehold land is £488,085.

18. Stocks

| | 2025 £ | 2024 £ |
|-------|--------------|--------------|
| Stock | <u>2,500</u> | <u>3,200</u> |

19. Debtors

| | 2025 £ | 2024 £ |
|--------------------------------|----------------|----------------|
| Prepayments and accrued income | 41,113 | 48,078 |
| School fees | 101,620 | 59,042 |
| Other debtors | <u>21,387</u> | <u>–</u> |
| | <u>164,120</u> | <u>107,120</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2025

20. Creditors: amounts falling due within one year

| | 2025 | 2024 |
|---------------------------------|----------------|------------------|
| | £ | £ |
| Bank loans and overdrafts | 5,860 | 5,715 |
| Trade creditors | 51,857 | 50,156 |
| Accruals and deferred income | 697,253 | 1,186,041 |
| Social security and other taxes | 39,802 | 34,234 |
| Returnable deposits | 75,250 | 83,250 |
| Other creditors | 22,332 | 15,097 |
| | <u>892,354</u> | <u>1,374,493</u> |

Included within accruals and deferred income is deferred income totalling £606,828 (2024: £1,090,809). This relates to school fees received in advance.

21. Creditors: amounts falling due after more than one year

| | 2025 | 2024 |
|---------------------------|---------------|---------------|
| | £ | £ |
| Bank loans and overdrafts | 23,867 | 29,727 |
| Other creditors | – | 3,655 |
| | <u>23,867</u> | <u>33,382</u> |

Included within creditors: amounts falling due after more than one year is an amount of £Nil (2024: £5,384) in respect of liabilities payable or repayable by instalments which fall due for payment after more than five years from the reporting date.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2025

22. Pensions and other post retirement benefits

The Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions.

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million

The result of this valuation was implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2027.

The above is the standard position for schools. However, the charity has agreed contracts of employments with teaching staff that have the effect of capping employer contribution rates for those teachers that remain enrolled in the TPS at 23.68%. The charity's teaching staff have a choice between (i) remaining in the TPS and funding the excess contribution via salary sacrifice; (ii) opting out of the TPS and joining the charity defined contribution (DC) scheme; or (iii) opting out entirely.

The employer's pension costs paid to TPS in the period amounted to £224,452 (31/08/24: £223,303).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website. Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The school has accounted for its contributions to the scheme as if it were a defined contribution scheme.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2025

Defined contribution schemes

The amount recognised in the statement of financial activities in relation to defined contribution plan was £71,359 (2024: £66,007).

23. Analysis of charitable funds

2025

| | Balance at 1 September 2024 | Income | Expenditure | Transfers | Balance at 31 August 2025 |
|---------------------|--------------------------------------|------------------|--------------------|-----------|---------------------------------|
| | £ | £ | £ | £ | £ |
| Designated Fund | | | | | |
| Public Benefit | 75,000 | – | (27,251) | – | 47,749 |
| General Funds | 357,037 | 2,888,113 | (2,931,245) | – | 313,905 |
| Revaluation reserve | 115,188 | 20,000 | – | – | 135,188 |
| Total | <u>547,225</u> | <u>2,908,113</u> | <u>(2,958,496)</u> | <u>–</u> | <u>496,842</u> |

Designated funds include a sum for the purpose of fulfilling public benefit and the charge in the year amounted to £27,251.

2024

| | Balance at 1 September 2023 | Income | Expenditure | Transfers | Balance at 31 August 2024 |
|---------------------|--------------------------------------|------------------|--------------------|-----------|---------------------------------|
| | £ | £ | £ | £ | £ |
| Designated Fund | | | | | |
| Public Benefit | 75,000 | – | (24,728) | 24,728 | 75,000 |
| General Funds | 286,743 | 2,934,384 | (2,837,636) | (26,454) | 357,037 |
| Chapel Window fund | 8,468 | 25,607 | (35,801) | 1,726 | – |
| Revaluation reserve | 115,188 | – | – | – | 115,188 |
| Total | <u>485,399</u> | <u>2,959,991</u> | <u>(2,898,165)</u> | <u>–</u> | <u>547,225</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2025

24. Analysis of net assets between funds

2025

| | Tangible fixed assets £ | Other net assets £ | Total £ |
|----------------------------|----------------------------------|--------------------------|----------------|
| Unrestricted Income Funds: | | | |
| Designated funds | – | 47,749 | 47,749 |
| General funds | 751,512 | (302,419) | 449,093 |
| Total funds | <u>751,512</u> | <u>(254,670)</u> | <u>496,842</u> |

2024

| | Tangible fixed assets £ | Other net assets £ | Total £ |
|----------------------------|----------------------------------|--------------------------|----------------|
| Unrestricted Income Funds: | | | |
| Designated funds | – | 75,000 | 75,000 |
| General funds | 750,198 | (277,975) | 472,223 |
| Total funds | <u>750,198</u> | <u>(202,975)</u> | <u>547,223</u> |

25. Analysis of changes in net debt

| | At 1 Sep 2024 £ | Cash flows £ | At 31 Aug 2025 £ |
|--------------------------|-----------------------|------------------|------------------------|
| Cash at bank and in hand | 1,094,580 | (599,649) | 494,931 |
| Debt due within one year | (5,715) | (145) | (5,860) |
| Debt due after one year | (29,727) | 5,860 | (23,867) |
| | <u>1,059,138</u> | <u>(593,934)</u> | <u>465,204</u> |

26. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

| | 2025 £ | 2024 £ |
|--|---------------|---------------|
| Not later than 1 year | 25,773 | 28,160 |
| Later than 1 year and not later than 5 years | – | 25,773 |
| | <u>25,773</u> | <u>53,933</u> |

27. Related parties

During the year the school received £15,600 (2024: £15,600) of rental income from an employee.

Payments totalling £1,228 (2024: £2,791) were made to a connected person in relation to after school activities and general assistance.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Management Information

Year ended 31 August 2025

The following pages do not form part of the financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 August 2025

| | 2025 £ | 2024 £ |
|-------------------------------|------------------|------------------|
| Income and endowments | | |
| Donations and grants | | |
| Donations | 2,771 | 148 |
| Grants receivable | 8,780 | – |
| | <u>11,551</u> | <u>148</u> |
| | | |
| Charitable activities | | |
| School tuition fees | 2,826,650 | 2,902,063 |
| Registration fees | 2,390 | 2,825 |
| Miscellaneous school income | 21,850 | 21,724 |
| | <u>2,850,890</u> | <u>2,926,612</u> |
| | | |
| Fundraising activities | | |
| Fundraising events | 97 | 25,607 |
| | | |
| Investment income | | |
| Bank interest receivable | 25,575 | 7,624 |
| | | |
| Total income | <u>2,888,113</u> | <u>2,959,991</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities *(continued)*

Year ended 31 August 2025

| | 2025 | 2024 |
|---|------------------|------------------|
| | £ | £ |
| Expenditure on charitable activities | | |
| School running costs | | |
| Activities undertaken directly | | |
| Education budget | 52,889 | 52,116 |
| Wages and salaries | 1,610,239 | 1,561,261 |
| Employer's NIC | 167,968 | 137,563 |
| Pension costs | 286,573 | 277,488 |
| Sports hire and transport costs | 22,559 | 18,498 |
| Rates and water | 27,499 | 13,353 |
| Light and heat | 29,997 | 25,294 |
| Premises expenditure, repairs and maintenance | 50,562 | 76,833 |
| Insurance | 28,349 | 27,644 |
| Discretionary bursaries and public benefit | 27,251 | 24,728 |
| Depreciation | 32,810 | 27,390 |
| Rentals and licences | 2,031 | 1,997 |
| Computer maintenance and software | 33,143 | 49,978 |
| Equipment and books for resale | 1,129 | 1,721 |
| Household supplies | 8,553 | 8,301 |
| Catering costs | 188,414 | 182,014 |
| Sundry school expenses | 2,933 | 2,022 |
| Bad debts | 11,737 | (4,397) |
| Refurbishments | 44,507 | 39,329 |
| VAT recovered | (23,099) | — |
| | <u>2,606,044</u> | <u>2,523,133</u> |
| Support costs | | |
| Office wages and salaries | 186,645 | 181,290 |
| Employer's NIC | 18,401 | 14,768 |
| Pension costs | 9,238 | 11,822 |
| Telephone | 5,631 | 7,309 |
| Printing, postage and stationery | 37,864 | 33,740 |
| Subscription fees | 7,515 | 7,365 |
| Recruitment | 1,504 | 525 |
| Marketing, advertising and prospectus costs | 8,179 | 13,725 |
| School representation | 31,494 | 32,639 |
| | <u>306,471</u> | <u>303,183</u> |
| Governance costs | | |
| Governance costs - accountancy fees | 2,267 | 3,732 |
| Governance costs - audit fees | 8,245 | 9,426 |
| Legal and professional fees | 17,524 | 31,233 |
| Trustees indemnity insurance | 751 | 752 |
| Loan interest | 875 | 9,074 |
| Sundry administration expenses | 4,552 | 4,030 |
| | <u>34,214</u> | <u>58,247</u> |
| Expenditure on charitable activities | <u>2,946,729</u> | <u>2,884,563</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities *(continued)*

Year ended 31 August 2025

| | 2025 £ | 2024 £ |
|---------------------------------|-----------|-----------|
| Other expenditure | | |
| Bank and merchant charges | 11,767 | 13,602 |
| | <hr/> | <hr/> |
| Total expenditure | 2,958,496 | 2,898,165 |
| | <hr/> | <hr/> |
| Net (expenditure)/income | (70,383) | 61,826 |
| | <hr/> | <hr/> |

ST MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

England & Wales - Charity number 280688

Accounts

COMPANY REGISTRATION NUMBER: 1489366
CHARITY REGISTRATION NUMBER: 280688

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Financial Statements

31 August 2024

EDMUND CARR LLP

Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Financial Statements

Year ended 31 August 2024

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ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 August 2024

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 August 2024.

Reference and administrative details

| | |
|------------------------------------|---|
| Registered charity name | ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED |
| Charity registration number | 280688 |
| Company registration number | 1489366 |
| Registered office | 198 Hadleigh Road Leigh-on-Sea Essex SS9 2LP |

The trustees

The trustees who served the charity during the year were as follows:

| | |
|----------------|--------------------------|
| Mr S Mills | |
| Mrs F Evans | |
| Mr M Sternett | Chair of Governors |
| Mrs S E Bird | Resigned 19 January 2024 |
| Dr V Shaw | |
| Fr D Wylie | |
| Mr F Macleod | |
| Mr J Barrett | Resigned 4 December 2023 |
| Mr T Holdcroft | |
| Mr W Parnell | Appointed 16 May 2024 |
| Mrs H Tatchner | |
| Mrs S Minnis | |
| Mr T Sawyer | Appointed 29 May 2024 |

Secretary Karen Orwell

Auditor Edmund Carr LLP
Chartered Accountants
& Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

Bankers HSBC Bank PLC
48 High Street
Rayleigh
Essex
SS6 7JH

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2024

Structure, governance and management

The Governors of St. Michael's School (Leigh-on-Sea) Limited, being a Charity, present their annual report and audited accounts for the year ended 31st August 2024 and confirm they comply with the requirements of the Charities Act 1993, as amended by the Charities Act 2006, the trust deed and the Charities SORP 2005.

Governing Document

Founded as a school and charity in 1922, St Michael's is governed by its Memorandum and Articles of Association updated on 31st July 2019.

The School premises and Chapel are the subject of a scheme between The Chelmsford Diocesan Board of Finance Limited and the School, including the appointment of Trustees and vesting, and was registered with the Charity Commissioners on 1st November 1976.

Governing Body

The structure of the Charity consists of not more than four nominated Governors and not more than eight co-opted Governors. Of the four nominated Governors, not more than two shall be appointed by the Diocesan Education Committee for the Diocese of Chelmsford; the Vicar of St Margaret's Church, Leigh on Sea, as appointed by the Chelmsford Diocese, shall always be a member of the Governing Body; one shall be the Chairman of the Governing Body, being nominated by the Parochial Church Council of St Margaret's Church, Leigh on Sea. Of the co-opted Governors at least three shall be appointed from among persons for the time being on the electoral roll of St. Margaret's Church, Leigh-on-Sea.

Recruitment and Training of Governors

The Charity's elected Governors are appointed at a Meeting of the Governors based on nominations received either from the Diocese, St. Margaret's Church or the Governors themselves. A formal interview with the Nominations Committee ensures that candidates have the necessary skill sets to join the Board. New Governors are inducted into the workings of the Charity and School. When recruiting new trustees, the Governors consider the skills and experience of the individual and what they may bring to complement the existing skill set of the Governing Body. Of paramount importance is they have a passion for the working of the school and an understanding of education as a holistic and rounded experience of personal growth. The diversity of the current board of governors ensures that all Committees are attended or chaired by people with a knowledge or level of expertise. All Governors receive guidance notes from a range of external services and sources, including The Association of Governing Bodies of Independent Schools (AGBIS), The Independent Schools' Bursars Association (ISBA), The Independent Association of Prep Schools (IAPS), the Independent School's Association (ISA) and the Independent Schools Council (ISC).

Organisational Management

The Governors, as trustees of the Charity, are legally responsible for the overall management and control of the School and meet at least three times per year. The day to day running of the school is delegated to the Headmaster, supported by the Bursar, Deputy Head and Senior Leadership Team. However, key policy and strategic decisions are taken by the Board.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2024

Structure, governance and management *(continued)*

Relationships

St Michael's School is a member of the IAPS, ISC, ISA, AGBIS and ISBA for the promotion, maintenance and the delivery of excellence in education. We are also members of the Southend Primary Schools Sports Partnership (SPSSA), an organisation dedicated to the promotion of sports in primary schools across the borough, together with Energize Essex, a high-quality sports and fitness programme for out of school hours and in school holidays. The School actively contributes to the local community as detailed below under Public Benefit.

Risk Management

The Governors and the Senior Management Team continue to keep the School's activities under review, particularly about any major risks that may arise from time to time, as well as systems and procedures established to manage them. They monitor the effectiveness of the system of internal controls, including the extent of insurance cover, by which those risks already identified can best be mitigated. The key risks are reviewed regularly.

Public benefit aims, objectives and principal activities

Charitable Objects, Aims and Intended Impact

The object for which the Charity is established is to advance the education of the public and to provide for the education of pupils based on Christian principles.

The School's strategic aims are:

- to provide the highest standards of teaching and learning;
- to fulfil each pupil's potential;
- to provide the best preparation for each pupil's transition to secondary school; and
- to provide a secure foundation for their future life in a caring atmosphere within a Christian ethos

In pursuit of these aims the School provides a broad yet balanced curriculum, with a wide provision of extra activities that reflect a strong emphasis on music, drama, languages and sport. Pupils are encouraged to match their performance to their potential, whilst raising self-awareness and confidence. As a non-selective school, children from all backgrounds are welcome.

Aims and Vision

Our vision is to have a school of happy and successful children, all of whom are encouraged and supported to achieve their potential in learning, achievement and personal development. In so doing, our aim is to sustain and increase individual and collective knowledge and understanding in areas of study, skills and expertise.

Underpinned through our Christian community we acknowledge and value that:

- Every child is unique
 - Children learn best when they are happy, safe and secure
 - Our school community is enriched by diversity
 - It is not who a child is by birth that matters but rather what they make of their life (Non Quis Sed Quid)
 - Personal, social, moral and spiritual development are equally important as academic success
-

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2024

Public benefit aims, objectives and principal activities *(continued)*

Our Objectives

The school's objectives remain closely linked to our aims and strategic planning. St Michael's School has always been at the forefront of education, providing a rigorous academic foundation combined with a nurturing environment. Our dedicated team of teachers, subject matter specialists and pastoral leaders are committed to helping each child reach their full potential. Our staff work on supporting children in their development in many ways with particular emphasis on:

- Academic Success, providing a love of life-long learning
- Whole Child Wellbeing, through small class sizes, enabling personal growth and individual Support
- Global Citizenship, developing an awareness of Community, faith, moral code and compassion
- Character Development, encouraging kindness, integrity, courage, resilience and empathy
- Ethical Leadership, showing a strong moral compass
- A commitment to provide a broad and stimulating curriculum in order to develop the whole child and to identify and celebrate their individual talents
- To create strong partnerships between home and school to enable effective learning
- Develop in children their spiritual awareness and an understanding of the beliefs of others
- Develop each child's confidence, self-esteem, independence and integrity
- To equip children with strategies to enable them to achieve a healthy and balanced approach to their wellbeing
- For all children to be happy and successful
- To promote a culture of care, respect and traditional values within our school family and the wider community

With small class sizes, high staff ratios and specialised teaching, we offer a structured environment that prepares pupils for secondary school. Our focus on independence and responsibility ensures they are well equipped for their next educational journey.

We empower children to become confident, articulate and thoughtful leaders. Our supportive and caring community fosters their growth and success, providing the tools and encouragement they need to thrive.

Grounded in our Christian heritage, we offer a nurturing environment for tradition, moral guidance, reflection and spiritual peace.

Our strong and effective leadership and governance will help ensure that the above aims are met.

In setting our objectives and planning our activities, we have considered the Charity Commission's general guidance on the advancement of education. This includes their guidance on the supplementary public benefit for charities.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2024

Public benefit aims, objectives and principal activities *(continued)*

Principal Activities

The principal activity of St. Michael's School is the provision of an independent Preparatory Day School for Boys and Girls aged 3-11 years old. We seek to provide a structured educational environment that develops our pupils' capabilities, competences and skills. We promote the academic, moral and physical development of our pupils through our academic curriculum, pastoral care, sporting and other activities. We provide an educational environment where each student can develop and fulfil their potential, build self-confidence and instil a desire to contribute to the wider community.

The average number of children in school for the year was 236 (2023: 250). Pupil numbers at the start of the new academic year grew from 229 to 242 by the end of the year.

Our Ethos, Strategy and Policies

Our school motto "Non quis, sed quid" - not who (you are), but what (you are) - underlies our basic Christian ethos, which pervades school life. Who you are by birth is not important, what you make of your life is. Our commitment is to encourage the children to fulfil their potential and make a positive contribution to our local community and society.

Our Headmaster and Governing body are responsible for setting a strategy to achieve the School's objectives. Our strategy is focused on the 'all-round' care and development of our pupils, including their attainment of high levels of academic and extra-curricular achievement, and is summarised in our School Development Plan.

St. Michael's School is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Our fees are set at a level designed to ensure the on-going financial viability of the School, and are consistent with our aim to provide the highest levels of education. Our School welcomes pupils from all backgrounds.

To admit a prospective pupil, we need to be satisfied that our School will be able to educate and develop them to the best of their ability. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

Parents are given regular information about their children's social and academic progress through parent evenings and end of term and year reports. We maintain regular contact with parents throughout the year through informal contacts, our termly newsletters and our social media accounts. Further information about their child's attendance, achievement, timetable, school reports and letters home can be accessed via 'Engage', the school's information management system.

St. Michael's School is committed to safeguarding and promoting the welfare of our pupils, and expects all staff and volunteers to share this commitment.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2024

Fees

When setting fees, Governors consider many factors that could affect the performance of the School. Where possible, these increases are restricted to a level that will ensure the School is able to fulfil its main objective of providing a first class education to pupils, the continued financial viability of the School and investment for continued growth and improvement in the main fabric of the building. In setting fees, the Governors are also mindful of their obligations under the Charities Act, to widen the access to the education we offer. Our fees remain all inclusive, including lunches, a wide variety of extra subjects and all visits and residential visits. This year our Year 6 children spent four days on a residential visit to Desvres in the Pas-de Calais department in Northern France. In addition, our Year 5 children spent three days visiting the Juniper Hall Field Studies Centre in Surrey.

The School continues to accept the Government's 15hrs of free childcare. This supportive funding is greatly appreciated by the parents of children in our Early Years. We also accept the Government's tax-free childcare to help pay for tuition fees for children up to the age of five, after which these vouchers can be used to pay for music lessons, or chargeable drama lessons and before and after school care.

To support parents we have expanded our Fees in Advance Scheme to offer a more extensive multi-year scheme that complies with current charity, commercial and tax legislation. As part of the enhanced scheme, the school offers a 2% annual discount on tuition fees.

Public Benefit

It is important to us that access to the education we offer is not restricted to those who can afford our fees. We believe our pupils benefit from learning within a diverse community, where learning occurs through social interaction, conversation and shared experiences. This in turn will help our pupils develop an understanding of the perspective of other people and learn the injustices of intolerance, which will help them grow into well rounded and responsible adults. Through developing our links in the local community, including partnership activities with other local schools, providing part or fully funded bursaries to eligible families, and keeping school fees affordable, we want more children in the local community to access and benefit from the school's charitable activities.

(i) Bursaries

The Governors view our bursary awards as important in helping children from families who would otherwise not be able to afford the fees to access the education we offer. Our bursary awards are available to all who meet our general entry requirements and are made based on parental financial means, or to relieve hardship where a pupil's education would otherwise be at risk. In assessing financial means, we take several factors into consideration including net household income, investments, savings and family circumstances. However, our School does not have a large endowment and, in funding our awards, we must be mindful that we need to ensure a balance between fee-paying parents, many of whom make considerable personal sacrifices to fund their child's education, and those benefiting from the awards.

Throughout the year two children benefited from partial bursaries. An additional three pupils benefited from a partial reduction of fees as part of the school's Public Benefit awards. Public Benefit awards differ from means tested bursaries and are primarily offered on a business premise where there is a compelling reason to admit pupils. In addition, 14 pupils who were children of staff were eligible for a reduction in school fees.

We remain committed to our bursary policy and this year the Public Benefit charge amounted to £24,728 (2023: £39,586). We have therefore allocated £24,728 from General Reserves to top-up the Designated Fund, bringing the year-end fund balance to £75,000.

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Year ended 31 August 2024

(ii) Teaching Links and Community Partnerships

For over one hundred years, St. Michael's has prided itself on its strong links between the school and local communities.

As part of our community partnerships our children have the opportunity to worship alongside members of the local Parish by attending services at St. Margaret's Church in Leigh. They also learn about other religions from children's family members visiting the school to talk about their own traditions and beliefs. Our senior choir also perform at a number of church services, most notably at the Remembrance Services.

Energize Essex continued to hire the school's facilities to run a programme of high-quality sports and fitness provision for all ages to have fun, broaden existing talents, develop new talents and to enhance futures. These holiday clubs are opened to local community schools as well as St Michael's School's own pupils.

(iii) Charities

St Michaels is well known for being dedicated to raising money for a variety of causes; from the Red Nose Day, an annual campaign that raises life-changing funds to help end the cycle of poverty and ensure children are safe, healthy, educated and empowered around the world, to Harp, a local Homeless charity. As guided by our Diocesan Education Advisor, CofE schools encourage children to think about why some charities exist, what can be done in the future to make the world a better place and put themselves in the shoes of someone who benefits from the charity. Children took part in Project Waterfall, specifically The Big Water Walk, designed to show solidarity with communities across the world who have to walk for hours to get water. To support their understanding and raise awareness of the challenges children around the world face, Year 4 also enjoyed their learning about the big six strategies for survival. In particular, they learnt about the importance of clean water, how to filter it in a survival situation and what needs to be done to make it safe to drink. Activities are geared towards the John Muir award that we at St Michael's are privileged to offer our pupils. When they leave us at the end of Year 6, pupils will have won the award, putting them in a great position to move on to the Duke of Edinburgh award at Secondary school.

The school's focus on charitable giving and making a difference encourages children to think of others. Pupils at the school raised just under £5,000 for charitable causes throughout the course of the year. Charitable events supported by the school include: Little Havens Hospice, Gold Geese, Poppy Appeal, Children in Need, The Children's Society, Place2Be, Project Waterfall, The WWF and Red Nose Day. As usual our Harvest Festival celebrations included donations of food to the local Foodbanks. Children take the lead on charitable opportunities they feel passionate about with our School Council, made up of children from a variety of year groups, enjoying the responsibility of suggesting charities and the ways in which the school undertakes its fundraising.

(iv) Other Policies on Assistance

Family discounts policy

To underline the value we place on continuity for families, we offer a sibling discount where parents have more than one child at the School.

Termly Instalment Scheme

A monthly payment plan to pay the term's fees is available to assist parents with their financial planning.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2024

Assistance for staff

As part of our emphasis on attracting and retaining high calibre staff, we offer a discount scheme when staff members choose to educate their children at our School.

Review of the year

Curriculum

Children from Nursery to Year 2 follow the structure of Read, Write Inc. Children are assessed and grouped according to where they are working, enabling us to create small, differentiated groups. This allows for children's learning to be scaffolded to ensure they make accelerated progress and are supported for their specific needs. Year 2 pupils also took part in an Active Maths Festival completing various fun maths challenges and problem-solving exercises.

As they progress through school, particularly at the start of lower Prep, children are prepared for the many selective tests and entrance exams for entry into Year 7. Staff following the national curriculum in both English and maths, assess and stretch pupils with a strong emphasis on building confidence in their own abilities.

During the course of the year, parents were invited in to speak to the children about the variety of professions and business sectors they work in. Children learnt the relevance of their day-to-day learning and how it is preparing them for their future working life.

As part of Book Week, children were delighted to meet author, Tamsyn Murray who joined the pupils for the day. Children had the opportunity to talk to Tamsyn about being an author as well as listening to her read some of her works.

Sports

Sporting achievements include, 3rd place in the Borough Cross Country at the Essex Cross Country event. In the ISA Swimming competition, a pupil in Year 5 came third at the Stratford Olympic Pool in London in both 50m breaststroke and 50m backstroke. Years 5 and 6 Dodgeball teams became the overall borough Dodgeball Champions and went on to represent the borough at the Essex Dodgeball Championships. KS1 football made it through to the SPSSA finals. Years 1 and 2 gymnastics won silver and bronze medals at the SPSSA Borough Gymnastics. Years 5 and 6 won gold in the Sports Hall Athletics and then went on to represent Southend in the Essex finals.

Each of these activities requires teamwork, leadership and problem-solving skills, the building blocks for a successful future.

Performing Arts

Our children won gold in the KS2 Ballet Category at the prestigious ISA National Dance Competition held in Birmingham, beating stiff competition from all over the country.

For the fourth year running, pupils who took the LAMDA exam all achieved Distinction.

The Prep Play for all children in Years 3 - 6 this year was the Snow Queen. As well as developing their acting skills, efficient dressing room preparation and behind the scenes experience helps pupils to develop confidence, thereby enhancing their performance and their enjoyment of participating in such productions.

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Year ended 31 August 2024

Music

Children performed at a number of informal concerts that were held in the Chapel throughout the course of the year as well as taking part in a wonderful Christmas Showcase. Pupils demonstrated their commitment to developing their musical performing skills, which helped build their confidence when performing in front of a live audience. Our choirs joined the congregation at St Margaret's Remembrance Sunday Service in November. Year 2 took part in the Infant Music Festival, where this year's theme was animals. All the songs and activities were related to the names, sounds and movements of a variety of animals. Year 5 and the senior orchestra attended the Junior Music Festival, and our Year 6 joined children from all over the country at the Young Voices Concert at the O2 in London in January.

All the children were a credit to St Michael's in both their performance skills and in the way they represented the school.

We continue to celebrate children's achievements that are won outside school, with pupils taking part in Awards Assemblies where they are invited to talk about their chosen awards.

Parent Survey

We continue to engage with our parents through an annual survey which seeks to assess the extent to which we are meeting parents' expectations. This year's questionnaire showed a growing trend of 'Strongly Agree', which was welcomed by the staff and Governors. We will continue to act on areas where parents feel we could improve.

Refurbishment

This year we were delighted to finally install the new windows for the Chapel, following 18 months of fundraising by the children, parents, staff and friends of St Michael's. Designed by Sarah Galloway, the three beautiful windows were installed over the summer, depicting icons from Leigh, the school and the Church.

We were also able to resurface our Netball Playground with a beautiful new netball court in school colours. New flooring was also put down on the ground floor and it is hoped to replace all carpets within the next few years.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

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Year ended 31 August 2024

Review of the academic achievements and performance for the year

Selection test information for 2024 entry

11+ information

As in previous years, a statistical test was used to assess whether age adjustment was necessary to take account of any apparent bias against younger candidates. This year, the test was statistically significant for English and the corresponding age adjustments were made.

60% of pupils sitting selection tests were successful in gaining a selective place. This equates to 12 pupils out of 20 who chose to sit a selection test for secondary school entry.

Destination Schools September 2024

| School | No. of pupils | School | No. of pupils |
|-------------------------------------|---------------|--------------------------------|---------------|
| Southend High School for Girls | 2 | Southend High School for Boys | 1 |
| Westcliff High School for Girls | 5 | Westcliff High School for Boys | 4 |
| St Thomas More High School for Boys | 2 | FitzWimarc | 1 |
| St Bernard's | 1 | Sweyne Park | 1 |
| Belfairs Academy | 5 | Eastwood | 1 |
| The King John School | 4 | Eastwood | 1 |
| Thorpe Hall School | 3 | | |

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Year ended 31 August 2024

Academic Results for Year 6

KS2 SATs 2024

Mathematics

| Reaching 100 + (expected level) | National | Difference | Reaching 110+ (Greater depth) | National | Difference | Average point score |
|------------------------------------|----------|------------|----------------------------------|----------|------------|---------------------|
| 90% | 73% | +17 | 47% | 24% | +23 | 107 |

Reading

| Reaching 100 + (expected level) | National | Difference | Reaching 110+ (Greater depth) | National | Difference | Average point score |
|------------------------------------|----------|------------|----------------------------------|----------|------------|---------------------|
| 90% | 74% | +16 | 63% | 28% | +35 | 110 |

Spelling, Punctuation and Grammar

| Reaching 100 + (expected level) | National | Difference | Reaching 110+ (Greater depth) | National | Difference | Average point score |
|------------------------------------|----------|------------|----------------------------------|----------|------------|---------------------|
| 90% | 72% | +18 | 37% | 32% | +5 | 108 |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2024

Writing

Writing levels are based on externally moderated teacher assessment, not a test, so therefore no average point score is available.

| Reaching expected level | National | Difference | Reaching Greater depth |
|-------------------------|----------|------------|------------------------|
| 87% | 72% | +15 | 40% |

Combined Mathematics, Reading and Writing Scores

| Reaching expected level in all three areas: | National | Difference | Reaching Greater depth in all three areas: | National | Difference |
|---|----------|------------|--|----------|------------|
| 87% | 61% | +26 | 33% | 8% | +25 |

National Data taken from:

<https://explore-education-statistics.service.gov.uk/find-statistics/key-stage-2-attainment>

Other Key Achievements of 2023/2024:

- Shortlisted for the third year running in the Independent Schools of the Year Awards 2024, this time in the Performing Arts Category.
 - Highly Commended in the Muddy Stelletos Awards 2023 in the Giving Something Back Category.
 - 25 Pupils across Years 3-6 who took part in the 2024 LAMDA exams passed with Distinction, the fourth year running that all pupils have passed with this score.
 - Won an impressive 12 medals in total with a Year 4 pupil achieving the highest number of points across all gymnastic elements at the SPSSA Borough Gymnastics Competition.
 - Achieved Gold (U10 Girls) and Bronze (U10 Mixed) in the ERSA School Ski Race 2023.
 - Head of Art, Mrs Hankey was chosen to exhibit at the prestigious Wells Cathedral Contemporary Art Exhibition 2023
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ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2024

Financial review and results for the year

Operational performance of the school

The financial statements show incoming resources for the year on School activities of £2,959,991 against total expenditure of £2,898,165. The principal source of income for the School is from our fees.

As a charity, the parents of our pupils have the assurance that all the income of the School must be applied for educational purposes.

Results for the Year

The school strives to achieve an annual minimum surplus of 2.5% of total income and, as a not-for-profit organisation, reinvests all surplus back into the school. Given the challenging economic environment that existed throughout the year, Governors are pleased to record a surplus of £61,826 (2023: £51,760), which equates to 2.1% of total income. While less than our general target, this was slightly larger than our budgeted surplus, due to a bigger than anticipated increase in pupil numbers from the start of the year.

Reserves policy and risk management

Reserves Policy: The school's overall reserves increased during the year by £61,826 as a result of the net surplus. General Reserves now stand at £547,225 (£485,399: 2023) of which £75,000 has been designated for the purpose of fulfilling public benefit. The Governors aim to establish and maintain General Reserves at approximately £750,000, this being roughly just under one term's operating costs. They recognise that the level of reserves will fluctuate during periods of investment in the school but aim to ensure that it should not fall below £300k, which is the amount deemed necessary as a financial buffer to protect against times of economic uncertainty and to be called upon in times of emergency.

Having reviewed the strategic risks facing the school, the budget and plans for the period through to the end of the current academic year, and the overall cash levels held, the Governors consider that sufficient reserves are held at 31 August 2024 to manage those risks successfully.

Investment Policy: The Governing Body remains vigilant and continues to review the Charity's investment strategy, taking an integrated approach to risk management. A significant portion of the Charity's reserves are tied up in property. However, due to the increase in parents taking advantage of the school's fees in advance scheme, a substantial amount of funds have been invested in medium and longer term high interest accounts, and in repaying the mortgage facility on the bungalow. Cashflow still remains a key focus of the Finance Committee, while efforts are also ongoing to repay the bounce back loan, once General Funds allow, to protect the Charity against any future interest rate rises. Investments are regularly monitored against policy guidelines.

Risk Management: The Governors are responsible for ensuring the risks faced by the School are appropriately managed. Risk Matrices have been drawn up by the Governing Body, and are reviewed annually to ensure the management procedures in place are as robust as possible. The principal risks to the School at present are:

1. Significant reduction in current and future pupil numbers due to the continued decline in birth rates, and;
 2. Financial pressures on both the school and on parents due to: the imposition of VAT on school fees; loss of business rate relief; and the continual increase in employment costs. The impact of these changes has led some parents to question the affordability of fees.
-

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2024

The Governors have assessed the major risks to which the charity is exposed, in particular those relating to the specific operational areas of the charity, its assets, its investments and its finances. The Governors believe that effective controls exist over key financial systems, and the operational risks faced by the charity.

Future Plans

In light of the principal risks noted above, Governors have launched a strategic review, as part of which a number of working groups have been established to explore potential additional revenue streams and cost reduction measures, with a view to minimising the levels of future fee increases, thereby helping to secure the long-term sustainability of the school.

The Governors remain resolute in their desire to maintain the School's position in a competitive market by investing to provide high quality education for our pupils. Our future plans are financed primarily from fee income and from our reserves. The Governors aim to maintain an equitable balance between ongoing investment in the school, day-to-day operational expenditure and maintenance of a sound financial base.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2024

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 13/12/2024 and signed on behalf of the board of trustees by:



Karen Orwell
Charity Secretary

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Year ended 31 August 2024

Opinion

We have audited the financial statements of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED (the 'charity') for the year ended 31 August 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 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 charity's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 charity 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 charity'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.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2024

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL
(LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2024

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and Regulations.
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.
- Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Tested journal entries to identify unusual transactions.
 - Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias.
-

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2024

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation.
- Enquiring of management as to actual and potential litigation and claims.
- Reading the minutes of meetings of those charged with governance.
- Enquiring of management as to actual and potential litigation and claims.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2024

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Edmund Carr LLP

Sandra Morrell (Senior Statutory Auditor)

For and on behalf of
Edmund Carr LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

30/12/2024

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 August 2024

| | | 2024 | | 2023 |
|--|------|-------------------------|------------------|------------------|
| | Note | Unrestricted funds £ | Total funds £ | Total funds £ |
| Income and endowments | | | | |
| Donations and grants | 5 | 148 | 148 | 8 |
| Charitable activities | 6 | 2,926,612 | 2,926,612 | 2,886,679 |
| Fundraising activities | 7 | 25,607 | 25,607 | 8,468 |
| Investment income | 8 | 7,624 | 7,624 | 1,511 |
| Total income | | <u>2,959,991</u> | <u>2,959,991</u> | <u>2,896,666</u> |
| Expenditure | | | | |
| Expenditure on charitable activities | 9,10 | 2,884,563 | 2,884,563 | 2,833,307 |
| Other expenditure | 11 | 13,602 | 13,602 | 11,599 |
| Total expenditure | | <u>2,898,165</u> | <u>2,898,165</u> | <u>2,844,906</u> |
| Net income | | <u>61,826</u> | <u>61,826</u> | <u>51,760</u> |
| Other recognised gains and losses | | | | |
| Gains from revaluation of fixed assets | | – | – | 111,915 |
| Net movement in funds | | <u>61,826</u> | <u>61,826</u> | <u>163,675</u> |
| Reconciliation of funds | | | | |
| Total funds brought forward | | 485,399 | 485,399 | 321,724 |
| Total funds carried forward | | <u>547,225</u> | <u>547,225</u> | <u>485,399</u> |

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 25 to 36 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Financial Position

31 August 2024

| | Note | 2024 | | 2023 | |
|--|------|------------------|----------------|----------------|----------------|
| | | £ | £ | £ | £ |
| Fixed assets | | | | | |
| Tangible fixed assets | 16 | | 750,200 | | 750,198 |
| Current assets | | | | | |
| Stocks | 17 | 3,200 | | 3,500 | |
| Debtors | 18 | 107,120 | | 72,573 | |
| Cash at bank and in hand | | 1,094,580 | | 287,907 | |
| | | <u>1,204,900</u> | | <u>363,980</u> | |
| Creditors: amounts falling due within one year | 19 | <u>1,374,493</u> | | <u>452,827</u> | |
| Net current liabilities | | | 169,593 | | 88,847 |
| Total assets less current liabilities | | | 580,607 | | 661,351 |
| Creditors: amounts falling due after more than one year | 20 | | 33,382 | | 175,952 |
| Net assets | | | <u>547,225</u> | | <u>485,399</u> |
| Funds of the charity | | | | | |
| Unrestricted funds: | | | | | |
| Revaluation reserve | | 115,188 | | 115,188 | |
| Other unrestricted income funds | | 432,037 | | 370,211 | |
| Total unrestricted funds | | <u>547,225</u> | | <u>485,399</u> | |
| Total charity funds | 22 | | <u>547,225</u> | | <u>485,399</u> |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The statement of financial position
continues on the following page.

The notes on pages 25 to 36 form part of these financial statements.

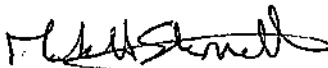
ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

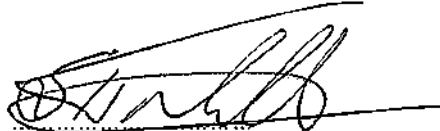
Statement of Financial Position *(continued)*

31 August 2024

These financial statements were approved by the board of trustees and authorised for issue on ~~13/12/2024~~, and are signed on behalf of the board by:



Mr M Stennett
Trustee



Mr S. Templer-Mills
Trustee

Company Registration Number: 1489366

The notes on pages 25 to 36 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 August 2024

| | 2024 £ | 2023 £ |
|--|------------------|-----------------|
| Cash flows from operating activities | | |
| Net income | 61,826 | 51,760 |
| <i>Adjustments for:</i> | | |
| Depreciation of tangible fixed assets | 27,390 | 29,323 |
| Other interest receivable and similar income | (7,624) | (1,511) |
| Interest payable and similar charges | 9,074 | 10,970 |
| Accrued expenses | 932,752 | 5,548 |
| <i>Changes in:</i> | | |
| Stocks | 300 | 592 |
| Trade and other debtors | (34,547) | 43,390 |
| Trade and other creditors | (164) | (295) |
| Cash generated from operations | 989,007 | 139,777 |
| Interest paid | (9,074) | (10,970) |
| Interest received | 7,624 | 1,511 |
| Net cash from operating activities | <u>987,557</u> | <u>130,318</u> |
| Cash flows from investing activities | | |
| Purchase of tangible assets | (27,392) | (3,081) |
| Net cash used in investing activities | <u>(27,392)</u> | <u>(3,081)</u> |
| Cash flows from financing activities | | |
| Proceeds from borrowings | (153,492) | (29,087) |
| Net cash used in financing activities | <u>(153,492)</u> | <u>(29,087)</u> |
| Net increase in cash and cash equivalents | 806,673 | 98,150 |
| Cash and cash equivalents at beginning of year | <u>287,907</u> | <u>189,757</u> |
| Cash and cash equivalents at end of year | <u>1,094,580</u> | <u>287,907</u> |

The notes on pages 25 to 36 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 August 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 198 Hadleigh Road, Leigh-on-Sea, Essex, SS9 2LP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

St. Michael's School (Leigh-On-Sea) Limited meets the definition of a public benefit entity under FRS102.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Taxation

The company, as a charitable company, is not liable for assessment to taxation on its results to the extent that these are applied to its charitable objects.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2024

3. Accounting policies *(continued)*

Fund accounting

Funds held by the charity are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds - these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects. These are detailed in the financial statements.

Restricted funds - these are funds that can only be used for particular restricted purposes within the objectives of the charity. There are no such funds within this charity.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income for the supply of educational services is recognised as delivered and is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

All expenditure on the running of the school is considered by the trustees to be either directly related to its one charitable activity and is accounted for on an accruals basis, or related to general costs relating to the administering of the charity which are included under governance costs. The irrecoverable element of VAT is included with the related item of expense.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2024

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Assets costing £500 or more are capitalised. An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

| | |
|---------------------|---------------------|
| Fixtures & Fittings | - 20% straight line |
| Other Equipment | - 33% straight line |
| Computer Equipment | - 33% straight line |
| Library Demountable | - 10% straight line |

Freehold property

Freehold property is initially recorded at cost, which includes purchase price and any directly attributable expenditure. Freehold property is revalued to its fair value at each reporting date and any changes in fair value is recognised in the revaluation reserve.

If a reliable measure of fair value is not available without undue cost or effort for an item of freehold property, it shall be transferred to tangible assets and treated as such until it is expected that fair value will be reliably measurable on an on-going basis.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Creditors

Creditors 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 are normally recognised at their settlement amount.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2024

3. Accounting policies *(continued)*

Cash

Cash at bank consists of cash held in bank accounts and cash in hand.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Stocks

Stocks are measured at the lower of cost and estimated selling price and relate to sundry items and stationery.

Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Defined benefit plan

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multiemployer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2024

4. Limited by guarantee

In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity whilst he or she is a member or within one year thereafter.

5. Donations and grants

| | Unrestricted Funds £ | Total Funds 2024 £ | Unrestricted Funds £ | Total Funds 2023 £ |
|------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Donations | | | | |
| Donations | 148 | 148 | 8 | 8 |

6. Charitable activities

| | Unrestricted Funds £ | Total Funds 2024 £ | Unrestricted Funds £ | Total Funds 2023 £ |
|-----------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| School tuition fees | 2,902,063 | 2,902,063 | 2,860,860 | 2,860,860 |
| Registration fees | 2,825 | 2,825 | 3,600 | 3,600 |
| Miscellaneous school income | 21,724 | 21,724 | 22,219 | 22,219 |
| | <u>2,926,612</u> | <u>2,926,612</u> | <u>2,886,679</u> | <u>2,886,679</u> |

7. Fundraising activities

| | Unrestricted Funds £ | Total Funds 2024 £ | Unrestricted Funds £ | Total Funds 2023 £ |
|--------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Fundraising events | 25,607 | 25,607 | 8,468 | 8,468 |

8. Investment income

| | Unrestricted Funds £ | Total Funds 2024 £ | Unrestricted Funds £ | Total Funds 2023 £ |
|--------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Bank interest receivable | 7,624 | 7,624 | 1,511 | 1,511 |

9. Expenditure on charitable activities by fund type

| | Unrestricted Funds £ | Total Funds 2024 £ | Unrestricted Funds £ | Total Funds 2023 £ |
|----------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| School running costs | 2,523,133 | 2,523,133 | 2,504,973 | 2,504,973 |
| Support costs | 361,430 | 361,430 | 328,334 | 328,334 |
| | <u>2,884,563</u> | <u>2,884,563</u> | <u>2,833,307</u> | <u>2,833,307</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2024

10. Expenditure on charitable activities by activity type

| | Activities undertaken directly £ | Support costs £ | Total funds 2024 £ | Total fund 2023 £ |
|----------------------|---|-----------------------|--------------------------|-------------------------|
| School running costs | 2,523,133 | 303,183 | 2,826,316 | 2,776,366 |
| Governance costs | – | 58,247 | 58,247 | 56,941 |
| | <u>2,523,133</u> | <u>361,430</u> | <u>2,884,563</u> | <u>2,833,307</u> |

11. Other expenditure

| | Unrestricted Funds £ | Total Funds 2024 £ | Unrestricted Funds £ | Total Funds 2023 £ |
|---------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Bank and merchant charges | 13,602 | 13,602 | 11,599 | 11,599 |

12. Net income

Net income is stated after charging/(crediting):

| | 2024 £ | 2023 £ |
|---------------------------------------|---------------|---------------|
| Depreciation of tangible fixed assets | <u>27,390</u> | <u>29,323</u> |

13. Auditors remuneration

| | 2024 £ | 2023 £ |
|--|--------------|--------------|
| Fees payable for the audit of the financial statements | 9,426 | 8,380 |
| Other services | <u>3,732</u> | <u>2,660</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2024

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

| | 2024 | 2023 |
|---|------------------|------------------|
| | £ | £ |
| Wages and salaries | 1,742,551 | 1,724,976 |
| Social security costs | 152,331 | 155,925 |
| Employer contributions to pension plans | 289,310 | 284,827 |
| | <u>2,184,192</u> | <u>2,165,728</u> |

The average head count of employees during the year was 83 (2023: 86).

The number of employees whose remuneration for the year fell within the following bands, were:

| | 2024 | 2023 |
|--------------------|----------|----------|
| | No. | No. |
| £60,000 to £69,999 | 1 | 2 |
| £70,000 to £79,999 | 2 | 1 |
| | <u>3</u> | <u>3</u> |

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £299,433 (2023:£276,774).

15. Trustee remuneration and expenses

During the year £1,000 was gifted to Father David (2023: £1,000). No other trustees received any remuneration or reimbursement of expenses during the year.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2024

16. Tangible fixed assets

| | Freehold land and property £ | Fixtures and fittings £ | Other equipment £ | Computer equipment £ | Library dountabl e £ | Total £ |
|------------------------------|---------------------------------------|-------------------------------|-------------------------|----------------------------|-------------------------------|------------------|
| Cost or valuation | | | | | | |
| At 1 Sep 2023 | 670,000 | 111,344 | 57,756 | 107,269 | 85,728 | 1,032,097 |
| Additions | - | 4,524 | - | 22,868 | - | 27,392 |
| Disposals | - | - | - | (37,912) | - | (37,912) |
| At 31 Aug 2024 | 670,000 | 115,868 | 57,756 | 92,225 | 85,728 | 1,021,577 |
| Depreciation | | | | | | |
| At 1 Sep 2023 | - | 68,414 | 55,215 | 106,833 | 51,437 | 281,899 |
| Charge for the year | - | 15,840 | 2,541 | 436 | 8,573 | 27,390 |
| Disposals | - | - | - | (37,912) | - | (37,912) |
| At 31 Aug 2024 | - | 84,254 | 57,756 | 69,357 | 60,010 | 271,377 |
| Carrying amount | | | | | | |
| At 31 Aug 2024 | 670,000 | 31,614 | - | 22,868 | 25,718 | 750,200 |
| At 31 Aug 2023 | 670,000 | 42,930 | 2,541 | 436 | 34,291 | 750,198 |

Tangible fixed assets held at valuation

Included within freehold land and buildings is land that was revalued to £70,000 on 23rd May 2018 by Bruton Knowles, an independent valuer. The historical cost of the freehold land is £66,727.

Included within freehold land and buildings is a property that was revalued to £600,000 on 28 July 2023. The property was revalued based on market research undertaken by the trustees. The historical cost of the freehold land is £488,085.

17. Stocks

| | 2024 £ | 2023 £ |
|-------|-----------|-----------|
| Stock | 3,200 | 3,500 |

18. Debtors

| | 2024 £ | 2023 £ |
|--------------------------------|----------------|---------------|
| Prepayments and accrued income | 48,078 | 44,728 |
| School fees | 59,042 | 27,845 |
| | 107,120 | 72,573 |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2024

19. Creditors: amounts falling due within one year

| | 2024 | 2023 |
|---------------------------------|------------------|----------------|
| | £ | £ |
| Bank loans and overdrafts | 5,715 | 29,791 |
| Trade creditors | 50,156 | 36,272 |
| Accruals and deferred income | 1,186,041 | 253,289 |
| Social security and other taxes | 34,234 | 36,461 |
| Returnable deposits | 83,250 | 82,250 |
| Other creditors | 15,097 | 14,764 |
| | <u>1,374,493</u> | <u>452,827</u> |

Included within accruals and deferred income is deferred income totalling £1,090,809 (2023: £203,342). This relates to school fees received in advance.

20. Creditors: amounts falling due after more than one year

| | 2024 | 2023 |
|---------------------------|---------------|----------------|
| | £ | £ |
| Bank loans and overdrafts | 29,727 | 159,143 |
| Other creditors | 3,655 | 16,809 |
| | <u>33,382</u> | <u>175,952</u> |

Included within creditors: amounts falling due after more than one year is an amount of £5,384 (2023: £17,439) in respect of liabilities payable or repayable by instalments which fall due for payment after more than five years from the reporting date.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2024

21. Pensions and other post retirement benefits

The Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions.

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million

The result of this valuation was implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The above is the standard position for schools. However, the charity has agreed contracts of employments with teaching staff that have the effect of capping employer contribution rates for those teachers that remain enrolled in the TPS at 23.68%. The charity's teaching staff have a choice between (i) remaining in the TPS and funding the excess contribution via salary sacrifice; (ii) opting out of the TPS and joining the charity defined contribution (DC) scheme; or (iii) opting out entirely.

The employer's pension costs paid to TPS in the period amounted to £223,303 (31/08/23: £234,942).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website. Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The school has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2024

Defined contribution schemes

The amount recognised in the statement of financial activities in relation to defined contribution plan was £66,007 (2023: £50,263).

22. Analysis of charitable funds

2024

| | Balance at 1 September 2023 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 August 2024 £ |
|---------------------|---|-------------|------------------|----------------|--------------------------------------|
| Designated Fund | | | | | |
| Public Benefit | 75,000 | - | (24,728) | 24,728 | 75,000 |
| General Funds | 286,743 | 2,934,384 | (2,837,636) | (26,454) | 357,037 |
| Chapel Window fund | 8,468 | 25,607 | (35,801) | 1,726 | - |
| Revaluation reserve | 115,188 | - | - | - | 115,188 |
| Total | 485,399 | 2,959,991 | (2,898,165) | - | 547,225 |

Designated funds include a sum for the purpose of fulfilling public benefit. The charge in the year amounted to £24,728 and a top up of £24,728 was transferred from general funds.

Designated funds also include the Chapel Window fund. The balance of this fund represents monies raised, through donations and various fund raising initiatives, towards the cost of designing and installing commemorative windows above the Altar in the School Chapel. During the year the funds generated totalled £25,607 and the expenditure in the year totalled £35,801. As the Chapel windows initiative was completed in the year and because the initiative was in deficit, the remaining funds of £1,726 was transferred from general funds.

2023

| | Balance at 1 September 2022 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 August 2023 £ |
|---------------------|---|-------------|------------------|----------------|--------------------------------------|
| Designated fund | | | | | |
| Public Benefit | 75,000 | - | (39,586) | 39,586 | 75,000 |
| General Funds | 246,724 | 2,888,198 | (2,805,320) | (42,859) | 286,743 |
| Chapel Window fund | - | 8,468 | - | - | 8,468 |
| Revaluation Reserve | - | 111,915 | - | 3,273 | 115,188 |
| Total | 321,724 | 3,008,581 | (2,844,906) | - | 485,399 |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2024

23. Analysis of net assets between funds

2024

| | Tangible fixed assets £ | Other net assets £ | Total £ |
|----------------------------|----------------------------------|--------------------------|------------|
| Unrestricted Income Funds: | | | |
| Designated funds | – | 75,000 | 75,000 |
| General funds | 750,198 | (275,906) | 474,292 |
| Total funds | 750,198 | (200,906) | 549,292 |

2023

| | Tangible fixed assets £ | Other net assets £ | Total £ |
|----------------------------|-------------------------------|--------------------------|------------|
| Unrestricted Income Funds: | | | |
| Designated funds | – | 83,468 | 83,468 |
| General funds | 750,198 | (348,267) | 401,931 |
| Total funds | 750,198 | (264,799) | 485,399 |

24. Analysis of changes in net debt

| | At 1 Sep 2023 £ | Cash flows £ | At 31 Aug 2024 £ |
|--------------------------|-----------------------|-----------------|------------------------|
| Cash at bank and in hand | 287,907 | 806,673 | 1,094,580 |
| Debt due within one year | (29,791) | 24,076 | (5,715) |
| Debt due after one year | (159,143) | 129,416 | (29,727) |
| | 98,973 | 960,165 | 1,059,138 |

25. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

| | 2024 £ | 2023 £ |
|--|-----------|-----------|
| Not later than 1 year | 33,792 | 49,038 |
| Later than 1 year and not later than 5 years | 30,928 | 64,720 |
| | 64,720 | 113,758 |

26. Related parties

During the year the school received £15,600 (2023: £14,900) of rental income from an employee.

Payments totalling £2,791 (2023: £2,323) were made to a connected person in relation to after school activities and general assistance.

ST MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

England & Wales - Charity number 280688

Accounts

EC

COMPANY REGISTRATION NUMBER: 1489366
CHARITY REGISTRATION NUMBER: 280688

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Financial Statements

31 August 2023

EDMUND CARR LLP

Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Financial Statements

Year ended 31 August 2023

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ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 August 2023

The trustees, who are also directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 August 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

| | |
|------------------------------------|---|
| Registered charity name | ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED |
| Charity registration number | 280688 |
| Company registration number | 1489366 |
| Registered office | 198 Hadleigh Road Leigh-on-Sea Essex SS9 2LP |

The trustees

The trustees who served the charity during the period were as follows:

| | |
|----------------|----------------------------|
| Mr J Barrett | |
| Mrs S Bird | |
| Mrs F Evans | |
| Mr N Holdcroft | |
| Mr F Macleod | |
| Mrs S Minnis | |
| Mr S Mills | |
| Dr V Shaw | |
| Mr M Stennett | Chair of Governors |
| Mrs H Tetchner | Appointed 28 November 2022 |
| Fr D. Wylie | |

Secretary Karen Orwell

Auditor Edmund Carr LLP
Chartered Accountants
& Statutory Auditor
146 New London Road
Chelmsford
Essex CM2 0AW

Bankers HSBC Bank PLC
48 High Street
Rayleigh
Essex SS6 7JH

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Governors of St. Michael's School (Leigh-on-Sea) Limited, being a Charity, present their annual report and audited accounts for the year ended 31st August 2023 and confirm they comply with the requirements of the Charities Act 1993, as amended by the Charities Act 2011, the trust deed and the Charities SORP 2019.

Governing Document

Founded as a school and charity in 1922, St Michael's is governed by its Memorandum and Articles of Association dated 31st July 2019.

The School premises and Chapel are the subject of a scheme between The Chelmsford Diocesan Board of Finance Limited and the School, including the appointment of Trustees and vesting, and was registered with the Charity Commissioners on 1st November 1976.

Governing Body

The structure of the Charity consists of not more than four nominated Governors and not more than eight co-opted Governors. Of the four nominated Governors, not more than two shall be appointed by the Diocesan Education Committee for the Diocese of Chelmsford; the Vicar of St Margaret's Church, Leigh on Sea, as appointed by the Chelmsford Diocese, shall always be a member of the Governing Body; one shall be the Chairman of the Governing Body, being nominated by the Parochial Church Council of St Margaret's Church, Leigh on Sea. Of the co-opted Governors at least three shall be appointed from among persons for the time being on the electoral roll of St. Margaret's Church, Leigh-on-Sea.

Recruitment and Training of Governors

The Charity's elected Governors are appointed at a Meeting of the Governors based on nominations received either from the Diocese, St. Margaret's Church or the Governors themselves. A formal interview with the Nominations Committee ensures that candidates have the necessary skill sets to join the Board. New Governors are inducted into the workings of the Charity and School. When recruiting new trustees, the Governors consider the skills and experience of the individual and what they may bring to complement the existing Governing Body. Of paramount importance is they have a passion for the working of the school and an understanding of education as a holistic and rounded experience of personal growth. The diversity of the current board of governors ensures that all Committees are attended or chaired by people with a knowledge or level of expertise. All Governors receive guidance notes from a range of external services and sources, including The Association of Governing Bodies of Independent Schools (AGBIS), The Independent Schools' Bursars Association (ISBA), The Independent Association of Prep Schools (IAPS), the Independent School's Association (ISA) and the Independent Schools Council (ISC).

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

Arrangement for setting pay and remuneration of key management personnel

The Personnel Committee of the trustees has overall responsibility (on behalf of the full board) for the salary structure of key personnel.

Organisational Management

The Governors, as trustees of the Charity, are legally responsible for the overall management and control of the School and meet at least three times per year. The day to day running of the school is delegated to the Headmaster, supported by the Bursar, Deputy Head and Senior Leadership Team. However, key policy and strategic decisions are taken by the Board.

Relationships

St Michael's School is a member of the IAPS, ISC, ISA, AGBIS and ISBA for the promotion, maintenance and the delivery of excellence in education. We are also members of the Southend Primary Schools Sports Partnership (SPSSA), an organisation dedicated to the promotion of sports in primary schools across the borough, together with Energize Essex, a high-quality sports and fitness programme for out of school hours and in school holidays. The School actively contributes to the local community in several different ways, as detailed below under Public Benefit.

Risk Management

The Governors and the Senior Management Team continue to keep the School's activities under review, particularly about any major risks that may arise from time to time, as well as systems and procedures established to manage them. They monitor the effectiveness of the system of internal controls, including the extent of insurance cover, by which those risks already identified can best be mitigated. The key risks are reviewed regularly.

PUBLIC BENEFIT AIMS, OBJECTIVES AND PRINCIPAL ACTIVITIES

Charitable Objects, Aims and Intended Impact

The object for which the Charity is established is to advance the education of the public and to provide for the education of pupils based on Christian principles.

The School's strategic aims are:

- to provide the highest standards of teaching and learning;
- to fulfil each pupil's potential;
- to provide the best preparation for each pupil's transition to secondary school; and
- to provide a secure foundation for their future life in a caring atmosphere within a Christian ethos

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

Charitable Objects, Aims and Intended Impact *(continued)*

In pursuit of these aims the School provides a broad yet balanced curriculum, with a wide provision of extra activities that reflect a strong emphasis on music, drama, languages and sport. Pupils are encouraged to match their performance to their potential, whilst raising self-awareness and confidence. As a non-selective school, children from all backgrounds are welcome.

Aims and Vision

Our vision is to have a school of happy and successful children, all of whom are encouraged and supported to achieve their potential in learning, achievement and personal development. In so doing, our aim is to sustain and increase individual and collective knowledge and understanding in areas of study, skills and expertise.

Underpinned through our Christian community we acknowledge and value that:

- Every child is unique
- Children learn best when they are happy, safe and secure
- Our school community is enriched by diversity
- It is not who a child is by birth that matters but rather what they make of their life (Non Quis Sed Quid)
- Personal, social, moral and spiritual development are equally important as academic success

Our Objectives

The school's objectives are closely linked to our aims and strategic planning. They are:

- To provide all children with the highest standards of teaching and learning and to instil in them a thirst for knowledge and a love of learning.
- A commitment to provide a broad and stimulating curriculum in order to develop the whole child and to identify and celebrate their individual talents
- To create strong partnerships between home and school to enable effective learning
- Through strong pastoral support that pervades everyday school life, children learn the value of empathy and care.
- Develop in children their spiritual awareness and an understanding of the beliefs of others.
- Develop each child's confidence, self-esteem, independence and integrity.
- To equip children with strategies to enable them to achieve a healthy and balanced approach to their wellbeing.
- For all children to be happy and successful
- To promote a culture of care, respect and traditional values within our school family and the wider community.

Our strong and effective leadership and governance will help ensure that the above aims are met.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

Our Objectives *(continued)*

In setting our objectives and planning our activities, we have considered the Charity Commission's general guidance on the advancement of education. This includes their guidance on the supplementary public benefit for charities.

Principal Activities

The principal activity of St. Michael's School is the provision of an Independent Preparatory Day School for Boys and Girls aged 3-11 years old. We seek to provide a structured educational environment that develops our pupils' capabilities, competences and skills. We promote the academic, moral and physical development of our pupils through our academic curriculum, pastoral care, sporting and other activities. We provide an educational environment where each student can develop and fulfil his or her potential, build self-confidence and instil a desire to contribute to the wider community.

The average number of children in school for the year was 250 (2022: 254) Pupil numbers at the start of the new academic year grew from 244 to 254 by the end of the year.

Our Ethos, Strategy and Policies

Our school motto "Non quis, sed quid" - not who (you are), but what (you are) - underlies our basic Christian ethos, which pervades school life. Who you are by birth is not important, what you make of your life is. Our commitment is to encourage the children to fulfil their potential and make a positive contribution to our local community and society.

Our Headmaster and Governing body are responsible for setting a strategy to achieve the School's objectives. Our strategy is focused on the 'all-round' care and development of our pupils, including their attainment of high levels of academic and extra-curricular achievement, and is summarised in our School Development Plan.

St. Michael's School is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Our fees are set at a level designed to ensure the *on-going financial viability* of the School, and are consistent with our aim to provide the highest levels of education. Our School welcomes pupils from all backgrounds. To admit a prospective pupil, we need to be satisfied that our School will be able to educate and develop them to the best of their potential. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

Parents are given regular information about their children's social and academic progress through parent evenings and end of term and year reports. We maintain regular contact with parents throughout the year through informal contacts, our termly newsletters and our social media accounts. Further information about their child's attendance, achievement, timetable, school reports and letters home can be accessed via 'Engage', the school's information management system.

St. Michael's School is committed to safeguarding and promoting the welfare of our pupils, and expects all staff and volunteers to share this commitment.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

Fees

When setting fees, Governors consider many factors that could affect the performance of the School. Where possible, these increases are restricted to a level that will ensure the School is able to fulfil its main objective of providing a first class education to pupils, the continued financial viability of the School and investment for continued growth and improvement in the main fabric of the building. In setting fees, the Governors are also mindful of their obligations under the Charities Act, to widen the access to the education we offer.

The School continues to accept the Government's 15-20 hrs of free childcare. This supportive funding is greatly appreciated by the parents of children in our Early Years.

Fundraising

The charity does not use any external fundraisers. All fundraising undertaken during the year was monitored by the trustees.

Public Benefit

It is important to us that access to the education we offer is not restricted to those who can afford our fees. We believe our pupils benefit from learning within a diverse community, where learning occurs through social interaction, conversation and shared experiences. This in turn will help our pupils develop an understanding of the perspective of other people and learn the injustices of intolerance, which will help them grow into well rounded and responsible adults. Through developing our links in the local community, including partnership activities with other local schools, providing part or fully funded bursaries to eligible families, and keeping school fees affordable, we want more children in the local community to access and benefit from the school's charitable activities.

(i) Bursaries

The Governors view our bursary awards as important in helping children from families who would otherwise not be able to afford the fees to access the education we offer. Our bursary awards are available to all who meet our general entry requirements and are made based on parental financial means, or to relieve hardship where a pupil's education would otherwise be at risk. In assessing financial means, we take several factors into consideration including net household income, investments, savings and family circumstances. However, our School does not have a large endowment and, in funding our awards, we must be mindful that we need to ensure a balance between fee-paying parents, many of whom make considerable personal sacrifices to fund their child's education, and those benefiting from the awards.

Throughout the year three children benefited from partial bursaries. An additional four pupils benefited from a partial reduction of fees as part of the school's Public Benefit awards. Public Benefit awards differ from means tested bursaries and are primarily offered on a business premis where there is a compelling reason to admit pupils. In addition, 15 pupils who were children of staff were eligible for a reduction in school fees.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

(i) Bursaries *(continued)*

We remain committed to our bursary policy and this year the Public Benefit charge amounted to £39,586 (2022: £52,346). We have therefore allocated £39,586 from General Reserves to top-up the Designated Fund, bringing the year-end fund balance to £75,000.

(ii) Teaching Links and Community Partnerships

For the past hundred years, St. Michael's has prided itself on its strong links between the school and local communities.

In April 2022, we partnered with a local creative arts company on an exciting new project. Kim Davies, a local artist, was commissioned to design and paint a mural for our library wall. The children were all involved with the painting and we are very grateful to Create 98 for their generous support on this project. The mural was unveiled on St Michael's Day, 29th September 2022 by Mrs Rebecca Cottrell, wife of the Archbishop of York, which also marked the beginning of our year-long Centenary celebrations.

As part of our community partnerships our children have the opportunity to worship alongside members of the local Parish by attending services at St. Margaret's Church in Leigh. They also learn about other religions from children's family members visiting the school to talk about their own traditions and beliefs. Our senior choir also perform at a number of church services, most notably at the Remembrance Services.

Energize Essex continued to hire the school's facilities to run a programme of high-quality sports and fitness provision for all ages to have fun, broaden existing talents, develop new talents and to enhance futures. These holiday clubs are opened to local community schools as well as St Michael's School's own pupils.

(iii) Charities

The school's focus on charitable giving and making a difference encourages children to think of others. Charitable events supported by the school include its Harvest Festival celebrations with parents donating food to the local Foodbanks, British Legion for Remembrance, Children's Society at Christingle and local charities, which are decided upon by the school council. Children take the lead on charitable opportunities they feel passionate about and our school council enjoys the responsibility of suggesting charities and how the school undertakes fundraising.

(iv) Other Policies on Assistance

Family discounts policy

To underline the value we place on continuity for families, we offer a sibling discount where parents have more than one child at the School.

Termly Instalment Scheme

A monthly payment plan to pay the term's fees is available to assist parents with their financial planning.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

(iv) Other Policies on Assistance (continued)

Assistance for staff

As part of our emphasis on attracting and retaining high calibre staff, we offer a discount scheme when staff members choose to educate their children at our School.

REVIEW OF THE YEAR

1922-2022 – St Michael's Centenary Year

The School began its Centenary year celebrations on Thursday 29th, September, St Michael's Day when we were joined by our guest of honour Mrs Rebecca Cottrell, a former Deputy Head Girl. Mrs Cottrell was joined by her husband the Most Reverend Stephen Cottrell, the Archbishop of York, together with Southend's Mayor and Mayoress, our local MP Anna Firth, and other dignitaries including Governors past and present as well as former Heads. The mural painted by a local artist, Kim Davey, in collaboration with Christine Wyatt, founder of Create 98 (an organisation who engage with artists to offer a wide and diverse range of classes and courses for children across Essex), was officially opened following our morning parade and Mass. Kim and Christine were with us as Mrs Cottrell cut the ribbon.

September saw the launch of the 100 Book Challenge and 100 Personal Challenges. Children were tasked with reading up to 100 books as well as completing 100 challenges where a sense of achievement or helpfulness was met.

In October children travelled back in time for a day to the 1920's. Teachers donned robes and children were each given a mini blackboard and chalk to use. A number of other events were carried out during the course of the year, a Hundred-day maths challenge, a Centenary concert, a theatre visit, together with a very special visit from Sister Grace who taught at St Michael's before the Sisters of the Order of the Holy Paraclete moved to Whitby in 1976.

We were also extremely proud of one of our Year 6 pupils who was selected to represent St Michael's in the first in-person Children's Parliament. An initiative that was started by the late MP for Southend, Sir David Amess. Our pupil subsequently went on to be elected as the first ever Prime Minister of the Children's Parliament.

As well as academic success, our children excelled in art, dance, drama, music and sport. In art, one Year 6 pupil was selected to feature in a special episode of Sky Arts Portrait Artist of the Year. This particular pupil also went on to win funds for the school when she entered a Carbon Monoxide (CO) safety competition organised by Cadent, who were calling for young people to help spread the word on the dangers of carbon monoxide. Pupils in the upper Prep school have been awarded places at the Royal Ballet as well as at Tring Park School for the Performing Arts, whilst other pupils have been performing on the West End Stage. All Year 3-6 pupils in the LAMDA extra-curricular drama club took their examinations in the school's drama studio in the Trinity Term, with all of them achieving a Distinction. In music, children have taken part in the Young Voices concerts at the O2 in London as well as local music festivals. In sport, we have been awarded the most improved school of the year out the whole of Southend Borough.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

REVIEW OF THE YEAR *(continued)*

The curriculum at St. Michael's is broad and varied. It aligns with the national curriculum for key subjects to ensure consistent development and experience in line with those in different settings. However, we utilise our freedom to further develop and enrich this provision, ensuring children are offered a curriculum which surpasses that required by the national curriculum. The specialist teachers, teaching rooms and range of subjects covered ensures that our learners are provided with a vast range of learning experiences. Children develop skills for life, along with subject knowledge, and the structure of our Prep department ensures that children are well prepared for their next step into secondary education. As a school, we have continued to invest in technology for the children to access and promote effective teaching and learning.

Our curriculum offers stretch and challenge to learners at all levels. Planning is regularly monitored and reviewed to ensure that lesson content is up to date, engaging and inspiring.

Our extra-curricular provision, which is included within our school fees, provides children with opportunities to identify, nurture and extend their talents further.

Pupils' progress is regularly monitored through informal and formal assessments. Pupils' attainment of curriculum objectives (Reception - Y6) is collectively assessed as either target, working towards, met or exceeding, half termly. This assessment closely mirrors the EYFS scale with Working Towards and Met being the equivalent of lower and upper levels of the Expected grade in EYFS. Mid-year GL Assessments (externally marked) allow children's progress to be tracked year on year. Participation in End of Key Stage 2 SATS also provides opportunity for pupil performance to be evaluated in relation to national norms.

We feel that children are successful in their learning when they can demonstrate that they are 'active learners', therefore all teaching staff received 'Active Learning' training in January 2023.

Children who are able to concentrate, persevere and enjoy learning are successful learners. Similarly, children who are confident to play, explore, investigate and 'have a go' are successful learners.

Children who are able to make links in their learning and are able to use strategies and ideas of their own are successful learners. Children who are engaged, keen and able to share their learning with others can be deemed as successful learners. Whilst these skills may play some part in formal examinations, these successes are best measured through observation and discussion with the children themselves. We measure success through children's independence and through their critical thinking.

Within the curriculum, much emphasis is placed upon providing information about different cultures and encouraging a positive attitude and high level of respect for different people's views. Staff utilise our school diversity calendar to further ensure that our curriculum takes our children beyond their own personal experiences.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

REVIEW OF THE ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Selection test information for 2023 entry

11+ information

As in previous years, a statistical test was used to assess whether age adjustment was necessary to take account of any apparent bias against younger candidates. This year, the test was statistically significant for English and the corresponding age adjustments were made.

74% of pupils sitting a selection test were successful in gaining a selective place. This equates to 23 pupils, out of 31 who chose to sit a selection test for secondary school entry, gaining selective places.

Destination Schools September 2023

| School | No. of pupils | School | No. of pupils |
|-------------------------------------|---------------|----------------------------------|---------------|
| Southend High School for Girls | 5 | Southend High School for Boys | 5 |
| Westcliff High School for Girls | 8 | Shoeburyness High School | 1 |
| St Thomas More High School for Boys | 1 | King Edward VI Grammar School | 2 |
| Belfairs Academy | 2 | Chelmsford High School for Girls | 1 |
| The King John School | 4 | Thorpe Hall School | 10 |

Academic Results for Year 6

Mathematics

| Reaching 100+ (expected level) | National | Difference | Reaching 110+ (Greater depth) | National | Difference | Average point score | National | Difference |
|--------------------------------|----------|------------|-------------------------------|----------|------------|---------------------|----------|------------|
| 85% | 73% | + 12 | 44% | 24% | +20 | 108 | 104 | +4 |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

REVIEW OF THE ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR *(continued)*

85% of pupils met the expected level compared to 73% nationally.
44% of pupils met the greater depth compared to 24% nationally.
The average scaled score of pupils was 4 marks higher than the national average.

Reading

| Reaching 100 + (expected level) | National | Difference | Reaching 110+ (Greater depth) | National | Difference | Average point score | National | Difference |
|---------------------------------|----------|------------|-------------------------------|----------|------------|---------------------|----------|------------|
| 87% | 73% | +14 | 44% | 29% | +15 | 108.6 | 105 | +3.6 |

87% of pupils met the expected level compared to 73% nationally.
44% of pupils met the greater depth compared to 29% nationally.
The average scaled score of pupils was 3.6 marks higher than the national average.

Spelling, Punctuation and Grammar

| Reaching 100 + (expected level) | National | Difference | Reaching 110+ (Greater depth) | National | Difference | Average point score | National | Difference |
|---------------------------------|----------|------------|-------------------------------|----------|------------|---------------------|----------|------------|
| 92% | 72% | +20 | 54% | 30% | +24 | 109.5 | 105 | +4.5 |

92% of pupils met the national average compared to 72% nationally.
54% of pupils met the greater depth compared to 30% nationally.
The average scaled score of pupils was 4.5 marks higher than the national average.

Writing

Writing levels are based on externally moderated teacher assessment, not a test, so therefore no average point score is available.

| Reaching expected level | National | Difference | Reaching Greater depth | National | Difference |
|-------------------------|----------|------------|------------------------|----------|------------|
| 92% | 71% | +21 | 28% | 13% | +15 |

92% of pupils met the national average compared to 71% nationally.
28% of pupils met the greater depth compared to 13% nationally.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

REVIEW OF THE ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR *(continued)*

Combined Mathematics, Reading and Writing Scores

| Reaching expected level in all three areas: | National | Difference | Reaching Greater depth in all three areas: | National | Difference |
|---|----------|------------|--|----------|------------|
| 79% | 59% | +20 | 23% | 8% | 15% |

79% of pupils reached the expected level in all three areas of reading, writing and maths, compared to 59% nationally.

23% of pupils met the greater depth in all three areas of reading, writing and maths, compared to 8% nationally

Other Key Achievements of 2022/2023:

- Continued listing in The Times **Top 50** Independent Preparatory Schools (Ranked 26 – 2023).
- **Shortlisted** for the Independent Schools of the Year Awards 2023 for Outstanding Fundraising.
- **Highly Commended** in the Muddy Stiletto School Awards 2023 in the Giving Something Back Category.
- A Year 6 pupil became the first **Junior Prime Minister** of the Children's Parliament created by the late Sir David Ames.
- **28** pupils across Years 3-6 who took their 2023 LAMDA exams passed with **Distinction**.
- A Year 4 pupil won **Gold** at the Dance World Cup 2023 in Portugal and is the new ballet soloist world champion.
- The same ballet champion appeared in the **Royal Ballet's** production of Cinderella at the Royal Opera House.
- A Year 6 pupil was only one of six pupils nationwide selected to take part in **Sky Arts Portrait Artist of the Year**.
- The School won an impressive **12 medals** in total, with a Year 4 pupil achieving the **highest number** of points across all gymnastic elements at the SPSSA Borough Gymnastics Competition.
- Achieved **Gold** (U10 Girls) and **Bronze** (U10 Mixed) in the ERSA School Ski Race 2023.
- Head of Art, Mrs Hankey was chosen to exhibit at the **prestigious** Wells Cathedral Art Contemporary Exhibition 2023.
- A group of Year 5 pupils won a **coveted place** in the River of Hope competition with our design for a commemorative flag to celebrate the Queen's Platinum Jubilee.

ISI Inspections

In March this year, the School was inspected by the Independent School's Inspectorate. The Focused Compliance inspection was combined with an inspection of Educational Quality.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

Key Educational Quality Findings:

The Educational Quality inspection reports on the quality of the School's work, and focused on two key outcomes: 1) the achievement of the pupils, including their academic development, and 2) the personal development of the pupils. The results of their assessment were:

- Quality of the pupils' academic and other achievements – EXCELLENT
- Quality of the pupils' personal development – EXCELLENT

Key Compliance Findings:

The School meets all the standards of the Education (Independent School Standards) Regulations 2014 and the relevant framework for the EYFS and associated requirements. The results of their assessment were:

- Quality of education provided – MET
- Spiritual, moral, social and cultural development of pupils – MET
- Welfare, health and safety of pupils – MET
- Suitability of staff, supply staff and proprietors – MET
- Premises of and accommodation at schools – MET
- Provision of information – MET
- Manner in which complaints are handled – MET
- Quality of leadership in and management of schools – MET

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Operational performance of the school

The financial statements show incoming resources for the year on School activities of £2,896,666 against total expenditure of £2,844,906. The principal source of income for the School is from our fees.

As a charity, the parents of our pupils have the assurance that all the income of the School must be applied for educational purposes.

Results for the Year

The school strives to achieve an annual minimum surplus of 2.5% of total income and, as a not-for-profit organisation, reinvests all surplus back into the school. Following losses incurred in the previous two years due to expenditure on improvements to both the fabric of the building as well as the purchase of significant IT resources, the Governors are pleased to record a surplus of £51,760. This despite an increase in School representation costs due to an increase in the number of sporting fixtures, and an increase in the bad debt provision, as more parents struggle to manage their finances.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

Reserves policy and risk management

Reserves Policy: The school's overall reserves increased during the year by £163,675 as a result of a £51,760 net surplus and a £111,915 revaluation gain. Total General Reserves now stand at £485,399 (£321,724: 2022) of which £75,000 has been designated for the purpose of fulfilling public benefit. The Governors aim to establish and maintain General Reserves at approximately £750,000, this being roughly just under one term's operating costs. They recognise that the level of reserves will fluctuate during periods of investment in the school but aim to ensure that it should not fall below £300k, which is the amount deemed necessary as a financial buffer to protect against times of economic uncertainty and to be called upon in times of emergency.

Having reviewed the strategic risks facing the school, the budget and plans for the period through to the end of the current academic year, and the overall cash levels held, the Governors consider that sufficient reserves are held at 31 August 2023 to manage those risks successfully.

Investment Policy: The Governing Body remains vigilant and continues to review the Charity's investment strategy, taking an integrated approach to risk management. A majority of the Charity's reserves are tied up in property. Cashflow thus remains a key focus of the Finance Committee, while efforts are also ongoing to repay the mortgage facility and the bounce back loan, once General Funds allow, to protect the Charity against any future interest rate rises. Investments are regularly monitored against policy guidelines.

Risk Management: The Governors are responsible for ensuring the risks faced by the School are appropriately managed. Risk Matrices have been drawn up by the Governing Body, and are reviewed annually to ensure the management procedures in place are as robust as possible. The principal risks to the School at present are:

1. Significant reduction in pupils due to, for example, the affordability of fees, recession, and the continued decline in birth rates;
2. Potential financial pressure due to increase in costs, such as the removal of charitable relief on business rates, and the imposition of VAT on school fees.

The Governors have assessed the major risks to which the charity is exposed, in particular those relating to the specific operational areas of the charity, its assets, its investments and its finances. The Governors believe that by monitoring borrowing and reserve levels, by ensuring controls exist over key financial systems, and by examining the operational and business risks faced by the charity, they have established effective systems to mitigate those risks. Emphasis has been placed on certain key risks so that the chances of occurrence are minimised at source. For example, action was taken at the beginning of the year to protect the interests of the charity in relation to the April 2024 increase in employers' contribution rate for staff who are members of the Teachers' Pension Scheme.

Future Plans

The Governors intend to continue their current strategies for maintaining the School's position in a competitive market by investing to provide high quality education for our pupils.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

Future Plans (continued)

Our future plans are financed primarily from fee income and from our reserves. The Governors aim to maintain an equitable balance between ongoing investment in the school, day-to-day operational expenditure and maintenance of a sound financial base.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

TRUSTEES' RESPONSIBILITIES STATEMENT

The trustees (who are also the directors of St. Michael's School (Leigh-on-Sea) Limited for the purposes of company law) are responsible for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITOR

Edmund Carr LLP are deemed to be re-appointed under section 487(2) of the Companies Act 2006.

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as each trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

Registered office:
198 Hadleigh Road
Leigh-on-Sea
Essex
SS9 2LP

Signed by order of the trustees



Karen Orwell
Charity Secretary

04/12/23

Date

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Year ended 31 August 2023

Opinion

We have audited the financial statements of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED (the 'charity') for the year ended 31 August 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 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 charity's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 charity 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 charity'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.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

**Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL
(LEIGH-ON-SEA) LIMITED** *(continued)*

Year ended 31 August 2023

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

**Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL
(LEIGH-ON-SEA) LIMITED *(continued)***

Year ended 31 August 2023

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2023

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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and Regulations.

- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.

- Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Tested journal entries to identify unusual transactions.

- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation.

- Enquiring of management as to actual and potential litigation and claims.

- Reading the minutes of meetings of those charged with governance.

- Enquiring of management as to actual and potential litigation and claims.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2023

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL
(LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2023

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Edmund Carr LLP

Sandra Morrell (Senior Statutory Auditor)

For and on behalf of
Edmund Carr LLP
Chartered Accountants & statutory auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

08.12.2023

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 August 2023

| | | 2023 | | 2022 |
|--|------|-------------------------|------------------|------------------|
| | Note | Unrestricted funds £ | Total funds £ | Total funds £ |
| Income and endowments | | | | |
| Donations and grants | 5 | 8 | 8 | 500 |
| Charitable activities | 6 | 2,886,679 | 2,886,679 | 2,821,594 |
| Fundraising activities | 7 | 8,468 | 8,468 | – |
| Investment income | 8 | 1,511 | 1,511 | 14 |
| Total income | | <u>2,896,666</u> | <u>2,896,666</u> | <u>2,822,108</u> |
| Expenditure | | | | |
| Expenditure on charitable activities | 9,10 | 2,833,307 | 2,833,307 | 2,899,937 |
| Other expenditure | 11 | 11,599 | 11,599 | 11,960 |
| Total expenditure | | <u>2,844,906</u> | <u>2,844,906</u> | <u>2,911,897</u> |
| Net income/(expenditure) | | <u>51,760</u> | <u>51,760</u> | <u>(89,789)</u> |
| Other recognised gains and losses | | | | |
| Gains from revaluation of fixed assets | | 111,915 | 111,915 | – |
| Net movement in funds | | <u>163,675</u> | <u>163,675</u> | <u>(89,789)</u> |
| Reconciliation of funds | | | | |
| Total funds brought forward | | <u>321,724</u> | <u>321,724</u> | <u>411,513</u> |
| Total funds carried forward | | <u>485,399</u> | <u>485,399</u> | <u>321,724</u> |

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 28 to 39 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Financial Position

31 August 2023

| | | 2023 | | 2022 | |
|--|------|----------------|----------------|----------------|----------------|
| | Note | £ | £ | £ | £ |
| Fixed assets | | | | | |
| Tangible fixed assets | 16 | | 750,198 | | 664,525 |
| Current assets | | | | | |
| Stocks | 17 | 3,500 | | 4,092 | |
| Debtors | 18 | 72,573 | | 115,963 | |
| Cash at bank and in hand | | 287,907 | | 189,757 | |
| | | <u>363,980</u> | | <u>309,812</u> | |
| Creditors: amounts falling due within one year | 19 | <u>452,827</u> | | <u>438,466</u> | |
| Net current liabilities | | | <u>88,847</u> | | <u>128,654</u> |
| Total assets less current liabilities | | | <u>661,351</u> | | <u>535,871</u> |
| Creditors: amounts falling due after more than one year | 20 | | <u>175,952</u> | | <u>214,147</u> |
| Net assets | | | <u>485,399</u> | | <u>321,724</u> |
| Funds of the charity | | | | | |
| Unrestricted funds: | | | | | |
| Revaluation reserve | | 115,188 | | - | |
| Other unrestricted income funds | | 370,211 | | 321,724 | |
| Total unrestricted funds | | <u>485,399</u> | | <u>321,724</u> | |
| Total charity funds | 22 | | <u>485,399</u> | | <u>321,724</u> |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The statement of financial position
continues on the following page.

The notes on pages 28 to 39 form part of these financial statements.


ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

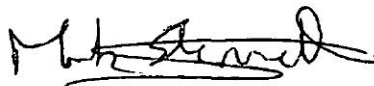
Statement of Financial Position *(continued)*

31 August 2023

These financial statements were approved by the board of trustees and authorised for issue on ~~4/12/23~~, and are signed on behalf of the board by:



.....
Fr D. Wylie
Trustee



.....
Mr M Stennett
Trustee

Company Registration Number: 1489366

The notes on pages 28 to 39 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 August 2023

| | 2023 | 2022 |
|---|-----------------|-----------------|
| | £ | £ |
| Cash flows from operating activities | | |
| Net income/(expenditure) | 51,760 | (89,789) |
| <i>Adjustments for:</i> | | |
| Depreciation of tangible fixed assets | 29,323 | 40,398 |
| Other interest receivable and similar income | (1,511) | (14) |
| Interest payable and similar charges | 10,970 | 6,894 |
| Accrued expenses/(income) | 5,548 | (23,163) |
| <i>Changes in:</i> | | |
| Stocks | 592 | (37) |
| Trade and other debtors | 43,390 | 13,098 |
| Trade and other creditors | (295) | 54,352 |
| Cash generated from operations | 139,777 | 1,739 |
| Interest paid | (10,970) | (6,894) |
| Interest received | 1,511 | 14 |
| Net cash from/(used in) operating activities | <u>130,318</u> | <u>(5,141)</u> |
| Cash flows from investing activities | | |
| Purchase of tangible assets | (3,081) | (65,598) |
| Proceeds from sale of tangible assets | - | 60 |
| Net cash used in investing activities | <u>(3,081)</u> | <u>(65,538)</u> |
| Cash flows from financing activities | | |
| Proceeds from borrowings | (29,087) | (28,484) |
| Net cash used in financing activities | <u>(29,087)</u> | <u>(28,484)</u> |
| Net increase/(decrease) in cash and cash equivalents | 98,150 | (99,163) |
| Cash and cash equivalents at beginning of year | 189,757 | 288,920 |
| Cash and cash equivalents at end of year | <u>287,907</u> | <u>189,757</u> |

The notes on pages 28 to 39 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 August 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 198 Hadleigh Road, Leigh-on-Sea, Essex, SS9 2LP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

St. Michael's School (Leigh-On-Sea) Limited meets the definition of a public benefit entity under FRS102.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Taxation

The company, as a charitable company, is not liable for assessment to taxation on its results to the extent that these are applied to its charitable objects.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

3. Accounting policies *(continued)*

Fund accounting

Funds held by the charity are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds - these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects. These are detailed in the financial statements.

Restricted funds - these are funds that can only be used for particular restricted purposes within the objectives of the charity. There are no such funds within this charity.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income for the supply of educational services is recognised as delivered and is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

All expenditure on the running of the school is considered by the trustees to be either directly related to its one charitable activity and is accounted for on an accruals basis, or related to general costs relating to the administering of the charity which are included under governance costs. The irrecoverable element of VAT is included with the related item of expense.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

3. Accounting policies *(continued)*

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Assets costing £500 or more are capitalised. An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

| | | |
|---------------------|---|-------------------|
| Fixtures & Fittings | - | 20% straight line |
| Other Equipment | - | 33% straight line |
| Computer Equipment | - | 33% straight line |
| Library Demountable | - | 10% straight line |

Freehold property

Freehold property is initially recorded at cost, which includes purchase price and any directly attributable expenditure. Freehold property is revalued to its fair value at each reporting date and any changes in fair value is recognised in the revaluation reserve.

If a reliable measure of fair value is not available without undue cost or effort for an item of freehold property, it shall be transferred to tangible assets and treated as such until it is expected that fair value will be reliably measurable on an on-going basis.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

3. Accounting policies *(continued)*

Creditors

Creditors 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 are normally recognised at their settlement amount.

Cash

Cash at bank consists of cash held in bank accounts and cash in hand.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Stocks

Stocks are measured at the lower of cost and estimated selling price and relate to sundry items and stationery.

Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

Defined benefit plan

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multiemployer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

4. Limited by guarantee

In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity whilst he or she is a member or within one year thereafter.

5. Donations and grants

| | Unrestricted Funds £ | Total Funds 2023 £ | Unrestricted Funds £ | Total Funds 2022 £ |
|-----------|----------------------------|--------------------------|----------------------------|--------------------------|
| Donations | 8 | 8 | 500 | 500 |

6. Charitable activities

| | Unrestricted Funds £ | Total Funds 2023 £ | Unrestricted Funds £ | Total Funds 2022 £ |
|-----------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| School tuition fees | 2,860,860 | 2,860,860 | 2,799,210 | 2,799,210 |
| Registration fees | 3,600 | 3,600 | 3,960 | 3,960 |
| Miscellaneous school income | 22,219 | 22,219 | 18,424 | 18,424 |
| | <u>2,886,679</u> | <u>2,886,679</u> | <u>2,821,594</u> | <u>2,821,594</u> |

7. Fundraising activities

| | Unrestricted Funds £ | Total Funds 2023 £ | Unrestricted Funds £ | Total Funds 2022 £ |
|--------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Fundraising events | 8,468 | 8,468 | — | — |

8. Investment income

| | Unrestricted Funds £ | Total Funds 2023 £ | Unrestricted Funds £ | Total Funds 2022 £ |
|--------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Bank interest receivable | 1,511 | 1,511 | 14 | 14 |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 August 2023

9. Expenditure on charitable activities by fund type

| | Unrestricted Funds £ | Total Funds 2023 £ | Unrestricted Funds £ | Total Funds 2022 £ |
|----------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| School running costs | 2,504,973 | 2,504,973 | 2,562,873 | 2,562,873 |
| Support costs | 328,334 | 328,334 | 337,064 | 337,064 |
| | <u>2,833,307</u> | <u>2,833,307</u> | <u>2,899,937</u> | <u>2,899,937</u> |

10. Expenditure on charitable activities by activity type

| | Activities undertaken directly £ | Support costs £ | Total funds 2023 £ | Total fund 2022 £ |
|----------------------|---|-----------------------|--------------------------|-------------------------|
| School running costs | 2,504,973 | 271,393 | 2,776,366 | 2,823,490 |
| Governance costs | – | 56,941 | 56,941 | 76,447 |
| | <u>2,504,973</u> | <u>328,334</u> | <u>2,833,307</u> | <u>2,899,937</u> |

11. Other expenditure

| | Unrestricted Funds £ | Total Funds 2023 £ | Unrestricted Funds £ | Total Funds 2022 £ |
|---------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Bank and merchant charges | <u>11,599</u> | <u>11,599</u> | <u>11,960</u> | <u>11,960</u> |

12. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

| | 2023 £ | 2022 £ |
|---------------------------------------|---------------|---------------|
| Depreciation of tangible fixed assets | <u>29,323</u> | <u>40,398</u> |

13. Auditors remuneration

| | 2023 £ | 2022 £ |
|--|--------------|--------------|
| Fees payable for the audit of the financial statements | 8,380 | 8,500 |
| Other services | <u>2,660</u> | <u>3,122</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

| | 2023 | 2022 |
|---|------------------|------------------|
| | £ | £ |
| Wages and salaries | 1,724,976 | 1,719,973 |
| Social security costs | 155,925 | 158,636 |
| Employer contributions to pension plans | 284,827 | 288,800 |
| | <u>2,165,728</u> | <u>2,167,409</u> |

The average head count of employees during the year was 86 (2022: 94).

The number of employees whose remuneration for the year fell within the following bands, were:

| | 2023 | 2022 |
|--------------------|----------|----------|
| | No. | No. |
| £60,000 to £69,999 | 2 | 3 |
| £70,000 to £79,999 | 1 | — |
| | <u>3</u> | <u>3</u> |

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £276,774 (2022:£263,266).

15. Trustee remuneration and expenses

During the year £1,000 was gifted to Father David (2022 - £1,000). No other trustees received any remuneration or reimbursement of expenses during the year.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

16. Tangible fixed assets

| | Freehold land and property £ | Fixtures and fittings £ | Other equipment £ | Computer equipment £ | Library demountable £ | Total £ |
|------------------------------|---------------------------------------|-------------------------------|-------------------------|----------------------------|-----------------------------|------------------|
| Cost or valuation | | | | | | |
| At 1 Sep 2022 | 558,085 | 108,263 | 57,756 | 107,269 | 85,728 | 917,101 |
| Additions | – | 3,081 | – | – | – | 3,081 |
| Revaluations | 111,915 | – | – | – | – | 111,915 |
| At 31 Aug 2023 | <u>670,000</u> | <u>111,344</u> | <u>57,756</u> | <u>107,269</u> | <u>85,728</u> | <u>1,032,097</u> |
| Depreciation | | | | | | |
| At 1 Sep 2022 | – | 52,979 | 51,216 | 105,517 | 42,864 | 252,576 |
| Charge for the year | – | 15,435 | 3,999 | 1,316 | 8,573 | 29,323 |
| At 31 Aug 2023 | <u>–</u> | <u>68,414</u> | <u>55,215</u> | <u>106,833</u> | <u>51,437</u> | <u>281,899</u> |
| Carrying amount | | | | | | |
| At 31 Aug 2023 | <u>670,000</u> | <u>42,930</u> | <u>2,541</u> | <u>436</u> | <u>34,291</u> | <u>750,198</u> |
| At 31 Aug 2022 | <u>558,085</u> | <u>55,284</u> | <u>6,540</u> | <u>1,752</u> | <u>42,864</u> | <u>664,525</u> |

Tangible fixed assets held at valuation

Included within freehold land and buildings is land that was revalued to £70,000 on 23rd May 2018 by Bruton Knowles, an independent valuer. The historical cost of the freehold land is £66,727.

Included within freehold land and buildings is a property that was revalued to £600,000 on 28 July 2023. The property was revalued based on market research undertaken by the trustees. The historical cost of the freehold land is £488,085.

17. Stocks

| | 2023 £ | 2022 £ |
|-------|--------------|--------------|
| Stock | <u>3,500</u> | <u>4,092</u> |

18. Debtors

| | 2023 £ | 2022 £ |
|--------------------------------|---------------|----------------|
| Prepayments and accrued income | 44,728 | 40,653 |
| School fees | 27,845 | 75,310 |
| | <u>72,573</u> | <u>115,963</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

19. Creditors: amounts falling due within one year

| | 2023 | 2022 |
|---------------------------------|----------------|----------------|
| | £ | £ |
| Bank loans and overdrafts | 29,791 | 34,158 |
| Trade creditors | 36,272 | 27,701 |
| Accruals and deferred income | 253,289 | 247,741 |
| Social security and other taxes | 36,461 | 38,023 |
| Returnable deposits | 82,250 | 75,250 |
| Other creditors | 14,764 | 15,593 |
| | <u>452,827</u> | <u>438,466</u> |

Included within accruals and deferred income is deferred income totalling £203,342 (2022: £190,275). This relates to school fees received in advance.

20. Creditors: amounts falling due after more than one year

| | 2023 | 2022 |
|---------------------------|----------------|----------------|
| | £ | £ |
| Bank loans and overdrafts | 159,143 | 183,863 |
| Other creditors | 16,809 | 30,284 |
| | <u>175,952</u> | <u>214,147</u> |

Included within creditors: amounts falling due after more than one year is an amount of £17,439 (2022: £36,388) in respect of liabilities payable or repayable by instalments which fall due for payment after more than five years from the reporting date.

The bank loan is secured by charge over the property dated 29 October 2018 with a carrying amount of £600,000 in the balance sheet.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

21. Pensions and other post retirement benefits

The Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020, and its results are due to be implemented from 1 April 2024. The valuation report in force during the current year was carried out as at 31 March 2016, and was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

1) employer contribution rates set at 28.6% (2016:23.68%) of pensionable pay (including a 0.08% administration levy)

2) total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million (2016:£218,100 million) and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million (2016:£196,100 million), giving a notional past service deficit of £39,800 million (2016:£22,000 million).

3) the SCAPE rate, set by HMT, is used to determine the notional investment return. In March 2023 the Government announced a new annual SCAPE discount rate of 1.7% above CPI. This is based on the OBR's latest expected long-term GDP growth figures published in their July 2022 Fiscal Risks and Sustainability report. This discount rate was used for the 2020 valuations of unfunded public service pension schemes, which will set the rates of employer contributions payable from April 2024.

This represents a reduction from the previous annual rate of 2.4% above CPI. All else being equal, this change will lead to higher employer contribution rates. Pension payments paid in the future will be discounted at a lower rate and therefore have a higher value in today's terms.

The 2020 valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the period amounted to £234,915 (31/08/22: £238,563).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website. Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The school has accounted for its contributions to the scheme as if it were a defined contribution scheme. The school has set out above the information available on the scheme.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

Defined contribution schemes

The amount recognised in the statement of financial activities in relation to defined contribution plan was £49,885 (2022: £50,263).

22. Analysis of charitable funds

| | Balance at 1 September 2022 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 August 2023 £ |
|---------------------|---|------------------|--------------------|----------------|--------------------------------------|
| Designated Fund | | | | | |
| Public Benefit | 75,000 | – | (39,586) | 39,586 | 75,000 |
| General Funds | 246,724 | 2,888,198 | (2,805,320) | (42,859) | 286,743 |
| Chapel Window fund | – | 8,468 | – | – | 8,468 |
| Revaluation reserve | – | 111,915 | – | 3,273 | 115,188 |
| Total | <u>321,724</u> | <u>3,008,581</u> | <u>(2,844,906)</u> | <u>–</u> | <u>485,399</u> |

Designated funds include a sum for the purpose of fulfilling public benefit. The charge in the year amounted to £39,586 and a top up of £39,586 was transferred from general funds.

Designated funds also include the Chapel Window fund. The balance of this fund represents monies raised, through donations and various fund raising initiatives, towards the cost of designing and installing commemorative windows above the Altar in the School Chapel. During the year the funds generated totalled £8,468.

During the year £3,273 was transferred from general funds to the revaluation reserve. This amount relates to a revaluation dated 23 May 2018.

23. Analysis of net assets between funds

| | Tangible fixed assets £ | Other net assets £ | Total £ |
|----------------------------|----------------------------------|--------------------------|----------------|
| Unrestricted Income Funds: | | | |
| Designated funds | | 83,468 | 83,468 |
| General funds | 750,198 | (348,267) | 401,931 |
| Total funds | <u>750,198</u> | <u>(264,799)</u> | <u>485,399</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

24. Analysis of changes in net debt

| | At 1 Sep 2022 | Cash flows | At 31 Aug 2023 |
|--------------------------|------------------|----------------|-------------------|
| | £ | £ | £ |
| Cash at bank and in hand | 189,757 | 98,150 | 287,907 |
| Debt due within one year | (34,158) | 4,367 | (29,791) |
| Debt due after one year | (183,863) | 24,720 | (159,143) |
| | <u>(28,264)</u> | <u>127,237</u> | <u>98,973</u> |

25. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

| | 2023 | 2022 |
|--|---------------|----------------|
| | £ | £ |
| Not later than 1 year | 49,038 | 56,871 |
| Later than 1 year and not later than 5 years | 50,400 | 99,578 |
| | <u>99,438</u> | <u>156,449</u> |

26. Related parties

During the year the school received £14,900 (2022 - £13,000) of rental income from an employee.

Payments totalling £2,323 (2022 - £2,012) were made to a connected person in relation to after school activities and general assistance.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Management Information

Year ended 31 August 2023

The following pages do not form part of the financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 August 2023

| | 2023 | 2022 |
|-------------------------------|------------------|------------------|
| | £ | £ |
| Income and endowments | | |
| Donations and grants | | |
| Donations | 8 | 500 |
| | <u>8</u> | <u>500</u> |
| Charitable activities | | |
| School tuition fees | 2,860,860 | 2,799,210 |
| Registration fees | 3,600 | 3,960 |
| Miscellaneous school income | 22,219 | 18,424 |
| | <u>2,886,679</u> | <u>2,821,594</u> |
| Fundraising activities | | |
| Fundraising events | 8,468 | - |
| | <u>8,468</u> | <u>-</u> |
| Investment income | | |
| Bank interest receivable | 1,511 | 14 |
| | <u>1,511</u> | <u>14</u> |
| Total income | <u>2,896,666</u> | <u>2,822,108</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 August 2023

| | 2023 £ | 2022 £ |
|---|------------------|------------------|
| Expenditure on charitable activities | | |
| School running costs | | |
| Activities undertaken directly | | |
| Education budget | 49,696 | 51,160 |
| Wages and salaries | 1,561,323 | 1,560,938 |
| Employer's NIC | 141,663 | 143,901 |
| Pension costs | 273,690 | 277,933 |
| Sports hire and transport costs | 25,567 | 25,346 |
| Rates and water | 11,679 | 14,481 |
| Light and heat | 24,663 | 30,293 |
| Premises expenditure, repairs and maintenance | 49,653 | 65,903 |
| Insurance | 26,633 | 24,894 |
| Discretionary bursaries and public benefit | 39,586 | 52,346 |
| Depreciation | 29,323 | 40,399 |
| Rentals and licences | 2,571 | 2,999 |
| Computer maintenance and software | 58,208 | 63,475 |
| Equipment and books for resale | 1,820 | 2,495 |
| Household supplies | 8,095 | 6,539 |
| Catering costs | 169,324 | 149,082 |
| Sundry school expenses | 1,071 | 5,688 |
| Bad debts | 25,621 | 5,516 |
| Remodelling classrooms | 4,787 | 39,485 |
| | <u>2,504,973</u> | <u>2,562,873</u> |
| Support costs | | |
| Office wages and salaries | 163,653 | 159,035 |
| Employer's NIC | 14,262 | 14,735 |
| Pension costs | 11,137 | 10,867 |
| Telephone | 4,935 | 6,028 |
| Printing, postage and stationery | 32,885 | 34,003 |
| Subscription fees | 6,839 | 6,371 |
| Recruitment | 632 | 96 |
| Marketing, advertising and prospectus costs | 7,624 | 13,377 |
| School representation | 29,426 | 16,105 |
| | <u>271,393</u> | <u>260,617</u> |
| Governance costs | | |
| Governance costs - accountancy fees | 2,660 | 3,122 |
| Governance costs - audit fees | 8,380 | 8,100 |
| Legal and professional fees | 27,602 | 52,509 |
| Trustees indemnity insurance | 749 | 747 |
| Loan interest | 10,970 | 6,894 |
| Sundry administration expenses | 6,580 | 5,075 |
| | <u>56,941</u> | <u>76,447</u> |
| Expenditure on charitable activities | <u>2,833,307</u> | <u>2,899,937</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities *(continued)*

Year ended 31 August 2023

| | 2023 £ | 2022 £ |
|---------------------------------|------------------|------------------|
| Other expenditure | | |
| Bank and merchant charges | <u>11,599</u> | <u>11,960</u> |
| Total expenditure | <u>2,844,906</u> | <u>2,911,897</u> |
| Net income/(expenditure) | <u>51,760</u> | <u>(89,789)</u> |

ST MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

England & Wales - Charity number 280688

Accounts

COMPANY REGISTRATION NUMBER: 1489366
CHARITY REGISTRATION NUMBER: 280688

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED
Company Limited by Guarantee
Financial Statements
31 August 2022

EDMUND CARR LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED
Company Limited by Guarantee

Financial Statements

Year ended 31 August 2022

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ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 August 2022

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 August 2022.

Reference and administrative details

| | |
|---|---|
| Registered charity name | ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED |
| Charity registration number | 280688 |
| Company registration number | 1489366 |
| Principal office and registered office | 198 Hadleigh Road Leigh-on-Sea Essex SS9 2LP |
| The trustees | Mr S Mills Mrs F Evans Mrs J Attwell (Resigned 11 October 2021) Mr M Stennett Mrs S E Bird Dr V Shaw Fr D Wylie Mr F Macleod (Appointed 11 October 2021) Mr J Barrett Mr T Holdcroft Mrs S Minnis Mrs D Harris (Resigned 12 October 2021) Ms E Gibbons (Resigned 11 October 2021) |
| Company secretary | Karen Orwell |
| Auditor | Edmund Carr LLP Chartered Accountants & Statutory Auditor 146 New London Road Chelmsford Essex CM2 0AW |
| Bankers | HSBC Bank PLC 48 High Street Rayleigh Essex SS6 7JH |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Governors of St. Michael's School (Leigh-on-Sea) Limited, being a Charity, present their annual report and audited accounts for the year ended 31st August 2022 and confirm they comply with the requirements of the Charities Act 1993, as amended by the Charities Act 2011, the trust deed and the Charities SORP 2019.

Governing Document

Founded as a school and charity in 1922, St Michael's is governed by its Memorandum and Articles of Association dated 31st July 2019.

The School premises and Chapel are the subject of a scheme between The Chelmsford Diocesan Board of Finance Limited and the School, including the appointment of Trustees and vesting, and was registered with the Charity Commissioners on 1st November 1976.

Governing Body

The structure of the Charity consists of not more than four nominated Governors and not more than eight co-opted Governors. Of the four nominated Governors, not more than two shall be appointed by the Diocesan Education Committee for the Diocese of Chelmsford; the Vicar of St Margaret's Church, Leigh-on-Sea, as appointed by the Chelmsford Diocese, shall always be a member of the Governing Body; one shall be the Chairman of the Governing Body, being nominated by the Parochial Church Council of St Margaret's Church, Leigh-on-Sea. Of the co-opted Governors at least three shall be appointed from among persons for the time being on the electoral roll of St. Margaret's Church, Leigh-on-Sea.

Recruitment and Training of Governors

The Charity's elected Governors are appointed at a Meeting of the Governors based on nominations received either from the Diocese, St. Margaret's Church or the Governors themselves. A formal interview with the Nominations Committee ensures that candidates have the necessary skill sets to join the Board. New Governors are inducted into the workings of the Charity and School. When recruiting new trustees, the Governors consider the skills and experience of the individual and what they may bring to complement the existing Governing Body. Of paramount importance is they have a passion for the working of the school and an understanding of education as a holistic and rounded experience of personal growth. The diversity of the current board of governors ensures that all Committees are attended or chaired by people with a knowledge or level of expertise. All Governors receive guidance notes from a range of external services and sources, including The Association of Governing Bodies of Independent Schools (AGBIS), The Independent Schools' Bursars Association (ISBA), The Independent Association of Prep Schools (IAPS), the Independent School's Association (ISA) and the Independent Schools Council (ISC).

Arrangement for setting pay and remuneration of key management personnel

The Personnel Committee of the trustees has overall responsibility (on behalf of the full board) for the salary structure of key personnel.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2022

Organisational Management

The Governors, as trustees of the Charity, are legally responsible for the overall management and control of the School and meet at least three times per year. The day to day running of the school is delegated to the Headmaster, supported by the Bursar, Deputy Head and Senior Leadership Team. However, key policy and strategic decisions are taken by the Board.

Relationships

St Michael's School is a member of the IAPS, ISC, ISA, AGBIS and ISBA for the promotion, maintenance and the delivery of excellence in education. We are also members of the Southend Primary Schools Sports Partnership (SPSSA), an organisation dedicated to the promotion of sports in primary schools across the borough, together with Energize Essex, a high-quality sports and fitness programme for out of school hours and in school holidays. The School actively contributes to the local community in several different ways as detailed below under Public Benefit.

Risk Management

The Governors and the Senior Management Team continue to keep the School's activities under review, particularly about any major risks that may arise from time to time, as well as systems and procedures established to manage them. They monitor the effectiveness of the system of internal controls, including the extent of insurance cover, by which those risks already identified can best be mitigated. The key risks are reviewed regularly.

PUBLIC BENEFIT AIMS, OBJECTIVES AND PRINCIPAL ACTIVITIES

Charitable Objects, Aims and Intended Impact

The object for which the Charity is established is to advance the education of the public and to provide for the education of pupils based on Christian principles.

The School's strategic aims are:

- to provide the highest standards of teaching and learning;
- to fulfil each pupil's potential;
- to provide the best preparation for each pupil's transition to secondary school; and
- to provide a secure foundation for their future life in a caring atmosphere within a Christian ethos

In pursuit of these aims the School provides a broad yet balanced curriculum, with a wide provision of extra activities that reflect a strong emphasis on music, drama, languages and sport. Pupils are encouraged to match their performance to their potential, whilst raising self-awareness and confidence. As a non-selective school, children from all backgrounds are welcome.

Aims and Vision

Our vision is to have a school of happy and successful children all of whom are encouraged and supported to achieve their potential in learning, achievement and personal development. In so doing, our aim is to sustain and increase individual and collective knowledge and understanding in areas of study, skills and expertise.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2022

Aims and Vision *(continued)*

Underpinned through our Christian community we acknowledge and value that:

- Every child is unique
- Children learn best when they are happy, safe and secure
- Our school community is enriched by diversity
- It is not who a child is by birth that matters but rather what they make of their life (Non Quis Sed Quid)
- Personal, social, moral and spiritual development are equally important as academic success

Our Objectives

The school's objectives are closely linked to our aims and strategic planning. They are:

- To provide all children with the highest standards of teaching and learning and to instil in them a thirst for knowledge and a love of learning.
- A commitment to provide a broad and stimulating curriculum in order to develop the whole child to identify and celebrate their individual talents
- To create strong partnerships between home and school to enable effective learning
- Through strong pastoral support that pervades everyday school life, children learn the value of empathy and care.
- Develop in children their spiritual awareness and an understanding of the beliefs of others.
- Develop each child's confidence, self-esteem, independence and integrity.
- To equip children with strategies to enable them to achieve a healthy and balanced approach to their wellbeing.
- For all children to be happy and successful
- To promote a culture of care, respect and traditional values within our school family and the wider community. Our strong and effective leadership and governance will help ensure that the above aims are met.

In setting our objectives and planning our activities, we have considered the Charity Commission's general guidance on the advancement of education. This includes their guidance on the supplementary public benefit for charities.

Principal Activities

The principal activity of St. Michael's School is the provision of an Independent Preparatory Day School for Boys and Girls aged 3-11 years old. We seek to provide a structured educational environment that develops our pupils' capabilities, competences and skills. We promote the academic, moral and physical development of our pupils through our academic curriculum, pastoral care, sporting and other activities. We provide an educational environment where each student can develop and fulfil his or her potential, build self-confidence and instil a desire to contribute to the wider community.

The average number of children in school for the year was 254 (262 2021) Pupil numbers at the start of the new academic year grew from 253 to 254 by the end of the year. The School, along with the rest of the independent sector, continues to experience challenging conditions, however interest remains high, as evidenced by the number of weekly tours provided by the Headmaster.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2022

Our Ethos, Strategy and Policies

Our school motto "Non quis, sed quid" - not who (you are), but what (you are) - underlies our basic Christian ethos, which pervades school life. Who you are by birth is not important, what you make of your life is. Our commitment is to encourage the children to fulfil their potential and make a positive contribution to our local community and society.

Our Headmaster and Governing body are responsible for setting a strategy to achieve the School's objectives. Our strategy is focused on the 'all-round' care and development of our pupils, including their attainment of high levels of academic and extra-curricular achievement, and is summarised in our School Development Plan.

St. Michael's School is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Our fees are set at a level designed to ensure the on-going financial viability of the School, and are consistent with our aim to provide the highest levels of education. Our School welcomes pupils from all backgrounds. To admit a prospective pupil, we need to be satisfied that our School will be able to educate and develop them to the best of their potential. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

Parents are given regular information about their children's social and academic progress through parent evenings and end of term and year reports. We maintain regular contact with parents throughout the year through informal contacts, our termly newsletters and our social media accounts. Further information about their child's attendance, achievement, timetable, school reports and letters home can be accessed via 'Engage', the school's information management system.

St. Michael's School is committed to safeguarding and promoting the welfare of our pupils, and expects all staff and volunteers to share this commitment.

Fees

When setting fees, Governors consider many factors that could affect the performance of the School. Where possible, these increases are restricted to a level that will ensure the School is able to fulfil its main objective of providing a first class education to pupils, the continued financial viability of the School and investment for continued growth and improvement in the main fabric of the building. In setting fees, the Governors are also mindful of their obligations under the Charities Act, to widen the access to the education we offer.

The School continues to accept the Government's 15-30 hrs of free childcare. This supportive funding has been greatly appreciated by our early year's parents.

Fundraising

The charity does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees

Public Benefit

It is important to us that access to the education we offer is not restricted to those who can afford our fees. We believe our pupils benefit from learning within a diverse community, where learning occurs through social interaction, conversation and shared experiences. This in turn will help our pupils develop an understanding of the perspective of other people and learn the injustices of intolerance, which will help them grow into well rounded and responsible adults. Through developing our links in the local community, including partnership activities with other local schools, providing part or fully

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2022

Public Benefit *(continued)*

funded bursaries to eligible families, and keeping school fees affordable, we want more children in the local community to access and benefit from the school's charitable activities.

(i) Bursaries

The Governors view our bursary awards as important in helping children from families who would otherwise not be able to afford the fees to access the education we offer. Our bursary awards are available to all who meet our general entry requirements and are made based on parental financial means, or to relieve hardship where a pupil's education would otherwise be at risk. In assessing financial means, we take several factors into consideration including net household income, investments, savings and family circumstances. However, our School does not have a large endowment and, in funding our awards, we must be mindful that we need to ensure a balance between fee-paying parents, many of whom make considerable personal sacrifices to fund their child's education, and those benefiting from the awards

Throughout the year three children benefited from either a fully funded or partial bursary. An additional five pupils benefited from a partial reduction of fees as part of the school's Public Benefit awards. Public Benefit awards differ from means tested bursaries and are primarily offered on a business premises where there is a compelling reason to admit pupils.

We remain committed to our bursary policy and this year the Public Benefit charge amounted to £52,346. We have therefore allocated £52,346 from General Reserves to top-up the Designated Fund, bringing the year-end fund balance to £75,000.

(ii) Teaching Links and Community Partnerships

For the past hundred years, St. Michael's has prided itself on its strong links between the school and local communities.

To mark the Queen's Platinum Jubilee celebrations, we completed over seventy good deeds for the local community. The focus was to build a sense of charitable giving in the children, to build links in the local community and to complete voluntary work in recognition to the support the late Queen had given to the voluntary services. All the children from Pre-Nursery to Year 6 completed tasks ranging from litter picking in Old Leigh and Hadleigh Castle, making cakes for the residents of the local nursing and care homes, to creating displays for the local Library. The children also raised money by taking part in a variety of sponsored events and walks. One sponsored event of particular note involved taking part in a sponsored (dog) show jumping event for a local dog charity, Acres Way. Our Nursery children also took great delight in planting seeds for the bees.

In April 2022, we partnered with a local creative arts company on an exciting new project. Kim Davies, a local artist, was commissioned to design and paint a mural for our library wall. The children were all involved with the painting and we are very grateful to Create 98 for their generous support on this project. The mural was unveiled on St Michael's Day, 29th September 2022 by Mrs Steven Cotterell, wife of the Archbishop of York, which also marked the beginning of our year long Centenary celebrations.

As part of our community partnerships our children have the opportunity to worship alongside members of the local Parish by attending services at St. Margaret's Church in Leigh. They also learn about other religions from children's family members visiting the school to talk about their own traditions and beliefs. Our senior choir also perform at a number of church services, most notably at the Remembrance Services.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2022

(ii) Teaching Links and Community Partnerships*(continued)*

Energize Essex continued to hire the school's facilities to run a programme of high quality sports and fitness provision for all ages to have fun, broaden existing talents, develop new talents and to enhance futures. These holiday clubs are opened to local community schools as well as St Michael's School's own pupils.

(iii) Charities

The school's focus on charitable giving and making a difference encourages children to think of others. Charitable events supported by the school include its Harvest Festival celebrations with parents donating food to the local Foodbanks, British Legion for Remembrance, Children's Society at Christingle and local charities, which are decided upon by the school council. Children take the lead on charitable opportunities they feel passionate about, for example writing to the older generation in Care Homes, raising funds for COVID issues in India, support for refugees from Afghanistan and a greater focus on giving at Harvest. Our school council enjoys the responsibility of suggesting charities and how the school undertakes fundraising.

(iv) Other Policies on Assistance

Family discounts policy

To underline the value we place on continuity for families, we offer a sibling discount where parents have more than one child at the School.

Termly Instalment Scheme

A monthly payment plan to pay the term's fees is available to assist parents with their financial planning.

Assistance for staff

As part of our emphasis on attracting and retaining high calibre staff, we offer a discount scheme when staff members choose to educate their children at our School.

REVIEW OF THE YEAR

The curriculum at St. Michael's is broad and varied. It aligns with the national curriculum for key subjects to ensure consistent development and experience in line with those in different settings. However, we utilise our freedom to further develop and enrich this provision, ensuring children are offered a curriculum which surpasses that required by the national curriculum. The specialist teachers, teaching rooms and range of subjects covered ensures that our learners are provided with a vast range of learning experiences. Children develop skills for life, along with subject knowledge, and the structure of our Prep department ensures that children are well prepared for their next step into secondary education. As a school, we have continued to invest in terms of technology for the children to access and promote effective teaching and learning. This includes: the availability of Chromebook devices 1:2 (Pre-Prep) and 1:1 (Prep) together with new backlit 10-point touch interactive whiteboards in all classrooms.

Our curriculum offers stretch and challenge to learners at all levels. Planning is regularly monitored and reviewed (a key focus for the 2021 2022 school year) to ensure that lesson content is up to date, engaging and inspiring.

Our extra-curricular provision, which is included within our school fees, provides children with opportunities to identify, nurture and extend their talents further.

Pupils' progress is regularly monitored through informal and formal assessments. Pupils' attainment of curriculum objectives (Reception - Y6) is collectively assessed as either target, working towards, met or

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2022

REVIEW OF THE YEAR *(continued)*

as exceeding, half termly. This assessment closely mirrors the EYFS scale with Working Towards and Met being the equivalent of lower and upper levels of the Expected grade in EYFS. Mid-year GL Assessments (externally marked) allow children's progress to be tracked year on year. Participation in End of Key Stage 2 SATS also provides opportunity for pupil performance to be evaluated in relation to national norms.

We feel that children are successful in their learning when they can demonstrate that they are 'active learners'. Children who are able to concentrate, persevere and enjoy learning are successful learners. Similarly, children who are confident to play, explore, investigate and 'have a go' are successful learners. We measure success through children's independence and through their critical thinking. Children who are able to make links in their learning and are able to use strategies and ideas of their own are successful learners. Whilst these skills may play some part in formal examinations, these successes are best measured through observation and discussion with the children themselves. Children who are engaged, keen and able to share their learning with others can be deemed as successful learners.

Within the curriculum, much emphasis is placed upon providing information about different cultures and encouraging a positive attitude and high level of respect for different people's views. A curriculum audit, focusing on equality, diversity and inclusion, was conducted at the start of the current school year. On 15th October 2021, the school held a cultural day. Pupils were thoroughly engaged in learning about other cultures from each continent around the world. Pupils wanted to understand how other cultures lived and how that compared with their own. They showed respect to each of the guest visitors and had the opportunity to ask sensitive questions to aid their own expansion of knowledge about the World. Staff utilise our school diversity calendar to further ensure that our curriculum takes our children beyond their own personal experiences.

To support the children on their learning journey, the educational space has been improved in recent years with upgrades to the Music Room and Drama Studio. This year additional improvements to the Art Room were carried out. Under the supervision of Mrs Claire Hankey, a recognised artist in her own right, children have produced a variety of artworks in an array of different mediums. A Chicken Wire workshop resulted in such high-quality work that the children were invited to send a selection of their wire sculptures for display at the National Gallery in London.

As part of the School's commitment to support the wellbeing of its pupil's, Maggie, a therapy dog joined the School in the Trinity Term. Maggie, a Cavapoo, was warmly welcomed by the children, and staff and has already settled well into school life. Maggie has brought so much joy to the school and the children have thoroughly engaged with the programme. Maggie provides support to children who are suffering from emotional issues. A poor self-image for many children is at the heart of their behavioural issues. A therapy dog will distract a child from any negative thoughts towards school and provide a relaxed platform for them to talk much more freely about their own emotions and feelings.

The Adventure Trail for our Early Years' children, which has been out of action for a number of months due to its degenerating wetpour surfacing, was given a new home in the "Saunders' Meadow". Children from Nursery and Reception were finally able to enjoy their curriculum time in the Meadow during the Trinity Term. The Meadow has also seen an increase in activity due to the new security fencing that was installed last year.

Improvements to the main playground entrance, which required the relocation of the Calvary, further improved and increased the size of the play area in the Chapel playground.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2022

REVIEW OF THE YEAR *(continued)*

Finally, the much-awaited refurbishment to the Chapel happened over the Summer in readiness for the start of the Centenary celebrations. The Chapel benefited from new lighting and re-wiring, new flooring, and an upgrade to the music and sound systems to improve the quality of assembly recordings that are streamed weekly to our parents. The Chapel is now a fully functioning, multi-purpose room used for a variety of lessons and activities yet it still retains the ambience and sanctity of the place of worship for which it was originally intended.

REVIEW OF THE ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Selection test information for 2022 entry

11+ information

As in previous years, a statistical test was used to assess whether age adjustment was necessary to take account of any apparent bias against younger candidates. This year, the test was statistically significant for English and the corresponding age adjustments were made.

27 pupils, 79% of the cohort, opted to take the 11+ examination. Based on historical data, of those pupils we thought would gain a score to apply for a selective place, all but one pupil was successful (93%). Of those we deemed borderline, 2 out of 7 were successful however, 4 of the 5 unsuccessful children were disadvantaged due to their date of birth as they had less weighting added to their raw score.

Other selection tests

In addition, 1 pupil applied to other schools where selection tests were required. The pupil was successful in their test and gained a performing arts scholarship, keeping our success rate at 100%.

Destination Schools

| School | No. of pupils | School | No. of pupils |
|-------------------------------------|---------------|--------------------------------|---------------|
| Southend High School for Girls | 5 | Southend High School for Boys | 3 |
| Westcliff High School for Girls | 6 | Westcliff High School for Boys | 5 |
| St Thomas More High School for Boys | 1 | The Deanes School | 1 |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2022

| | | | |
|----------------------|---|-----------------------|---|
| The Eastwood Academy | 1 | The FitzWimarc School | 1 |
| The King John School | 5 | Thorpe Hall School | 4 |

Academic Results for Year 6

Maths

All pupils:

In 2021 84% of all pupils scored 97 or above - 24% above national average.

In 2022 91% of all pupils achieved expected level or above – 20% above national average

Gender:

In 2021 80% of boys scored 97 or more - 20% above national average.

In 2022 94% of boys achieved expected level or above - national average data has not been published

In 2021 88% of girls scored 97 or above - 25% above national average.

In 2022 88% of girls achieved expected level or above – national average data has not been published

English

All pupils:

In 2021 81% of all pupils scored 97 or more - 21% above national average.

In 2022 92% of all pupils achieved expected levels or above – 21% above national average. 51% achieved 110 or more.

Gender:

In 2021 67% of boys scored 97 or above - 7% above national average.

In 2022 96% of boys achieved expected levels or above – national average data has not been published

In 2021 92% of girls scored 97 or above - 32% above national average.

In 2022 96% of girls achieved expected levels or above - national average data has not been published

Overall Form 6 have maintained their progress over the last two years.

The above data reflects that children were not affected academically by the pandemic, where working from home was mandatory, and that the teaching provided during lockdown was of a consistently high standard that allowed children to maintain their learning and progress.

Other Key Achievements of 2021/2022:

- St Michael's continued to be listed in The Times Top 50 Independent Preparatory Schools (Ranked 26 – 2021)

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2022

Other Key Achievements of 2021/2022 *(continued)*

- Shortlisted for the Independent Schools of the Year Awards 2022 in two categories – Independent Pre-Prep School / Independent School of the Year in Performing Arts (Music & Drama)
- Awarded one of only 30 coveted places in the National Gallery's annual 'Take One Picture' exhibition
- All 22 pupils in Years 3-6 who took their LAMDA exams passed with Distinction
- Reached the ISA National Finals in Year 4 and 5 in the Sprint
- A Year 5 pupil gained second place in the 17th World Children's Haiku Poetry Competition
- Achieved Gold (U10 Boys) and Silver (U10 Girls) in the ERSA School Ski Race

ISI Inspections

The School underwent a Compliance Inspection in June 2018, with the next Inspection now overdue. The School was found to be fully compliant with all regulations.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Operational performance of the school

The financial statements show incoming resources for the year on School activities of £2,822,108 against total expenditure of £2,911,897. The principal source of income for the School is from our fees.

As a charity, the parents of our pupils have the assurance that all the income of the School must be applied for educational purposes.

Results for the Year

The school strives to achieve an annual minimum surplus of 2.5% of total income and, as a not-for-profit organisation, reinvests all surplus back into the school. As a result of our continued investment in the school, with improvements both to the facilities and resources, the school reported a loss for the year ended 31 August 2022 of £89,789 (2021: loss £116,054) after charging depreciation of £40,398 (2021: £28,314)

Reserves policy and risk management

Reserves Policy: The school's overall reserves decreased during the year by £89,789 as a result of the net loss. General Reserves now stand at £321,724, in line with the reserves policy, of which £75,000 has been designated for the purpose of fulfilling public benefit. The Governors aim to establish and maintain General Reserves at approximately £750,000, this being roughly just under one term's operating costs. They recognise that the level of reserves will fluctuate during periods of investment in the school but aim to ensure that it should not fall below £300k, which is the amount deemed necessary as a financial buffer to protect against times of economic uncertainty and to be called upon in times of emergency.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2022

Reserves policy and risk management *(continued)*

Having reviewed the strategic risks facing the school, the budget and plans for the period through to the end of the current academic year, and the overall cash levels held, the Governors consider that sufficient reserves are held at 31 August 2022 to manage those risks successfully.

Investment Policy: The Governing Body remains vigilant and continues to review the Charity's investment strategy, taking an integrated approach to risk management. One key aim is to repay the mortgage facility and the bounce back loan, once General Funds allow, to protect the Charity against any future interest rate rises. Investments are regularly monitored against policy guidelines.

Risk Management: The Governors are responsible for ensuring the risks faced by the School are appropriately managed. Risk Matrices have been drawn up by the Governing Body which are reviewed annually to ensure the management procedures in place are as robust as possible.

Future Plans

The Governors intend to continue their current strategies for maintaining the School's position in a competitive market by investing to provide high quality education for our pupils.

Our future plans are financed primarily from fee income and from our reserves. The Governors need to maintain an equitable balance between ongoing investment in the school, day-to-day operational expenditure and maintenance of a sound financial base.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2022

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 05/12/22 and signed on behalf of the board of trustees by:

Registered office:
198 Hadleigh Road
Leigh-on-Sea
Essex
SS9 2LP

Signed by order of the trustees



Karen Orwell
Charity Secretary

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Year ended 31 August 2022

Opinion

We have audited the financial statements of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED (the 'charity') for the year ended 31 August 2022 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 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 charity's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 charity 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 charity'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.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2022

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2022

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and Regulations.

- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.

- Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Tested journal entries to identify unusual transactions.

- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2022

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation.
- Enquiring of management as to actual and potential litigation and claims.
- Reading the minutes of meetings of those charged with governance.
- Enquiring of management as to actual and potential litigation and claims.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2022

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Edmund Carr LLP

Sandra Morrell (Senior Statutory Auditor)

For and on behalf of
Edmund Carr LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

12.12.2022

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 August 2022

| | | 2022 | | 2021 |
|--|------|-------------------------|------------------|------------------|
| | Note | Unrestricted funds £ | Total funds £ | Total funds £ |
| Income and endowments | | | | |
| Donations and grants | 5 | 500 | 500 | 29,738 |
| Charitable activities | 6 | 2,821,594 | 2,821,594 | 2,565,474 |
| Investment income | 7 | 14 | 14 | 59 |
| Total income | | <u>2,822,108</u> | <u>2,822,108</u> | <u>2,595,271</u> |
| Expenditure | | | | |
| Expenditure on charitable activities | 8,9 | 2,899,937 | 2,899,937 | 2,700,527 |
| Other expenditure | 10 | 11,960 | 11,960 | 10,798 |
| Total expenditure | | <u>2,911,897</u> | <u>2,911,897</u> | <u>2,711,325</u> |
| Net expenditure and net movement in funds | | <u>(89,789)</u> | <u>(89,789)</u> | <u>(116,054)</u> |
| Reconciliation of funds | | | | |
| Total funds brought forward | | 411,513 | 411,513 | 527,567 |
| Total funds carried forward | | <u>321,724</u> | <u>321,724</u> | <u>411,513</u> |

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 22 to 33 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

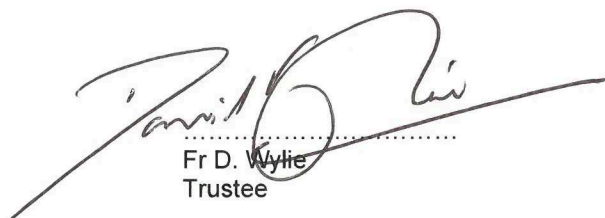
Statement of Financial Position

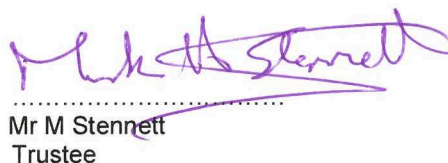
31 August 2022

| | Note | 2022 | | 2021 | |
|--|------|----------------|----------------|----------------|----------------|
| | | £ | £ | £ | £ |
| Fixed assets | | | | | |
| Tangible fixed assets | 15 | | 664,525 | | 639,385 |
| Current assets | | | | | |
| Stocks | 16 | 4,092 | | 4,055 | |
| Debtors | 17 | 115,963 | | 129,061 | |
| Cash at bank and in hand | | 189,757 | | 288,920 | |
| | | <u>309,812</u> | | <u>422,036</u> | |
| Creditors: amounts falling due within one year | 18 | <u>438,466</u> | | <u>438,185</u> | |
| Net current liabilities | | | <u>128,654</u> | | <u>16,149</u> |
| Total assets less current liabilities | | | 535,871 | | 623,236 |
| Creditors: amounts falling due after more than one year | 19 | | <u>214,147</u> | | <u>211,723</u> |
| Net assets | | | <u>321,724</u> | | <u>411,513</u> |
| Funds of the charity | | | | | |
| Unrestricted funds | | | <u>321,724</u> | | <u>411,513</u> |
| Total charity funds | 21 | | <u>321,724</u> | | <u>411,513</u> |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on, and are signed on behalf of the board by:


.....
Fr D. Wylie
Trustee


.....
Mr M Stennett
Trustee

Company Registration Number: 1489366

The notes on pages 22 to 33 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 August 2022

| | 2022 £ | 2021 £ |
|---|-----------|-----------|
| Cash flows from operating activities | | |
| Net expenditure | (89,789) | (116,054) |
| <i>Adjustments for:</i> | | |
| Depreciation of tangible fixed assets | 40,398 | 28,314 |
| Other interest receivable and similar income | (14) | (59) |
| Interest payable and similar charges | 6,894 | 5,662 |
| Accrued (income)/expenses | (23,163) | 219,516 |
| <i>Changes in:</i> | | |
| Stocks | (37) | 484 |
| Trade and other debtors | 13,098 | (42,958) |
| Trade and other creditors | 54,352 | (158,815) |
| Cash generated from operations | 1,739 | (63,910) |
| Interest paid | (6,894) | (5,662) |
| Interest received | 14 | 59 |
| Net cash used in operating activities | (5,141) | (69,513) |
| Cash flows from investing activities | | |
| Purchase of tangible assets | (65,598) | (24,022) |
| Proceeds from sale of tangible assets | 60 | - |
| Net cash used in investing activities | (65,538) | (24,022) |
| Cash flows from financing activities | | |
| Proceeds from borrowings | (28,484) | (22,607) |
| Net cash used in financing activities | (28,484) | (22,607) |
| Net decrease in cash and cash equivalents | (99,163) | (116,142) |
| Cash and cash equivalents at beginning of year | 288,920 | 405,062 |
| Cash and cash equivalents at end of year | 189,757 | 288,920 |

The notes on pages 22 to 33 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 August 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 198 Hadleigh Road, Leigh-on-Sea, Essex, SS9 2LP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

St. Michael's School (Leigh-On-Sea) Limited meets the definition of a public benefit entity under FRS102.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Taxation

The company, as a charitable company, is not liable for assessment to taxation on its results to the extent that these are applied to its charitable objects.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2022

3. Accounting policies *(continued)*

Fund accounting

Funds held by the charity are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds - these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects. These are detailed in the financial statements.

Restricted funds - these are funds that can only be used for particular restricted purposes within the objectives of the charity. There are no such funds within this charity.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income for the supply of educational services is recognised as delivered and is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

All expenditure on the running of the school is considered by the trustees to be either directly related to its one charitable activity and is accounted for on an accruals basis, or related to general costs relating to the administering of the charity which are included under governance costs. The irrecoverable element of VAT is included with the related item of expense.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2022

3. Accounting policies *(continued)*

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Assets costing £500 or more are capitalised. An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

| | | |
|---------------------|---|-------------------|
| Fixtures & Fittings | - | 20% straight line |
| Other Equipment | - | 33% straight line |
| Computer Equipment | - | 33% straight line |
| Library Demountable | - | 10% straight line |

Freehold property

Freehold property is initially recorded at cost, which includes purchase price and any directly attributable expenditure. Freehold property is revalued to its fair value at each reporting date and any changes in fair value are recognised in profit or loss.

If a reliable measure of fair value is no longer not available without undue cost or effort for an item of freehold property, it shall be transferred to tangible assets and treated as such until it is expected that fair value will be reliably measurable on an on-going basis.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2022

3. Accounting policies *(continued)*

Creditors

Creditors 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 are normally recognised at their settlement amount.

Cash

Cash at bank consists of cash held in bank accounts and cash in hand.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Stocks

Stocks are measured at the lower of cost and estimated selling price and relate to sundry items and stationery.

Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2022

Defined benefit plan

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multiemployer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

4. Limited by guarantee

In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity whilst he or she is a member or within one year thereafter.

5. Donations and grants

| | Unrestricted Funds £ | Total Funds 2022 £ | Unrestricted Funds £ | Total Funds 2021 £ |
|----------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Donations | | | | |
| Donations | 500 | 500 | 500 | 500 |
| Grants | | | | |
| Job Retention Scheme | — | — | 29,238 | 29,238 |
| | <u>500</u> | <u>500</u> | <u>29,738</u> | <u>29,738</u> |

6. Charitable activities

| | Unrestricted Funds £ | Total Funds 2022 £ | Unrestricted Funds £ | Total Funds 2021 £ |
|-----------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| School tuition fees | 2,799,210 | 2,799,210 | 2,554,038 | 2,554,038 |
| Registration fees | 3,960 | 3,960 | 2,990 | 2,990 |
| Miscellaneous school income | 18,424 | 18,424 | 8,446 | 8,446 |
| | <u>2,821,594</u> | <u>2,821,594</u> | <u>2,565,474</u> | <u>2,565,474</u> |

7. Investment income

| | Unrestricted Funds £ | Total Funds 2022 £ | Unrestricted Funds £ | Total Funds 2021 £ |
|--------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Bank interest receivable | 14 | 14 | 59 | 59 |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 August 2022

8. Expenditure on charitable activities by fund type

| | Unrestricted Funds £ | Total Funds 2022 £ | Unrestricted Funds £ | Total Funds 2021 £ |
|----------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| School running costs | 2,562,873 | 2,562,873 | 2,419,039 | 2,419,039 |
| Support costs | 337,064 | 337,064 | 281,488 | 281,488 |
| | <u>2,899,937</u> | <u>2,899,937</u> | <u>2,700,527</u> | <u>2,700,527</u> |

9. Expenditure on charitable activities by activity type

| | Activities undertaken directly £ | Support costs £ | Total funds 2022 £ | Total fund 2021 £ |
|----------------------|---|-----------------------|--------------------------|-------------------------|
| School running costs | 2,562,873 | 260,617 | 2,823,490 | 2,643,158 |
| Governance costs | – | 76,447 | 76,447 | 57,369 |
| | <u>2,562,873</u> | <u>337,064</u> | <u>2,899,937</u> | <u>2,700,527</u> |

10. Other expenditure

| | Unrestricted Funds £ | Total Funds 2022 £ | Unrestricted Funds £ | Total Funds 2021 £ |
|---------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Bank and merchant charges | 11,960 | 11,960 | 10,798 | 10,798 |

11. Net expenditure

Net expenditure is stated after charging/(crediting):

| | 2022 £ | 2021 £ |
|---------------------------------------|---------------|---------------|
| Depreciation of tangible fixed assets | <u>40,398</u> | <u>28,314</u> |

12. Auditors remuneration

| | 2022 £ | 2021 £ |
|--|--------------|--------------|
| Fees payable for the audit of the financial statements | 8,500 | 9,355 |
| Other services | <u>3,122</u> | <u>3,037</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2022

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

| | 2022 | 2021 |
|---|------------------|------------------|
| | £ | £ |
| Wages and salaries | 1,719,973 | 1,621,198 |
| Social security costs | 158,636 | 144,912 |
| Employer contributions to pension plans | 288,800 | 265,794 |
| | <u>2,167,409</u> | <u>2,031,904</u> |

The average head count of employees during the year was 94 (2021: 84).

The number of employees whose remuneration for the year fell within the following bands, were:

| | 2022 | 2021 |
|--------------------|----------|----------|
| | No. | No. |
| £60,000 to £69,999 | 3 | 2 |
| £70,000 to £79,999 | — | 1 |
| | <u>3</u> | <u>3</u> |

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £263,266 (2021:£255,076).

14. Trustee remuneration and expenses

During the year £1,000 was gifted to Father David (2021 - £950). No other trustees received any remuneration or reimbursement of expenses during the year.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 August 2022

15. Tangible fixed assets

| | Freehold land and property £ | Fixtures and fittings £ | Other equipment £ | Computer equipment £ | Library demountable £ | Total £ |
|------------------------------|---------------------------------------|-------------------------------|-------------------------|----------------------------|-----------------------------|----------------|
| Cost or valuation | | | | | | |
| At 1 Sep 2021 | 558,085 | 42,901 | 57,756 | 107,269 | 85,728 | 851,739 |
| Additions | – | 65,598 | – | – | – | 65,598 |
| Disposals | – | (236) | – | – | – | (236) |
| At 31 Aug 2022 | <u>558,085</u> | <u>108,263</u> | <u>57,756</u> | <u>107,269</u> | <u>85,728</u> | <u>917,101</u> |
| Depreciation | | | | | | |
| At 1 Sep 2021 | – | 32,333 | 47,217 | 98,513 | 34,291 | 212,354 |
| Charge for the year | – | 20,822 | 3,999 | 7,004 | 8,573 | 40,398 |
| Disposals | – | (176) | – | – | – | (176) |
| At 31 Aug 2022 | <u>–</u> | <u>52,979</u> | <u>51,216</u> | <u>105,517</u> | <u>42,864</u> | <u>252,576</u> |
| Carrying amount | | | | | | |
| At 31 Aug 2022 | <u>558,085</u> | <u>55,284</u> | <u>6,540</u> | <u>1,752</u> | <u>42,864</u> | <u>664,525</u> |
| At 31 Aug 2021 | <u>558,085</u> | <u>10,568</u> | <u>10,539</u> | <u>8,756</u> | <u>51,437</u> | <u>639,385</u> |

Tangible fixed assets held at valuation

Included within freehold land and buildings is land that was revalued to £70,000 on 23rd May 2018 by Bruton Knowles, an independent valuer. The historical cost of the freehold land is £66,727.

16. Stocks

| | 2022 £ | 2021 £ |
|-------|--------------|--------------|
| Stock | <u>4,092</u> | <u>4,055</u> |

17. Debtors

| | 2022 £ | 2021 £ |
|--------------------------------|----------------|----------------|
| Prepayments and accrued income | 40,653 | 53,182 |
| School fees | <u>75,310</u> | <u>75,879</u> |
| | <u>115,963</u> | <u>129,061</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2022

18. Creditors: amounts falling due within one year

| | 2022 | 2021 |
|---------------------------------|----------------|----------------|
| | £ | £ |
| Bank loans and overdrafts | 34,158 | 34,782 |
| Trade creditors | 27,701 | 25,700 |
| Accruals and deferred income | 247,741 | 270,904 |
| Social security and other taxes | 38,023 | 37,221 |
| Returnable deposits | 75,250 | 68,000 |
| Other creditors | 15,593 | 1,578 |
| | <u>438,466</u> | <u>438,185</u> |

Included within accruals and deferred income is deferred income relating to school fees received in advance for the next year.

19. Creditors: amounts falling due after more than one year

| | 2022 | 2021 |
|---------------------------|----------------|----------------|
| | £ | £ |
| Bank loans and overdrafts | 183,863 | 211,723 |
| Other creditors | 30,284 | — |
| | <u>214,147</u> | <u>211,723</u> |

Included within creditors: amounts falling due after more than one year is an amount of £36,388 (2021: £73,809) in respect of liabilities payable or repayable by instalments which fall due for payment after more than five years from the reporting date.

The bank loan is secured by charge over the property dated 29 October 2018 with a carrying amount of £488,085 in the balance sheet.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2022

20. Pensions and other post retirement benefits

The Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

1) employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)

2) total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million

3) the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the period amounted to £238,563 (31/08/21: £218,428).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website. Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The school has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

Defined contribution schemes

The amount recognised in the statement of financial activities in relation to defined contribution plan was £50,236 (2021: £47,366).

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2022

21. Analysis of charitable funds

| | Balance at 1 September 2021 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 August 2022 £ |
|-----------------|---|------------------|--------------------|----------------|--------------------------------------|
| Designated Fund | | | | | |
| Public Benefit | 75,000 | – | (52,346) | 52,346 | 75,000 |
| General Funds | 336,513 | 2,822,108 | (2,859,551) | (52,346) | 246,724 |
| Total | <u>411,513</u> | <u>2,822,108</u> | <u>(2,911,897)</u> | <u>–</u> | <u>321,724</u> |

Designated funds include a sum for the purpose of fulfilling public benefit. The charge in the year amounted to £52,346 and a top up of £52,346 was transferred from general funds.

22. Analysis of net assets between funds

| | Tangible fixed assets £ | Other net assets £ | Total £ |
|----------------------------|----------------------------------|--------------------------|----------------|
| Unrestricted Income Funds: | | | |
| Designated funds | | 75,000 | 75,000 |
| General funds | 664,525 | (417,801) | 246,724 |
| Total funds | <u>664,525</u> | <u>(342,801)</u> | <u>321,724</u> |

23. Analysis of changes in net debt

| | At 1 Sep 2021 £ | Cash flows £ | At 31 Aug 2022 £ |
|--------------------------|-----------------------|-----------------|------------------------|
| Cash at bank and in hand | 288,920 | (99,163) | 189,757 |
| Debt due within one year | (34,782) | 624 | (34,158) |
| Debt due after one year | (211,723) | 27,860 | (183,863) |
| | <u>42,415</u> | <u>(70,679)</u> | <u>(28,264)</u> |

24. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

| | 2022 £ | 2021 £ |
|--|----------------|----------------|
| Not later than 1 year | 41,485 | 28,273 |
| Later than 1 year and not later than 5 years | 122,656 | 78,726 |
| | <u>164,141</u> | <u>106,999</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2022

25. Related parties

During the year the school received £13,000 (2021 - £5,000) of rental income from an employee.

Payments totalling £2,012 (2021 - £0) were made to a connected person in relation to after school activities.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Management Information

Year ended 31 August 2022

The following pages do not form part of the financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 August 2022

| | 2022 £ | 2021 £ |
|------------------------------|------------------|------------------|
| Income and endowments | | |
| Donations and grants | | |
| Donations | 500 | 500 |
| Job Retention Scheme | — | 29,238 |
| | <u>500</u> | <u>29,738</u> |
| Charitable activities | | |
| School tuition fees | 2,799,210 | 2,554,038 |
| Registration fees | 3,960 | 2,990 |
| Miscellaneous school income | 18,424 | 8,446 |
| | <u>2,821,594</u> | <u>2,565,474</u> |
| Investment income | | |
| Bank interest receivable | 14 | 59 |
| | <u>14</u> | <u>59</u> |
| Total income | <u>2,822,108</u> | <u>2,595,271</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities *(continued)*

Year ended 31 August 2022

| | 2022 | 2021 |
|---|------------------|------------------|
| | £ | £ |
| Expenditure on charitable activities | | |
| School running costs | | |
| <i>Activities undertaken directly</i> | | |
| Education budget | 51,160 | 45,155 |
| Wages and salaries | 1,560,938 | 1,483,132 |
| Employer's NIC | 143,901 | 132,749 |
| Pension costs | 277,933 | 256,138 |
| Sports hire and transport costs | 25,346 | 6,735 |
| Rates and water | 14,481 | 11,299 |
| Light and heat | 30,293 | 25,415 |
| Premises expenditure, repairs and maintenance | 65,903 | 43,415 |
| Insurance | 24,894 | 25,997 |
| Discretionary bursaries and public benefit | 52,346 | 49,517 |
| Depreciation | 40,399 | 28,314 |
| Rentals and licences | 2,999 | 2,274 |
| Computer maintenance and software | 63,475 | 46,778 |
| Equipment and books for resale | 2,495 | 996 |
| Household supplies | 6,539 | 8,748 |
| Catering costs | 149,082 | 95,590 |
| Sundry school expenses | 5,688 | 4,125 |
| Bad debts | 5,516 | 10,495 |
| Remodelling classrooms | 39,485 | 142,167 |
| | <u>2,562,873</u> | <u>2,419,039</u> |
| <i>Support costs</i> | | |
| Office wages and salaries | 159,035 | 138,066 |
| Employer's NIC | 14,735 | 12,163 |
| Pension costs | 10,867 | 9,656 |
| Telephone | 6,028 | 6,009 |
| Printing, postage and stationery | 34,003 | 30,481 |
| Subscription fees | 6,371 | 8,312 |
| Recruitment | 96 | 2,983 |
| Marketing, advertising and prospectus costs | 13,377 | 13,657 |
| School representation | 16,105 | 2,792 |
| | <u>260,617</u> | <u>224,119</u> |
| Governance costs | | |
| Accountancy fees | 3,122 | 3,037 |
| Audit fees | 8,100 | 9,355 |
| Legal and professional fees | 52,509 | 34,191 |
| Trustees indemnity insurance | 747 | 749 |
| Loan interest | 6,894 | 5,662 |
| Sundry administration expenses | 5,075 | 4,375 |
| | <u>76,447</u> | <u>57,369</u> |
| Expenditure on charitable activities | <u>2,899,937</u> | <u>2,700,527</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities *(continued)*

Year ended 31 August 2022

| | 2022 £ | 2021 £ |
|---------------------------|-------------------------|-------------------------|
| Other expenditure | | |
| Bank and merchant charges | <u>11,960</u> | <u>10,798</u> |
| Total expenditure | <u><u>2,911,897</u></u> | <u><u>2,711,325</u></u> |
| Net expenditure | <u><u>(89,789)</u></u> | <u><u>(116,054)</u></u> |

ST MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

England & Wales - Charity number 280688

Accounts

COMPANY REGISTRATION NUMBER: 1489366
CHARITY REGISTRATION NUMBER: 280688

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Financial Statements

31 August 2021

EDMUND CARR LLP

Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Financial Statements

Year ended 31 August 2021

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ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 August 2021

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 August 2021.

Reference and administrative details

| | |
|---|---|
| Registered charity name | ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED |
| Charity registration number | 280688 |
| Company registration number | 1489366 |
| Principal office and registered office | 198 Hadleigh Road Leigh-on-Sea Essex SS9 2LP |

The trustees

The trustees who served the charity during the period were as follows:

| | |
|----------------|-----------------------------|
| Mr J Barrett | |
| Mrs S Bird | |
| Mrs F Evans | |
| Mr N Holdcroft | |
| Mr S Mills | |
| Mrs S Minnis | |
| Mrs V Shaw | |
| Mr M Stennett | |
| Fr D. Wylie | |
| Mr F A Macleod | (Appointed 11 October 2021) |
| Mrs D Harris | (Resigned 12 October 2021) |
| Mrs J Attwell | (Resigned 11 October 2021) |
| Ms E Gibbons | (Resigned 11 October 2021) |

Company secretary Karen Orwell

Auditor Edmund Carr LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

Bankers HSBC Bank PLC
48 High Street
Rayleigh
Essex
SS6 7JH

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

Structure, Governance and Management

The Governors of St. Michael's School (Leigh-on-Sea) Limited, being a Charity, present their annual report and audited accounts for the year ended 31st August 2021 and confirm they comply with the requirements of the Charities Act 1993, as amended by the Charities Act 2011, the trust deed and the Charities SORP 2019.

Governing Document

Founded as a school and charity in 1922, St Michael's is governed by its Memorandum and Articles of Association dated 31st July 2019.

The School premises and Chapel are the subject of a scheme between The Chelmsford Diocesan Board of Finance Limited and the School, including the appointment of Trustees and vesting, and was registered with the Charity Commissioners on 1st November 1976.

Governing Body

The structure of the Charity consists of not more than four nominated Governors and not more than eight co-opted Governors. Of the four nominated Governors, not more than two shall be appointed by the Diocesan Education Committee for the Diocese of Chelmsford; the Vicar of St Margaret's Church, Leigh-on-Sea, as appointed by the Chelmsford Diocese, shall always be a member of the Governing Body; one shall be the Chairman of the Governing Body, being nominated by the Parochial Church Council of St Margaret's Church, Leigh-on-Sea. Of the co-opted Governors at least three shall be appointed from among persons for the time being on the electoral roll of St. Margaret's Church, Leigh-on-Sea.

Recruitment and Training of Governors

The Charity's elected Governors are appointed at a Meeting of the Governors based on nominations received either from the Diocese, St. Margaret's Church or the Governors themselves. A formal interview with the Nominations Committee ensures that candidates have the necessary skill sets to join the Board. New Governors are inducted into the workings of the Charity and School. When recruiting new trustees, the Governors consider the skills and experience of the individual and what they may bring to complement the existing Governing Body. Of paramount importance is they have a passion for the working of the school and an understanding of education as a holistic and rounded experience of personal growth. The diversity of the current board of governors ensures that all Committees are attended or chaired by people with a knowledge or level of expertise. All Governors receive guidance notes from a range of external services and sources, including The Association of Governing Bodies of Independent Schools (AGBIS), The Independent Schools' Bursars Association (ISBA), The Independent Association of Prep Schools (IAPS.) and the Independent Schools Council (ISC).

Arrangement for setting pay and remuneration of key management personnel

The Personnel Committee of the trustees has overall responsibility (on behalf of the full board) for the salary structure of key personnel.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

Structure, Governance and Management *(continued)*

Organisational Management

The Governors, as trustees of the Charity, are legally responsible for the overall management and control of the school and meet at least three times per year. The day to day running of the school is delegated to the Headmaster, supported by the Bursar, Deputy Head and Senior Leadership Team. However, key policy and strategic decisions are taken by the Board.

Relationships

St Michael's School is a member of the IAPS, ISC, ISA, AGBIS and ISBA for the promotion, maintenance and the delivery of excellence in education. We are also members of the Southend Primary Schools Sports Partnership (SPSSA), an organisation dedicated to the promotion of sports in primary schools across the borough, together with Energize Essex, a high-quality sports and fitness programme for out of school hours and in school holidays. The School actively contributes to the local community in several different ways as detailed below under Public Benefit.

Risk Management

The Governors and the Senior Management Team continue to keep the School's activities under review, particularly about any major risks that may arise from time to time, as well as systems and procedures established to manage them. They monitor the effectiveness of the system of internal controls, including the extent of insurance cover, by which those risks already identified can best be mitigated. The key risks are reviewed regularly and will be re-evaluated in detail once the current pandemic comes to an end.

COVID-19 – Coronavirus

The worldwide pandemic continued to impact on the workings of the school during the final stages of 2020 with a resurgence of the virus heralding another countrywide lockdown. Only key worker and vulnerable children returned to school at the start of the Lent Term 2021, with the remainder of the children returning later in the term. The Governing body, SMT and staff worked closely and formulated a response to the lockdown that was both reflective and dynamic. The school was better prepared for this second lockdown and, following a school consultation and time spent on development the term before, more provision was in place. Staff and children again showed their resilience to the challenges faced during this period, and coped well with the mixture of face-to-face and online learning strategies.

As a direct result of the pandemic and to ease the financial burden that remained on parents' finances, the school held its fees for a fourth term, with the advertised fee increase being delayed until January 2021.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

PUBLIC BENEFIT AIMS, OBJECTIVES AND PRINCIPAL ACTIVITIES

Charitable Objects, Aims and Intended Impact

The object for which the Charity is established is to advance the education of the public and to provide for the education of pupils based on Christian principles.

The School's strategic aims are:

- to provide the highest standards of teaching and learning;
- to fulfil each pupil's potential;
- to provide the best preparation for each pupil's transition to secondary school; and
- to provide a secure foundation for their future life in a caring atmosphere within a Christian ethos

In pursuit of these aims the School provides a broad yet balanced curriculum, with a wide provision of extra activities that reflect a strong emphasis on music, drama, languages and sport. Pupils are encouraged to match their performance to their potential, whilst raising self-awareness and confidence. As a non-selective school, children from all backgrounds are welcome.

Aims and Vision

Our vision is to have a school of happy and successful children all of whom are encouraged and supported to achieve their potential in learning, achievement and personal development. In so doing, our aim is to sustain and increase individual and collective knowledge of understanding in areas of study, skills and expertise.

Underpinned through our Christian community we acknowledge and value that:

- Every child is unique
- Children learn best when they are happy, safe and secure
- Our school community is enriched by diversity
- It is not who a child is by birth that matters but rather what they make of their life (Non Quis Sed Quid)
- Personal, social, moral and spiritual development are equally important as academic success

Our Objectives

The school's objectives are closely linked to our aims and strategic planning. They are:

- To provide all children with the highest standards of teaching and learning and to instil in them a thirst for knowledge and a love of learning.
 - A commitment to provide a broad and stimulating curriculum in order to develop the whole child to identify and celebrate their individual talents
 - To create strong partnerships between home and school to enable effective learning
 - Through strong pastoral support that pervades everyday school life, children learn the value of empathy and care.
 - Develop in children their spiritual awareness and an understanding of the beliefs of others.
 - Develop each child's confidence, self-esteem, independence and integrity.
 - To equip children with strategies to enable them to achieve a healthy and balanced approach to their wellbeing.
 - For all children to be happy and successful
-

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

Our Objectives *(continued)*

- To promote a culture of care, respect and traditional values within our school family and the wider community Our strong and effective leadership and governance will help ensure that the above aims are met.

In setting our objectives and planning our activities, we have considered the Charity Commission's general guidance on the advancement of education. This includes their guidance on the supplementary public benefit for charities.

Principal Activities

The principal activity of St. Michael's School continues to be the provision of an Independent Preparatory Day School for Boys and Girls aged 3-11 years old. We seek to provide a structured educational environment that develops our pupils' capabilities, competences and skills. We promote the academic, moral and physical development of our pupils through our academic curriculum, pastoral care, sporting and other activities. We provide an educational environment where each student can develop and fulfil his or her potential, build their self-confidence and instil a desire to contribute to the wider community.

The average number of children in school for the year was 262. Pupil numbers at the start of the new academic year grew from 244 to 268 by the end of the year. Despite the challenging conditions the school has faced, interest in the school remains high.

Our Ethos, Strategy and Policies

Our school motto "Non quis, sed quid" - not who (you are), but what (you are) - underlies our basic Christian ethos, which pervades school life. Who you are by birth is not important, what you make of your life is. Our commitment is to encourage the children to fulfil their potential and make a positive contribution to our local community and society.

Our Headmaster and Governing body are responsible for setting a strategy to achieve the School's objectives. Our strategy is focused on the 'all-round' care and development of our pupils, including their attainment of high levels of academic and extra-curricular achievement, and is summarised in our School Development Plan.

St. Michael's School is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Our fees are set at a level designed to ensure the on-going financial viability of the School and are consistent with our aim to provide the highest levels of education. Our School welcomes pupils from all backgrounds. To admit a prospective pupil, we need to be satisfied that our School will be able to educate and develop them to the best of their potential and in line with our Admissions Policy. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

Parents are given regular information about their children's social and academic progress through parent evenings and end of term and year reports. We maintain regular contact with parents throughout the year through informal contacts, our termly newsletters and our social media accounts. Further information about their child's attendance, achievement, timetable, school reports and letters home can be accessed via 'Engage', the school's new information management system.

St. Michael's School is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

Fees

When setting fees, Governors consider many factors that could affect the performance of the School. Where possible, these increases are restricted to a level that will ensure the School is able to fulfil its main objective of providing a first class education to pupils, the continued financial viability of the School and investment for continued growth and improvement in the main fabric of the building. In setting fees, the Governors are also mindful of their obligations under the Charities Act of widening the access to the education we offer.

A full revision of the fee structure took place in February 2020. From January 2021 all extra subjects, residential visits, day visits and school meals are included in the school fees. Music lessons and LAMDA drama will continue to be charged as an optional extra.

The School continues to accept the Government's 15-30 hrs of free childcare. This supportive funding has been greatly appreciated by our early year's parents.

Fundraising

The charity does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees

Public Benefit

It is important to us that access to the education we offer is not restricted to those who can afford our fees. We believe our pupils benefit from learning within a diverse community, where learning occurs through social interaction, conversation and shared experiences. This in turn will help our pupils develop an understanding of the perspective of other people and learn the injustices of intolerance, which will help them grow into well rounded and responsible adults. Through developing our links in the local community, including partnership activities with other local schools, providing part or fully funded bursaries to eligible families, and keeping school fees affordable, we want more children in the local community to access and benefit from the school's charitable activities.

(i) Bursaries

The Governors view our bursary awards as important in helping children from families who would otherwise not be able to afford the fees to access the education we offer. Our bursary awards are available to all who meet our general entry requirements and are made based on parental financial means, or to relieve hardship where a pupil's education would otherwise be at risk. In assessing financial means, we take several factors into consideration including net household income, investments, savings and family circumstances. However, our School does not have a large endowment and, in funding our awards, we must be mindful that we need to ensure a balance between fee-paying parents, many of whom make considerable personal sacrifices to fund their child's education, and those benefiting from the awards

Throughout the year two children benefited from either a fully funded or partial bursary. As a result of the pandemic two emergency bursaries were also awarded. An additional six pupils benefited from a partial reduction of fees as part of the school's Public Benefit awards. Public Benefit awards differ from means tested bursaries and are primarily offered on a business premise where there is a compelling reason to admit pupils.

Having reviewed use of the Public Benefit Designated Fund over several years, it was agreed by the Governors that the balance held on the Fund should be reduced from £100,000 to £75,000. We

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

(i) Bursaries *(continued)*

remain committed to our bursary policy and this reduction in the Designated Fund in no way diminishes the School's commitment to providing bursaries. The Public Benefit charge for the year amounted to £49,517. We have therefore allocated £24,517 from General Reserves to top-up the Designated Fund, bringing the year-end fund balance to £75,000.

(ii) Teaching Links and Community Partnerships

Due to the pandemic we were unable to offer the School's community partnership programme with Hunter Outdoor Training this year. It is planned to reinstate this programme of outdoor education in the forthcoming year. Mrs Joanne Walpole, Head of Achievements, set up and developed this successful programme, the entire costs of which are funded by St. Michael's School.

Although restricted this year because of the pandemic, Energize Essex continued to hire the school's facilities to run a programme of high quality sports and fitness provision for all ages to have fun, broaden existing talents, develop new talents and to enhance futures. These holiday clubs are opened to local community schools as well as St Michael's School's own pupils.

St Michael's School is fully committed to supporting our local parish church St Margaret's, and regularly sends the senior choir and orchestra into the wider community to perform.

(iii) Charities

The school continued its support of various local and national charities in 2020-2021. Proceeds from the children's efforts were donated to Golden Geese, a local cancer Charity, the Royal British Legion, the Children's Society, Captain Tom Fundraiser and Place2B, a charity that provides mental health support in schools through one-to-one and group counselling. The proceeds of our Harvest Festival were donated to Southend Foodbank who again were overwhelmed with the generosity of our parents.

(iv) Other Policies on Assistance

Family discounts policy

To underline the value we place on continuity for families, we offer a sibling discount where parents have more than one child at the School.

Termly Instalment Scheme

A monthly payment plan to pay the term's fees is available to assist parents with their financial planning.

Assistance for staff

As part of our emphasis on attracting and retaining high calibre staff, we offer a discount scheme when staff members choose to educate their children at our School.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

REVIEW OF THE YEAR

Although the school faced another extremely challenging year, a number of new initiatives and enhancements to the fabric of the school building took place during 2020 – 2021.

The introduction of school meals was a very welcome 'return to school' for key worker and vulnerable children as well as staff in January 2021. This initiative necessitated a complete overhaul of the kitchen amenities to facilitate the new service, together with a further upgrade to its utilities. Pupils were welcomed back to school by our new Chef and his team from Harrison, the company we have partnered with to deliver this highly anticipated new service. Harrison has been creating nutritious food for schools and businesses since 1994. Their beliefs are founded on the recognition that the best meals should be both delicious and nutritious and all the ingredients should come from trusted sources.

Early Year's classrooms were altered to provide safe and hygienic food preparation areas to receive classroom snacks from the kitchen.

A new Music Room was created by reconfiguring an area on the first floor, which benefited from having new acoustic flooring, with the classroom below also receiving a semi makeover, with a new ceiling helping reduce the noise transmission.

Over the summer break a significant building programme was approved by the Governors to improve the class base for a Year 1 classroom, the SEN room, medical room and dry storeroom. By the end of the summer, a new classroom had been repurposed for a Year 1 class, a new medical room, reassuringly named the 'Rainbow Room', manned by our new School Nurse, and a new SEN class base with separate SEN Office had been configured. In addition, the old medical room was handed over to the catering team to improve their dry store area. The alterations have completely transformed the areas on the ground floor and given a much-needed upgrade to the provision in Year 1.

To add to its facilities, the school installed a temporary modular classroom base for our new Pre-Nursery children. This new classroom will allow up to eight children, four more than previously permitted, to attend our Nursery and Pre-Nursery setting.

The freehold land adjacent to the school has had new security fencing erected, with the land cleared to enable a more child friendly outdoor learning area. The children have already benefited from this resource, as have the Parents' Association who were able to use this facility for their Summer Fete, with more events planned next year.

To complement our status as a Google School, all interactive white boards were replaced with new interactive flat panel high resolution boards that work independently from a computer, and which are brighter and less reflective than the previous models. Pupil devices were also replaced with upgraded Chromebooks. From the start of the Trinity term, all Prep pupils were provided with one-to-one devices, with Pre-Prep and EYFS having access to a classroom set of tablets/iPads/Chromebooks.

St Michael's School has always prided itself on providing a broad and balanced curriculum as well as having a recognised academic reputation. We have a vibrant outdoor learning program, school council, music and singing and clubs and activities. In addition, through the use of zones of regulation, time given to mental health through mental health week and PSHE, social skills groups and a strong supportive Christian ethos, pupils are encouraged to regulate their feelings, energy and sensory needs in order to meet the demands of their day to day life. In recognition of this work it was very pleasing to be awarded the title of a 'Healthy School' during the summer of 2021 by the Healthy Schools

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

Review of the year *(continued)*

Programme in partnership with Southend Borough Council. The Healthy School Programme was set up more than twenty years ago, the main aims of the programme are:

- to support children and young people in developing healthy behaviours
- to help raise pupil achievement
- to help reduce health inequalities
- to help promote social inclusion.

Given the potential challenges to pupil wellbeing as a result of the pandemic, this was a very timely accolade and demonstrated the school's understanding of the importance of children's mental health.

REVIEW OF THE ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Selection test information for 2021 entry

11+ information

As in previous years, a statistical test was used to assess whether age adjustment was necessary to take account of any apparent bias against younger candidates. This year, the test was statistically significant for both English and Maths and the corresponding age adjustments were made.

29 pupils, 74% of the cohort, opted to take the 11+ examination. Based on historical data, of those pupils we thought would gain a score to apply for a selective place, all but one pupil was successful (93%). Of those we deemed borderline, 100% were successful.

16 pupils gained above the mean in English, 16 gained above the mean in Maths, and 13 gained above the mean in both subjects.

Other selection tests

In addition, 8 pupils, 21% of the cohort, applied to other schools where selection tests were required. 100% of these pupils were successful in their test and one gained an academic scholarship.

Destination Schools

| School | No. of pupils | School | No. of pupils |
|--------------------------------|---------------|-------------------------------|---------------|
| Southend High School for Girls | 11 | Southend High School for Boys | 1 |
| Westcliff High School for Boys | 5 | Eastwood | 1 |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

| | | | |
|-----------------------------------|---|-------------|---|
| Westcliff High School for Girls | 4 | Sweyne Park | 1 |
| Thorpe Hall | 9 | King Edmund | 1 |
| Brentwood | 1 | KJS | 1 |
| New Hall | 2 | FitzWimarc | 1 |
| Coopers Company and Coborn School | 1 | | |

Academic Results for Years 3 and 6

Form 3

Over the past two years we have had 2 new pupils join the year group.

Maths

All pupils:

In 2019 93% of pupils scored 97 or above - 33% above national average.

In 2021 73% of pupils scored 97 or above - 13% above national average.

In 2019 there were no pupils scoring less than 88.

In 2021 12% of pupils scored below 88

This will account for the 20% drop in overall pupils scoring 97 or above as these children scoring 88 or below joined the school after 2019.

Gender:

In 2019 97% of boys scored 97 or above - 37% above national average.

In 2021 66% of boys scored 97 or above - 6% above national average.

In 2019 100% of girls scored 97 or above - 40% national average.

In 2021 86% of girls scored 97 or above - 26% above national average.

Overall the percentages of children reaching a score of 97 or above dropped in 2021. This is because the new pupils who joined the year group during the course of the year, scored less than 97, and therefore brought down the overall percentage.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

Review of the achievements and performance for the year *(continued)*

Form 3 *(continued)*

English

All pupils:

In 2019 90% of all pupils scored 97 or above - 37% above national average.
In 2021 88% of all pupils scored 97 or above - 28% above national average.

Gender:

In 2019 81% of boys scored 97 or above - 21% above national average.
In 2021 82% of boys scored 97 or above - 22% above national average.

In 2019 100% of girls scored 97 or above - 40% above national average.
In 2021 93% of girls scored 97 or above - 37% above national average.

This shows the children maintained their progress over the past two years and were not affected by Covid or the new pupils.

Form 6

Maths

All pupils:

In 2019 86% of all pupils scored 97 or more - 26% above national average.
In 2021 84% of all pupils scored 97 or above - 24% above national average.

Gender:

In 2019 88% of boys scored 97 or above - 28% above national average.
In 2021 80% of boys scored 97 or more - 20% above national average.

In 2019 85% of girls scored 97 or above - 25% above national average.
In 2021 88% of girls scored 97 or above - 25% above national average.

English

All pupils:

In 2019 77% of all pupils scored 97 or above - 17% above national average.
In 2021 81% of all pupils scored 97 or more 21% above national average.

Gender:

In 2019 64% of boys scored 97 or more - 4% above national average.
In 2021 67% of boys scored 97 or above - 7% above national average.

In 2019 86% of girls scored 97 or above - 26% above national average.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

Review of the achievements and performance for the year *(continued)*

In 2021 92% of girls scored 97 or above - 32% above national average.

Overall Form 6 have maintained their progress over the last two years.

The above data reflects that children were not affected academically by the pandemic, where working from home was mandatory, and that the teaching provided during lockdown was of a consistently high standard that allowed children to maintain their learning and progress.

ISI Inspections

The School underwent a Compliance Inspection in June 2018 with the next Inspection now overdue. The School was found to be fully compliant with all regulations.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Operational performance of the school

The financial statements show incoming resources for the year on School activities of £2,595,271 against total expenditure of £2,711,325. The principal source of income for the School is from our fees.

As a charity, the parents of our pupils have the assurance that all the income of the School must be applied for educational purposes.

Results for the Year

The school strives to achieve an annual minimum surplus of 2.5% of total income and, as a not-for-profit organisation, reinvests all surplus back into the school. As a result of our continued investment in the school, with improvements both to the facilities and resources, together with the fee variance to the Trinity Term fees and the delay in implementing the new fees at the beginning of the school year, the school reported a loss for the year ended 31 August 2021 of £116,054 (2020: £15,626 profit).

Reserves policy and risk management

Reserves Policy: The school's overall reserves decreased during the year by £116,054 as a result of the net loss. General Reserves now stand at £411,513, in line with the reserves policy, of which £75,000 has been designated for the purpose of fulfilling public benefit. The Governors aim to establish and maintain General Reserves at approximately £750k, this being roughly just under one term's operating costs. They recognise that the level of reserves will fluctuate during periods of investment in the school, but aim to ensure that it should not fall below £300k, which is the amount deemed necessary as a financial buffer to protect against times of economic uncertainty and to be called upon in times of emergency.

Having reviewed the strategic risks facing the school, the budget and plans for the period through to the end of the current academic year, and the overall cash levels held, the Governors consider that sufficient reserves are held at 31 August 2021 to manage those risks successfully.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

Reserves policy and risk management *(continued)*

Investment Policy: The Governing Body remains vigilant and continues to review the Charity's investment strategy, taking an integrated approach to risk management. One key aim is to repay the mortgage facility and the bounce back loan, once General Funds allow, to protect the Charity against any future interest rate rises. Investments are regularly monitored against policy guidelines.

Risk Management: The Governors are responsible for ensuring the risks faced by the School are appropriately managed. Risk Matrices have been drawn up by the Governing Body which are reviewed annually to ensure the management procedures in place are as robust as possible, and take into account the new challenges faced by the pandemic.

Future Plans

The Governors intend to continue their current strategies for maintaining the School's position in a competitive market by investing to provide high quality education for our pupils.

Our future plans are financed primarily from fee income and from our reserves. The Governors need to maintain an equitable balance between ongoing investment in the school, day-to-day operational expenditure and maintenance of a sound financial base.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2021

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 06/12/2021 and signed on behalf of the board of trustees by:



Karen Orwell
Charity Secretary

Registered office:
198 Hadleigh Road
Leigh-on-Sea
Essex
SS9 2LP

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Year ended 31 August 2021

Opinion

We have audited the financial statements of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED (the 'charity') for the year ended 31 August 2021 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 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 charity's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 charity 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 charity'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.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2021

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' 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, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2021

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 charity'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 charity 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and Regulations.

- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.

- Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Tested journal entries to identify unusual transactions.

- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2021

Auditor's responsibilities for the audit of the financial statements *(continued)*

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation. - Enquiring of management as to actual and potential litigation and claims.
- Reading the minutes of meetings of those charged with governance.
- Enquiring of management as to actual and potential litigation and claims.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Independent Auditor's Report to the Members of ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED *(continued)*

Year ended 31 August 2021

Auditor's responsibilities for the audit of the financial statements *(continued)*

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Edmund Carr LLP 15.12.2021

Sandra Morrell (Senior Statutory Auditor)

For and on behalf of
Edmund Carr LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 August 2021

| | | 2021 | | 2020 |
|---|------|-------------------------|------------------|------------------|
| | Note | Unrestricted funds £ | Total funds £ | Total funds £ |
| Income and endowments | | | | |
| Donations and grants | 5 | 29,738 | 29,738 | 123,015 |
| Charitable activities | 6 | 2,565,474 | 2,565,474 | 2,276,617 |
| Investment income | 7 | 59 | 59 | 624 |
| Total income | | <u>2,595,271</u> | <u>2,595,271</u> | <u>2,400,256</u> |
| Expenditure | | | | |
| Expenditure on charitable activities | 8,9 | <u>2,711,325</u> | <u>2,711,325</u> | <u>2,384,630</u> |
| Total expenditure | | <u>2,711,325</u> | <u>2,711,325</u> | <u>2,384,630</u> |
| Net (expenditure)/income and net movement in funds | | <u>(116,054)</u> | <u>(116,054)</u> | <u>15,626</u> |
| Reconciliation of funds | | | | |
| Total funds brought forward | | <u>527,567</u> | <u>527,567</u> | <u>511,941</u> |
| Total funds carried forward | | <u>411,513</u> | <u>411,513</u> | <u>527,567</u> |

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 23 to 33 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

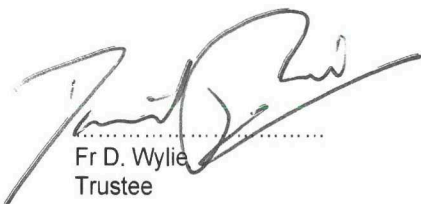
Statement of Financial Position


31 August 2021

| | Note | 2021 | | 2020 | |
|--|------|---------|----------|---------|---------|
| | | £ | £ | £ | £ |
| Fixed assets | | | | | |
| Tangible fixed assets | 14 | | 639,385 | | 643,677 |
| Current assets | | | | | |
| Stocks | 15 | 4,055 | | 4,539 | |
| Debtors | 16 | 129,061 | | 86,103 | |
| Cash at bank and in hand | | 288,920 | | 405,062 | |
| | | 422,036 | | 495,704 | |
| Creditors: amounts falling due within one year | 17 | 438,185 | | 368,959 | |
| Net current liabilities | | | (16,149) | | 126,745 |
| Total assets less current liabilities | | | 623,236 | | 770,422 |
| Creditors: amounts falling due after more than one year | 18 | | 211,723 | | 242,855 |
| Net assets | | | 411,513 | | 527,567 |
| Funds of the charity | | | | | |
| Unrestricted funds | | | 411,513 | | 527,567 |
| Total charity funds | 20 | | 411,513 | | 527,567 |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 06/12/2021, and are signed on behalf of the board by:


Fr D. Wylie
Trustee


Mr M Stennett
Trustee

Company Registration Number: 1489366

The notes on pages 23 to 33 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 August 2021

| | 2021 £ | 2020 £ |
|---|-----------|-----------|
| Cash flows from operating activities | | |
| Net (expenditure)/income | (116,054) | 15,626 |
| <i>Adjustments for:</i> | | |
| Depreciation of tangible fixed assets | 28,314 | 35,059 |
| Other interest receivable and similar income | (59) | (624) |
| Interest payable and similar charges | 65,977 | 51,831 |
| Accrued expenses | 50,622 | 4,019 |
| <i>Changes in:</i> | | |
| Stocks | 484 | (2,635) |
| Trade and other debtors | (42,958) | (1,937) |
| Trade and other creditors | 10,079 | (62,650) |
| Cash generated from operations | (3,595) | 36,689 |
| Interest paid | (65,977) | (51,831) |
| Interest received | 59 | 624 |
| Net cash used in operating activities | (69,513) | (12,518) |
| Cash flows from investing activities | | |
| Purchase of tangible assets | (24,022) | (3,179) |
| Net cash used in investing activities | (24,022) | (3,179) |
| Cash flows from financing activities | | |
| Proceeds from borrowings | (22,607) | 37,220 |
| Net cash (used in)/from financing activities | (22,607) | 37,220 |
| Net (decrease)/increase in cash and cash equivalents | (116,142) | 21,523 |
| Cash and cash equivalents at beginning of year | 405,062 | 383,539 |
| Cash and cash equivalents at end of year | 288,920 | 405,062 |

The notes on pages 23 to 33 form part of these financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 August 2021

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 198 Hadleigh Road, Leigh-on-Sea, Essex, SS9 2LP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

St. Michael's School (Leigh-On-Sea) Limited meets the definition of a public benefit entity under FRS102.

Going concern

The trustees have considered the impact of the covid-19 pandemic in their assessment of the company's ability to prepare accounts as a going concern. Because of the uncertainties surrounding the longer term effects of COVID on the economy it is difficult to predict the impact on the company, but having taken all the factors into account, the trustees are of the opinion that the company has sufficient resources to continue trading for the next 12 months from the date of signing these accounts.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2021

3. Accounting policies *(continued)*

Fund accounting

Funds held by the charity are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds - these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects. These are detailed in the financial statements.

Restricted funds - these are funds that can only be used for particular restricted purposes within the objectives of the charity. There are no such funds within this charity.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.

- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.

- income for the supply of educational services is recognised as delivered and is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

All expenditure on the running of the school is considered by the trustees to be either directly related to its one charitable activity and is accounted for on an accruals basis, or related to general costs relating to the administering of the charity which are included under governance costs. The irrecoverable element of VAT is included with the related item of expense.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2021

3. Accounting policies *(continued)*

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

| | | |
|---------------------|---|-------------------|
| Fixtures & Fittings | - | 20% straight line |
| Other Equipment | - | 33% straight line |
| Computer Equipment | - | 33% straight line |
| Library Demountable | - | 10% straight line |

Freehold property

Freehold property is initially recorded at cost, which includes purchase price and any directly attributable expenditure. Freehold property is revalued to its fair value at each reporting date and any changes in fair value are recognised in profit or loss.

If a reliable measure of fair value is no longer available without undue cost or effort for an item of freehold property, it shall be transferred to tangible assets and treated as such until it is expected that fair value will be reliably measurable on an on-going basis.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2021

3. Accounting policies *(continued)*

Creditors

Creditors 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 are normally recognised at their settlement amount.

Cash

Cash at bank consists of cash held in bank accounts and cash in hand.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Stocks

Stocks are measured at the lower of cost and estimated selling price and relate to sundry items and stationery.

Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2021

3. Accounting policies *(continued)*

Defined benefit plan

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multiemployer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

4. Limited by guarantee

In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity whilst he or she is a member or within one year thereafter.

5. Donations and grants

| | Unrestricted Funds £ | Total Funds 2021 £ | Unrestricted Funds £ | Total Funds 2020 £ |
|----------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Donations | | | | |
| Donations | 500 | 500 | - | - |
| Grants | | | | |
| Job Retention Scheme | 29,238 | 29,238 | 123,015 | 123,015 |
| | <u>29,738</u> | <u>29,738</u> | <u>123,015</u> | <u>123,015</u> |

6. Charitable activities

| | Unrestricted Funds £ | Total Funds 2021 £ | Unrestricted Funds £ | Total Funds 2020 £ |
|-----------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| School tuition fees | 2,554,038 | 2,554,038 | 2,270,090 | 2,270,090 |
| Registration fees | 2,990 | 2,990 | 2,350 | 2,350 |
| Miscellaneous school income | 8,446 | 8,446 | 4,177 | 4,177 |
| | <u>2,565,474</u> | <u>2,565,474</u> | <u>2,276,617</u> | <u>2,276,617</u> |

7. Investment income

| | Unrestricted Funds £ | Total Funds 2021 £ | Unrestricted Funds £ | Total Funds 2020 £ |
|--------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Bank interest receivable | 59 | 59 | 624 | 624 |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 August 2021

8. Expenditure on charitable activities by fund type

| | Unrestricted Funds £ | Total Funds 2021 £ | Unrestricted Funds £ | Total Funds 2020 £ |
|----------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| School running costs | 2,393,031 | 2,393,031 | 2,082,102 | 2,082,102 |
| Support costs | 318,294 | 318,294 | 302,528 | 302,528 |
| | <u>2,711,325</u> | <u>2,711,325</u> | <u>2,384,630</u> | <u>2,384,630</u> |

9. Expenditure on charitable activities by activity type

| | Activities undertaken directly £ | Support costs £ | Total funds 2021 £ | Total fund 2020 £ |
|----------------------|---|-----------------------|--------------------------|-------------------------|
| School running costs | 2,393,031 | 250,128 | 2,643,159 | 2,324,950 |
| Governance costs | – | 68,166 | 68,166 | 59,680 |
| | <u>2,393,031</u> | <u>318,294</u> | <u>2,711,325</u> | <u>2,384,630</u> |

10. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

| | 2021 £ | 2020 £ |
|---------------------------------------|---------------|---------------|
| Depreciation of tangible fixed assets | <u>28,314</u> | <u>35,059</u> |

11. Auditors remuneration

| | 2021 £ | 2020 £ |
|--|--------------|--------------|
| Fees payable for the audit of the financial statements | <u>9,355</u> | <u>6,837</u> |

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

| | 2021 £ | 2020 £ |
|---|------------------|------------------|
| Wages and salaries | 1,621,198 | 1,608,244 |
| Social security costs | 144,913 | 138,825 |
| Employer contributions to pension plans | 265,794 | 258,823 |
| | <u>2,031,905</u> | <u>2,005,892</u> |

The average head count of employees during the year was 84 (2020: 88).

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 August 2021

12. Staff costs (continued)

The number of employees whose remuneration for the year fell within the following bands, were:

| | 2021 No. | 2020 No. |
|--------------------|-------------|-------------|
| £60,000 to £69,999 | 2 | – |
| £70,000 to £79,999 | 1 | 1 |
| | <u>3</u> | <u>1</u> |

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £255,076 (2020: £236,651).

13. Trustee remuneration and expenses

During the year £950 was gifted to Father David (2020 - £900). No other trustees received any remuneration or reimbursement of expenses during the year.

14. Tangible fixed assets

| | Freehold land and property £ | Fixtures and fittings £ | Other equipment £ | Computer equipment £ | Library dismountable £ | Total £ |
|------------------------------|---------------------------------------|-------------------------------|-------------------------|----------------------------|------------------------------|----------------|
| Cost or valuation | | | | | | |
| At 1 Sep 2020 | 558,085 | 34,051 | 82,444 | 105,638 | 85,728 | 865,946 |
| Additions | – | 8,850 | 12,000 | 3,172 | – | 24,022 |
| Disposals | – | – | (36,688) | (1,541) | – | (38,229) |
| At 31 Aug 2021 | <u>558,085</u> | <u>42,901</u> | <u>57,756</u> | <u>107,269</u> | <u>85,728</u> | <u>851,739</u> |
| Depreciation | | | | | | |
| At 1 Sep 2020 | – | 30,288 | 80,957 | 85,305 | 25,719 | 222,269 |
| Charge for the year | – | 2,045 | 2,948 | 14,749 | 8,572 | 28,314 |
| Disposals | – | – | (36,688) | (1,541) | – | (38,229) |
| At 31 Aug 2021 | <u>–</u> | <u>32,333</u> | <u>47,217</u> | <u>98,513</u> | <u>34,291</u> | <u>212,354</u> |
| Carrying amount | | | | | | |
| At 31 Aug 2021 | <u>558,085</u> | <u>10,568</u> | <u>10,539</u> | <u>8,756</u> | <u>51,437</u> | <u>639,385</u> |
| At 31 Aug 2020 | <u>558,085</u> | <u>3,763</u> | <u>1,487</u> | <u>20,333</u> | <u>60,009</u> | <u>643,677</u> |

Tangible fixed assets held at valuation

Included within freehold land and buildings is land that was revalued to £70,000 on 23rd May 2018 by Bruton Knowles, an independent valuer. The historical cost of the freehold land is £66,727.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2021

15. Stocks

| | 2021 | 2020 |
|-------|--------------|--------------|
| | £ | £ |
| Stock | <u>4,055</u> | <u>4,539</u> |

16. Debtors

| | 2021 | 2020 |
|--------------------------------|----------------|---------------|
| | £ | £ |
| Prepayments and accrued income | 53,182 | 45,712 |
| School fees | <u>75,879</u> | <u>40,391</u> |
| | <u>129,061</u> | <u>86,103</u> |

17. Creditors: amounts falling due within one year

| | 2021 | 2020 |
|---------------------------------|----------------|----------------|
| | £ | £ |
| Bank loans and overdrafts | 34,782 | 26,257 |
| Trade creditors | 25,699 | 14,367 |
| Accruals and deferred income | 270,905 | 217,501 |
| Social security and other taxes | 37,221 | 34,520 |
| Returnable deposits | 68,000 | 73,500 |
| Other creditors | <u>1,578</u> | <u>2,814</u> |
| | <u>438,185</u> | <u>368,959</u> |

Included within accruals and deferred income is deferred income relating to school fees received in advance for the next year.

18. Creditors: amounts falling due after more than one year

| | 2021 | 2020 |
|---------------------------|----------------|----------------|
| | £ | £ |
| Bank loans and overdrafts | <u>211,723</u> | <u>242,855</u> |

Included within creditors: amounts falling due after more than one year is an amount of £73,809 (2020: £101,047) in respect of liabilities payable or repayable by instalments which fall due for payment after more than five years from the reporting date.

The bank loan is secured by charge over the property dated 29 October 2018 with a carrying amount of £488,085 in the balance sheet.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2021

19. Pensions and other post retirement benefits

Teachers Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016 at which time employer contribution rates were set at 23.68% of pensionable pay (including a 0.08% administration levy) effective from 2019. The valuation report was published by the Department for Education on 5 March 2019. A copy of the valuation report and supporting documentation is on the Teachers Pension website.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to the TPS in the period amounted to £218,428 (2020: £210,266).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. St Michael's school has accounted for its contributions to the scheme as if it were a defined contribution scheme.

Defined contribution schemes

The amount recognised in the statement of financial activities in relation to defined contribution plan was £47,366 (2020: £48,557).

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2021

20. Analysis of charitable funds

| | Balance at 1 September 2020 £ | Income £ | Expenditure £ | Transfers £ | Balance at 31 August 2021 £ |
|-----------------|---|------------------|--------------------|----------------|--------------------------------------|
| Designated Fund | | | | | |
| Public Benefit | 100,000 | - | (49,517) | 24,517 | 75,000 |
| General Funds | 427,567 | 2,595,271 | (2,661,808) | (24,517) | 336,513 |
| Total | <u>527,567</u> | <u>2,595,271</u> | <u>(2,711,325)</u> | <u>-</u> | <u>411,513</u> |

Designated funds include a reserve against which the annual costs of fulfilling public benefit are charged. The charge in the year amounted to £49,517 (2020: £36,111). Following a review of charges against this reserve in prior years, an amount of £24,517 was transferred from general funds to top-up the reserve to £75,000.

21. Analysis of net assets between funds

| | Tangible fixed assets £ | Other net assets £ | Total £ |
|----------------------------|----------------------------------|--------------------------|----------------|
| Unrestricted Income Funds: | | | |
| Designated funds | | 75,000 | 75,000 |
| General funds | 639,385 | (302,872) | 336,513 |
| Total funds | <u>639,385</u> | <u>(227,872)</u> | <u>411,513</u> |

22. Analysis of changes in net debt

| | At 1 Sep 2020 £ | Cash flows £ | At 31 Aug 2021 £ |
|--------------------------|-----------------------|-----------------|------------------------|
| Cash at bank and in hand | 405,062 | (116,142) | 288,920 |
| Debt due within one year | (26,257) | (8,525) | (34,782) |
| Debt due after one year | (242,855) | 31,132 | (211,723) |
| | <u>135,950</u> | <u>(93,535)</u> | <u>42,415</u> |

23. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

| | 2021 £ | 2020 £ |
|--|----------------|---------------|
| Not later than 1 year | 28,273 | 11,988 |
| Later than 1 year and not later than 5 years | 78,726 | - |
| | <u>106,999</u> | <u>11,988</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2021

24. Related parties

During the year the charity entered into the following transactions with related parties:

| | Transaction value | | Balance owed by/(owed to) | |
|-----------------------|-------------------|-----------|---------------------------|-----------|
| | 2021 £ | 2020 £ | 2021 £ | 2020 £ |
| Other related parties | — | (2,585) | — | — |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Management Information

Year ended 31 August 2021

The following pages do not form part of the financial statements.

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 August 2021

| | 2021 | 2020 |
|------------------------------|------------------|------------------|
| | £ | £ |
| Income and endowments | | |
| Donations and grants | | |
| Donations | 500 | — |
| Job Retention Scheme | 29,238 | 123,015 |
| | <u>29,738</u> | <u>123,015</u> |
| Charitable activities | | |
| School tuition fees | 2,554,038 | 2,270,090 |
| Registration fees | 2,990 | 2,350 |
| Miscellaneous school income | 8,446 | 4,177 |
| | <u>2,565,474</u> | <u>2,276,617</u> |
| Investment income | | |
| Bank interest receivable | 59 | 624 |
| | <u>59</u> | <u>624</u> |
| Total income | <u>2,595,271</u> | <u>2,400,256</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 August 2021

| | 2021 £ | 2020 £ |
|---|------------------|------------------|
| Expenditure on charitable activities | | |
| <i>Activities undertaken directly</i> | | |
| Education budget | 45,155 | 40,281 |
| Wages and salaries | 1,471,398 | 1,455,383 |
| Employer's NIC | 129,826 | 123,874 |
| Pension costs | 244,787 | 238,133 |
| Sports hire and transport costs | 6,735 | 6,080 |
| Rates and water | 11,299 | 9,948 |
| Light and heat | 25,415 | 14,218 |
| Premises expenditure, repairs and maintenance | 43,415 | 23,154 |
| Insurance | 25,997 | 26,452 |
| Depreciation | 28,314 | 35,059 |
| Discretionary bursaries and public benefit | 49,517 | 36,111 |
| Rentals and licences | 2,274 | 2,717 |
| Computer maintenance and software | 46,778 | 38,156 |
| Equipment and books for resale | 996 | 1,977 |
| Household supplies | 8,748 | 7,541 |
| Catering costs | 95,590 | — |
| Sundry school expenses | 4,125 | 3,078 |
| Bad debts | 10,495 | 1,976 |
| Remodelling classrooms | 142,167 | 17,964 |
| | <u>2,393,031</u> | <u>2,082,102</u> |
| <i>Support costs</i> | | |
| Office wages and salaries | 149,800 | 152,861 |
| Employer's NIC | 15,087 | 14,951 |
| Pension costs | 21,007 | 20,690 |
| Telephone | 6,009 | 6,174 |
| Printing, postage and stationery | 30,481 | 30,006 |
| Subscription fees | 8,312 | 7,899 |
| Recruitment | 2,983 | 2,145 |
| Marketing, advertising and prospectus costs | 13,657 | 7,369 |
| School representation | 2,792 | 753 |
| | <u>250,128</u> | <u>242,848</u> |

ST. MICHAEL'S SCHOOL (LEIGH-ON-SEA) LIMITED

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 August 2021

| | 2021 | 2020 |
|---|------------------|------------------|
| | £ | £ |
| Governance costs | | |
| Governance costs - accountancy fees | 3,037 | 2,186 |
| Governance costs - audit fees | 9,355 | 6,837 |
| Legal and professional fees | 34,191 | 28,069 |
| Trustees indemnity insurance | 748 | 751 |
| Bank charges and loan interest | 16,460 | 15,720 |
| Sundry administration expenses | 4,375 | 6,117 |
| | <u>68,166</u> | <u>59,680</u> |
| | | |
| Expenditure on charitable activities | <u>2,711,325</u> | <u>2,384,630</u> |
| | | |
| Net (expenditure)/income | <u>(116,054)</u> | <u>15,626</u> |
