

FAIRLEY HOUSE SCHOOL

England & Wales · Charity number 281680

Details

Status	Registered
Legal form	Charitable company
Company number	01535096
Registered	1981-01-02
Register	View on the Charity Commission register

Contact

Address	Fairley House School 30 Causton Street London SW1P 4AU
Phone	0207 976 5456
Email	enquiries@fairleyhouse.org.uk
Website	www.fairleyhouse.org.uk

Activities

Objects: 3.1 TO ADVANCE THE EDUCATION OF CHILDREN WITH DYSLEXIA AND/OR DYSPRAXIA AND/OR RELATED LEARNING OR LANGUAGE DIFFICULTIES; AND 3.2 TO UNDERTAKE AND PROVIDE FACILITIES FOR RESEARCH INTO THE CAUSES AND PROBLEMS OF AND ASSOCIATED WITH DYSLEXIA, DYSPRAXIA AND RELATED LEARNING OR LANGUAGE DIFFICULTIES AND INTO THE METHODS OF DIAGNOSING ASSESSING ADVISING ON TREATING AND EDUCATING SUCH CHILDREN, AND TO DISSEMINATE THE RESULTS OF SUCH RESEARCH.

Activities: Special educational needs school for dyslexic and dyspraxic children aged 6 -13. Unique whole school trans-disciplinary approach integrates education with occupational therapy and speech and language therapy. Charity aims to provide a period of intensive remediation and then return pupils into mainstream education at the earliest opportunity - average stay at the school is seven terms.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Children/young People

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£8,757,384	£8,914,467	£7,909,373	82
2024-08-31	£8,194,329	£8,036,929	£8,066,456	82
2023-08-31	£7,992,149	£6,841,118	£7,909,056	73
2022-08-31	£6,526,877	£6,508,108	£6,758,025	75
2021-08-31	£6,405,937	£6,272,744	£6,739,256	81

Trustees

Name	Role	Appointed
PAUL BARNABY	Chair	2013-06-20
Alexandra Gamon		2025-02-07
Andrea Lowe		2026-03-24
Dr Emily McGhee		2025-07-02
Jolyon Luke		2016-11-23
Rebecca Shalom		2021-07-01
SARAH HAMILTON-FAIRLEY		2014-06-25
Susan Wilcox		2026-02-03

Accounts

Company No: 01535096

Charity Number: 281680

FAIRLEY HOUSE SCHOOL
(A Company Limited By Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

FAIRLEY HOUSE SCHOOL
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FAIRLEY HOUSE SCHOOL
INFORMATION PAGE
FOR THE YEAR ENDED 31 AUGUST 2025

**BOARD OF DIRECTORS
AND GOVERNORS:**

Paul Barnaby (Acting Chair)* CA
Lawrence Dore (resigned 14 July 2025)
Sarah Hamilton-Fairley
Alexandra Gamon (appointed 07 February 2025)
Fiona Dixon
Jolyon Luke*
Rebecca Shalom
Tina Tietjen (Chair) (resigned 05 May 2025)
Ali Azam*
Emily McGhee (appointed 02 July 2025)
**Member of the Finance Committee at 31 August 2025*

**KEY MANAGEMENT
PERSONNEL:**

Michael Taylor, Head (to May 2025)
Heather Smith, Senior School Acting Head (from May 2025)
Alex Benkreira, Junior School Acting Head (from May 2025)
Jane Graham, Bursar

**COMPANY SECRETARY &
BURSAR:**

Jane Graham CVO, BSc (Hons), PG Cert, FCA

HEAD MASTER:

Michael Taylor B.A. (Hons), PGCE, FRGS

REGISTERED OFFICE:

30 Causton Street, London SW1P 4AU

WEBSITE:

www.fairleyhouse.org.uk

REGISTERED NUMBER:

01535096

CHARITY NUMBER:

281680

PROFESSIONAL ADVISERS:

BANKERS

Barclays Bank Plc
Fleet Street Business Centre
81 Fleet Street
London EC4Y 1EL

SOLICITORS

Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol BS1 4QA

AUDITORS

George Hay & Company
83 Cambridge Street
Pimlico
London SW1V 4PS

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

INTRODUCTION

The 2024-25 year at Fairley House was mixed but started and ended on a high. The year began with finalising the purchase of a 200-year lease on 202 Lambeth Road, a beautiful building less than 5 minutes' walk from our Junior School on Lambeth Road and backing on to Archbishop's Park. This purchase in October 2024, secures our future, creating a permanent Lambeth campus for the school and certainty of location for parents, pupils and staff. A huge thanks to all the parents who lobbied for us behind the scenes. While the property has previously been used as a school, it requires a complete refurbishment before our Senior School can occupy it. With current refurbishment estimates at around £5 million, we have set up a fundraising committee and have engaged Kate Gray to work with us on raising the necessary funds to support the building's refit.

Our pupil numbers at the end of the year were 226, a significant increase from the start of the year. The cost base for 2024-25 increased due to the impact of salary inflation, increased costs from the new building and professional fees.

In February 2025, the school was visited by the Independent Schools Inspectorate (ISI) for a routine inspection. The report identified many positive aspects of Fairley House and also highlighted a number of improvements that needed to be made in regard to leadership, management and governance and safeguarding.

We welcome the report's findings in how we develop "a culture that supports the academic and personal development of pupils so that they can gain the qualifications, confidence and personal skills to proceed successfully to further education and beyond". In particular, the inspection found that our transdisciplinary approach, where SENCOs, therapists and teachers work together, is a "significant strength, leading to pupils throughout the school making good progress from their starting points", resulting in "a positive impact on the learning outcomes of pupils throughout the school and across all subjects".

With the school's work in planning and adapting the curriculum, setting and implementing IEPs and EHC plans and putting in place appropriate access arrangements, this "careful individual planning enables each pupil to follow an appropriate course that provides them with the qualifications they need to proceed successfully to further education". This results in "most pupils attaining GCSE grades at or above their standardised predicted grades". There was acknowledgement of the high priority placed on the emotional well-being and mental health of pupils throughout the school and that our "comprehensive and integrated approach to well-being supports pupils in feeling secure and confident".

Whilst there is much we are proud of, we recognised the need to improve in certain areas. The report found that additional appraisal and training was needed so leaders and governors could fully develop "the knowledge and skills required to ensure that all of the standards are met consistently". It stated that, although there is a commitment to safeguarding, the monitoring was "not sufficiently rigorous" and that safeguarding risk assessments were not in place, which we have now addressed by consistently documenting the risk assessments we carry out. The report also identified that more effective partnerships and timely referrals to key agencies are required.

The safety, welfare and well-being of our pupils has always been, and continues to be, a key priority for the school. The Governors and Senior Management Team, supported by school staff, worked throughout the Spring and Summer terms to address the points raised in the inspection and the progress monitoring inspection in July 2025 found that the school met all the relevant standards. This included setting up and training staff to use a secure online safeguarding system to record, monitor and manage pupil concerns, staff allegations and anonymous reporting, as well as introducing a system

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

to deal with low-level concerns. We have appointed a new Designated Safeguarding Lead, Shantha Appavoo who has lead responsibility for safeguarding and child protection at the school. We are also working with an external specialist safeguarding team who will provide ongoing advice and support. During this period Governors have taken time to refresh training and re-visited / re-enforced policies and interactions with relevant third-party organisations.

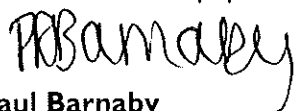
We are once again thrilled with our GCSE results; these showcase the remarkable achievements of our students and the progress they have made since joining the school. For many students, what was seen as impossible, has been proved to be possible. 67% achieved five GCSEs or equivalent qualifications, and we achieved a 77% pass rate at grades 9–4, with particularly strong performances in English Literature, Fine Art, and Functional Skills. Our overall value-added score of 0.7 highlights the positive progress our students made beyond expected outcomes. Congratulations to our students for their efforts and perseverance, and a huge thanks to all our staff who enabled this to be achieved.

We continue to strive for better communication within the school. Our staff surveys, initiated in 2022-23 are ongoing, and we have introduced exit interviews to learn how to improve the staff experience at Fairley House.

Sadly, our Chair of Governors, Tina Tietjen had to step down in May this year due to ill health. We are all extremely grateful for the tremendous, hard work she has done for the Fairley House School. She will be greatly missed. In the meantime, I have been appointed as Acting Chair whilst we work on finding a replacement.

The Head, Michael Taylor, has been on leave since the end of May 2025, and we can confirm that he had formally left the School in November 2025. We are grateful to Michael for his many achievements at the School over the years. Our Senior Management Team, as referred to on page 1 under Key Management Personnel, have stepped up admirably to cover his role and also supported by school staff.

Alongside my fellow governors, who are so generous in giving their time and expertise to Fairley House, I would like to thank the school staff and the Senior Management Team for their dedication to the school and its pupils. Their roles are challenging, and they accomplish this with distinction.



Paul Barnaby

Acting Chair

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The directors, who are also the school governors and trustees of the charitable company, have pleasure in presenting their report and financial statements for the year ended 31 August 2025.

REFERENCE AND ADMINISTRATIVE INFORMATION

Fairley House School was founded in 1980. The company, whose registration number is 01535096, is limited by guarantee and is also a registered charity, No. 281680. The governors, all of whom are directors of the company are as stated on page 1.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

The Objects of the charity are:

- to 'advance the education of children with dyslexia and/or dyspraxia and/or specific learning difficulties; and
- to provide facilities for research into the causes and problems of and associated with these specific learning difficulties and into methods of diagnosing, assessing and advising on the treatment and education of such children'.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Charity is governed by Memorandum and Articles of Association dated 15 December 1980 as amended on 30 November 1994, 20 March 1996 and 25 June 2014.

Recruitment and Training of governors

The Charity's elected governors are appointed at Meetings of the Governing Board on the basis of nominations received from various sources. The Board will consider the eligibility of new members having regards to their personal competence, specialist skills and enthusiasm.

The current Acting Chair of Governors is Paul Barnaby, who joined the board in June 2012.

The Finance Committee is chaired by Paul Barnaby. Paul is a Chartered Accountant registered with the Institute of Chartered Accountants of Scotland and works in a leadership position in a professional services organisation.

The current composition of the Board meets the skills set needed to address the challenges that face the charity in the near future.

- An experienced charitable trustee at chair level.
- Several governors with educational (including special educational needs) skills.
- Several governors with commercial and financial skills.

New governors are encouraged to attend external training courses to understand their role and responsibilities and are inducted into the workings of the charity, including Board Policy and Procedures by meetings with the Chair of Governors, Head and Bursar.

Remuneration of key management personnel is set at an individual level by the governors and where possible the governors have taken external professional advice which includes benchmarking, market trends and advice on structuring incentives.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Governance

The Trustees takes their governance responsibilities seriously. As a charity, we aim to have a governance framework that is fit for purpose, compliant and efficient. The Board has established a solid foundation in governance. All of its trustees are clear about their roles and legal responsibilities.

They are committed to supporting Fairley House to deliver its objects effectively for the benefit of its beneficiaries, and to an agenda of continuous improvement for the school.

The Board of Trustees meets a very significant proportion of the recommended and best practice principles for governance contained within the Charity Governance Code across the seven areas and are comfortable there are no significant areas of review required. Arrangements will continue to be monitored against the best practice principles contained within the Code. Accountability for the overall management and organisation of the school rests with the Governors, who meet at least once every term. They are supported in carrying out their responsibilities by the Finance Committee which meets at least once every term in advance of the Board of Governors meetings. In addition, the Board delegates various responsibilities to committees which meet a minimum of termly, ahead of Board meetings.

The task of running the School on a day-to-day basis is delegated to the Head and the Senior Management Team. The Head and Bursar attend all meetings of the full Governing body and may attend committee meetings at their discretion or if requested so to do.

Decision making is governed by the scheme of delegation, which sets out which decisions are made by the whole governing body, committees or members of the Senior Management Team. The scheme of delegation is reviewed annually.

The board works through the committee structure. Below is a report from the Chairs of the six committees of the board on their focus and work in the reporting period.

Finance, Chair Paul Barnaby:

In the last year the main priorities of the Finance Committee have been to:

- Financial resilience: continue to maintain the financial stability of the school in the face of considerable macroeconomic challenges;
- New property: support efforts to purchase the new property acquired by facilitating and securing additional funding; and
- Cost management: ensure best value from all contracts and expenditure

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Education, Chair Alexandra Gamon:

- Curriculum: continued the development of statutory careers advice in light of Gatsby benchmarks to include greater contact with school alumni. Considered the implications of expanding to Sixth Form should increased space become available, in terms of leadership, curriculum design and staffing requirements.
- Inspection readiness: inspection training on new framework undertaken. MyConcern introduced for more effective tracking of pastoral issues. Pupil voice elevated.
- Outreach: continued the development of a robust programme to meet the needs of charitable status in a hostile environment towards independent schools and the burgeoning financial turmoil in the broader SEND sector.

People, Chair Rebecca Shalom:

The People Committee has continued its focus on making Fairley House School a place where staff enjoy working and feel they can contribute and perform at their best. In particular this year we prioritised the following:

- Recruitment: Re-energised drive to fill key skill gaps and vacancies.
- Staff engagement and development: Continued focus on staff development and training. Continued with the Pulse survey to give staff an ongoing opportunity to provide feedback and raise issues.
- Staff engagement and development: Worked to implement a new HR and Payroll system to give staff access to their data and provide staff development tools.
- Pay and benefits: Benchmarking and review of benefits. The Board made the decision to conduct a Pay Review in the 2025/26 academic year.

Safeguarding, Acting Chair Sarah Hamilton-Fairley:

A separate Safeguarding Committee was set up in June 2025 and has continued to focus on:

- Safeguarding: continue to monitor and review any safeguarding issues, alongside monitoring any situations outside school which might have an impact on the school's record and reputation in this area.

Health and Safety, Chair Fiona Dixon:

The Health & Safety Committee was separated from the safeguarding Committee in June 2025 and has continued its focus on making Fairley House School a safe environment for both pupils and staff.

- Health: alongside our external consultants, Work Nest who act as our responsible officer, ensure all measures are in place to protect all stakeholders.
- Safety: continue with careful monitoring and actions against potential risks in both properties. A proactive approach to fixing problems as they arise.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Business Development and Marketing, Chair Sarah Hamilton-Fairley:

The past twelve months have seen a material step change in the professionalisation of marketing at the school. Our dedicated Marketing and Communications Officer, Ben Golden, has continued to focus to how the school is presented and engages with its key audiences. Significant initiatives over the year include:

- Working alongside our Fundraising Consultant, Kate Gray, to build a fundraising campaign for the refurbishment of the new building;
- Continue to develop and improve all aspects of the Fairley House website;
- Continue to develop a more active online and social media presence and a refreshed suite of marketing materials.

The school has been actively advertising and generating print editorial and has enhanced its parent communication through regular newsletters. Of particular note is the fact that Fairley House was, for the first time, listed in the 2025 Tatler Schools Guide with a glowing write up.

Remuneration

Remuneration of all staff is considered at the annual staffing advisory committee (committee of the governing body). Recommendations are made to Finance Committee and subsequently to the full Board. In considering remuneration levels, benchmarking of other schools and market values are taken into consideration.

Relationships

Fairley House works closely with a large network of schools in both the state and independent sector. The main purpose of developing close relationships with other schools is initially to ensure that the transition of a child to Fairley House is accomplished smoothly and with a full understanding of the child's needs. Towards the end of the child's time at Fairley House, the school makes great efforts to ensure that parents receive the best advice on which particular schools will enable their child to flourish.

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

Our Mission Statement

Our charity aims to transform the lives of children with specific learning difficulties (SpLD) and to provide encouragement to their families.

We do this by:

- Providing a first-class education for children with SpLD.
- Giving children with SpLD the skills and confidence to maximise their potential in Fairley House, when back in mainstream education and throughout their lives.
- Ensuring that children's needs are met by offering a unique trans-disciplinary assessment and whole school approach.
- Seeking to influence the lives of SpLD families outside our school community through research, teaching, training and advocacy.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

- Maintaining dialogues with: government agencies, children's services and voluntary sector organisations and through partnerships with research bodies and higher education institutes.

In the pursuit of our goals, we are committed to:

- Advising and working in partnership with parents to provide hope and the best possible long term outcomes for their children.
- Rewarding the professionalism and dedication of our staff by ensuring that our workplace is safe, enjoyable, stimulating and supportive of their individual career ambitions.
- Ensuring that Fairley House remains a dynamic and innovative environment where children thrive and are happy.

Risk Management

The Board of Governors is responsible for the management of the risks faced by the school. Detailed considerations of risk are delegated to various members of the Board, who are assisted by the senior management team. Risks are identified and assessed with controls established throughout the year. The Board undertakes a formal review of the school's risk management annually.

The key controls used by the charity include:

- Formal agenda for all Committee and Board meetings.
- Comprehensive strategic planning, budgeting and management accounting.
- Established organisational structure and line of reporting.
- Formal written policies.
- Development and review of a risk assessment policy, risk management framework and risk register.
- Clear authorisation and approval levels.
- Vetting procedures, as required by law, for the protection of the vulnerable.

Through its risk management processes the Governors are satisfied that major risks have been adequately considered, recorded and mitigated where necessary. In arriving at this conclusion, the Governors recognise that systems can only provide reasonable, but not absolute, assurance that major risks have been adequately managed.

Aims and Intended Impact

Fairley House School was founded with the aim of providing first class facilities for children with specific learning difficulties, dyslexia/dyspraxia. These difficulties can cover a broad spectrum. They may include problems with spoken and written language, with comprehension and communication, with fine and gross motor skills (dyspraxia) and with balance and co-ordination. The common factor is a marked discrepancy between potential, as measured by objective tests, and performance in the classroom.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Public Benefit

When setting the objectives and planning the activities of the charity the Governors always give careful consideration to providing public benefit in accordance with our mission statement, having taken account of the Charity Commission guidance.

The public benefit aim is to equip our pupils with the skills and strategies they need to make a return to mainstream education at the earliest opportunity. Developing literacy in children who would otherwise find it difficult or impossible to learn to read and write helps to optimise their life chances and enables them to engage with the community and wider society. Many former Fairley House pupils have gone on to university and now work as professionals in science, health, law, the media and medicine.

The policy of the school is to reach girls and boys from all social, economic, cultural, ethnic and religious backgrounds as part of its public benefit contribution. This recognises that specific learning difficulties (SpLD) can affect all children.

In furtherance of the public benefit:

- The Head and members of the school's Special Provision Team give a significant proportion of their time in providing advice, preparing reports and representing families at SENDIST (Special Educational Needs & Disability Tribunal). This helps families gain access to the specialist teaching and therapy support their children need. The school receives no remuneration for this service. The school is pleased that by these efforts approximately 64% of its pupils are children whose parents make no direct financial contribution to their children's education as such placements are funded by Local Authorities. In addition, a further 3% are partly funded by Local Authorities. All of these children have special needs, many of which would not be adequately catered for in the State system.
- The school offers advice on SEN to schools in the maintained sector.
- The school's comprehensive three-day entry assessment involves staff from many disciplines. The staff involved include:
 - Educational Psychologists
 - Speech and Language Therapists
 - Occupational Therapists
 - Specialist teachers of children with SpLD
- The school trains teachers from other schools to gain the Fairley House School Level 5 Certificate in Specific Learning Difficulties (SpLD), accredited by CPD Standards. This one year post-graduate course covers how to identify and support children with specific learning difficulties in their own schools.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

- The school's reputation attracts leading authorities in the field of special educational needs to present their research findings to other professionals and parents. Such seminars are free of charge to all attendees, who include teachers and psychologists from other schools and Local Authorities.

Objectives for the year are to:

- Review and implement the 10-year strategy.
- Although we are no longer given a result in inspection, maintain our status as an outstanding school.
- Continue to develop KS4 provision.
- Enhance the school's facilities for existing and future pupils.
- Provide high quality continuing professional development for all staff.
- Continue to develop our outreach programme.

STRATEGIC REPORT

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Principal activities of the year and operational performance:

- At the year-end there were 226 pupils on roll, an increase of 13 from the previous year.
- We provided places for 152 pupils with Statements of Special Educational Needs drawn from 28 local authorities.
- Pupil outcomes continued to be overwhelmingly positive.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

- The net unrestricted expenditure was £175,073 for the year, a result that was below that budgeted by the Board.
- Cash resources of the charity remain strong.

The Board is satisfied that the continued year-end surpluses are adequate for them to pursue further expansion of charitable activities in accordance with the school's strategic plan.

Reserves Policy

The trustees consider that the charity's principal risk is, if for some unforeseeable reason, it is unable to continue to provide its services to service users. The needs of its service users are complex, and they would need time to make arrangements for alternative provision. The Charity therefore aims to maintain reserves equivalent to three to four months expenditure in order to be able to continue to operate in unforeseen circumstances for enough time for service users to make alternative arrangements.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The Charity's target is to have designated property funds amounting to £5,000,000. These designated funds will be set aside for the purchase and refurbishment of a new school building and for property maintenance. As mentioned, the purchase of a new school building at 202 Lambeth Road completed in October 2024 and will require a complete refurbishment before being occupied by our senior school. Our current senior school site is a long-term leasehold property, the lease is diminishing and therefore we are future planning to ensure the Charity may continue. We believe that with the target amount we would be able to support the refurbishment and the move to the new building. This is in line with our mission statement to provide first class education for children with SpLD. Governors are seeking to complete the refurbishment of 202 Lambeth Road and the relocation of the senior school to the new building within the next 2 years.

Investment policy and objectives

The investment powers are governed by the Memorandum of Association which permits funds that are not immediately required for the company's purpose to be invested in such investments, securities or property as may be thought fit, subject, nevertheless, to such conditions (if any) as may, for the time being, be imposed or required by law.

Until such time as the school's borrowings have been repaid, the Board's policy is to invest short term surplus funds on the London Money Market.

FUTURE PLANS

Roles within the management team are being continually reviewed as demand dictates and as strategic plans become implemented.

Current year objectives are formulated in the context of longer-term objectives and the school's strategic plan. A review of the strategic plan has been undertaken, resulting in implementation of a 10-year plan covering 2016-2026. The key objectives within the plan are:

- Ensure that the new premises that have been secured, are developed and maintained to accommodate the senior school.
- Continue to increase the school's reputation as an acknowledged centre of excellence dedicated to the education of children with specific learning difficulties; dyslexia/dyspraxia/dyscalculia. Also, to offer innovative therapies that are difficult to access elsewhere, such as sensory integration.
- Via outreach work, benefit children with specific learning difficulties in the London area by offering a recognised qualification (Level 5 certificate/diploma) to teachers and other professionals in other schools, and expand the Assessment Clinic.
- Raise additional funds to provide an outreach programme to schools within London.
- Broaden Fairley House presence beyond the Greater London area.

GOING CONCERN

Given the level of reserve funds held at 31 August 2025, the Governors consider that there is reasonable expectation that Fairley House School has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Governors continue to adopt the 'going concern' basis in preparing the financial statements.

**FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025**

**STATEMENT OF GOVERNORS' ACCOUNTING AND REPORTING
RESPONSIBILITIES**

The Governors (who are also directors of Fairley House School for the purposes of company law) are responsible for preparing the Governors' Annual Report, incorporating a Governor's Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governors to prepare financial statements for each financial year. Under that law the Governors must prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, Governors 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

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

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

Insofar as each of the Directors, as members of the Governing Body, at the date of approval of this report is aware, there is no relevant audit information (as defined by Section 418(3) of the Companies

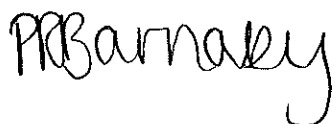
Act 2006) of which the charitable company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the charitable company's auditor is aware of that information.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

AUDITORS

George Hay & Company have expressed their willingness to continue in office as auditors and a resolution proposing their reappointment will be submitted to the forthcoming Annual General Meeting.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Board of Governors on 9 March 2026, including in their capacity as company governor's approving the Strategic Report contained therein, and is signed as authorised on its behalf by:

A handwritten signature in black ink, appearing to read 'PBarnaby', with a stylized, cursive script.

Approved by the Board of Governors on 9 March 2026
and signed on its behalf by: **Paul Barnaby**

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FAIRLEY HOUSE
SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2025

Opinion

We have audited the financial statements of Fairley House School (the 'charitable company') for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company'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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 entity'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.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FAIRLEY HOUSE
SCHOOL
FOR THE 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 contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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, which includes the directors' report (and the strategic report) prepared for company law purposes, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report (including the strategic 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.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FAIRLEY HOUSE
SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2025

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company's operations, we identified that the principal risks of non-compliance with laws and regulations relates to an adverse report from the Independent Schools Inspectorate. We considered the extent to which non-compliance might have a material effect on the financial statements that results in the situation where no further teaching can be provided. We also considered the relevant laws and regulations that have a direct impact on the preparation of the financial statements such as taxation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements, (including the risk of override of controls) and determined there were no principal risks directly impacting the charitable company's incoming resources and management bias in accounting estimates.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FAIRLEY HOUSE
SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2025

Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing transactions and balances, including journals, in particular journal entries posted with unusual account combinations or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

<https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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

Marino Achilleos FCCA

Senior Statutory Auditor

For and on behalf of George Hay & Company, Statutory Auditors, 83 Cambridge Street, Pimlico, London, SW1V 4PS.

Date 9 March 2026

FAIRLEY HOUSE SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2025

		Unrestricted Funds	Restricted Funds	2025 Total	2024 Total
	Notes	£	£	£	£
INCOME FROM					
Donations	2	5,334	19,719	25,053	14,546
Charitable Activities					
Fees receivable	3	8,531,384	–	8,531,384	7,856,850
Level 5 course fees		52,252	–	52,252	47,900
Assessment clinic fees		79,860	–	79,860	98,450
Investments					
Bank interest		45,694	–	45,694	165,495
Other incoming resources		23,141	–	23,141	11,088
Total Incoming Resources		8,737,665	19,719	8,757,384	8,194,329
EXPENDITURE ON					
Raising Funds					
Other income generating activities		–	1,729	1,729	2,356
Charitable Expenditure					
School operating costs		8,748,683	–	8,748,683	7,872,496
Level 5 operating costs		49,185	–	49,185	49,617
Assessment clinic operating costs		114,870	–	114,870	112,460
Total Resources Expended	5	8,912,738	1,729	8,914,467	8,036,929
Net (Expense) / Income for the Year		(175,073)	17,990	(157,083)	157,400
Transfer between funds		12,900	(12,900)	–	–
Fund Balances at 1 September 2024		7,948,486	117,970	8,066,456	7,909,056
FUND BALANCES AT 31 August 2025	12	7,786,313	123,060	7,909,373	8,066,456

The notes on pages 20 to 32 form part of these financial statements

FAIRLEY HOUSE SCHOOL
BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025	2024
		£	£
FIXED ASSETS			
Tangible fixed assets	7	10,671,869	4,786,953
CURRENT ASSETS			
Debtors	8	3,680,744	2,650,842
Cash at bank and in hand		1,666,369	4,429,425
Total Current Assets		5,347,113	7,080,267
CURRENT LIABILITIES			
Creditors: Amounts falling due within one year	9	(4,218,373)	(3,794,297)
NET CURRENT ASSETS		1,128,740	3,285,970
TOTAL ASSETS LESS CURRENT LIABILITIES		11,800,609	8,072,923
CREDITORS: amounts falling due after more than one year	10	(3,891,236)	(6,467)
TOTAL NET ASSETS		7,909,373	8,066,456
FUNDS			
Unrestricted funds		1,090,616	2,304,881
Designated property fund		–	938,121
Fixed asset fund		6,695,697	4,705,484
Restricted fund		123,060	117,970
FUNDS	12	7,909,373	8,066,456

The financial statements for Fairley House School, company number 01535096 were approved and authorised for issue by the Board of Governors on and signed on their behalf by:

Paul Barnaby

Paul Barnaby

Date:

9 March 2026

Chair of Finance Committee

The notes on pages 20 to 32 form part of these financial statements

FAIRLEY HOUSE SCHOOL
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £	2024 £
CASHFLOWS FROM OPERATING ACTIVITIES			
Net cash provided by operating activities	A	(207,424)	(341,333)
Cash flows from investing activities			
Interest received		45,694	165,495
Purchase of property, plant and equipment		(6,238,602)	(199,338)
Net cash used in investing activities		(6,192,908)	(33,843)
Cash flows from financing activities			
Mortgage		4,000,000	–
Finance costs		(257,429)	(3,161)
Repayments of borrowing		(105,295)	(73,348)
Net cash used in financing activities		3,637,276	(76,509)
Changes in cash and cash equivalents in the reporting period		(2,763,056)	(451,685)
Cash and cash equivalents at the beginning of the reporting period		4,429,425	4,881,110
Cash and cash equivalents at the end of the reporting period	B	1,666,369	4,429,425

NOTES TO THE CASHFLOW STATEMENT

	2025 £	2024 £
Note A		
Reconciliation of cash from operating activities		
Net incoming	(157,083)	157,400
Adjustments for		
Depreciation charges	353,686	329,473
(Increase) / decrease in debtors	(1,029,903)	(863,107)
Increase in creditors	414,141	197,235
Bank interest paid	257,429	3,161
Bank interest received	(45,694)	(165,495)
Net cash provided by operating activities	(207,424)	(341,333)
Note B		
Analysis of cash and cash equivalents		
Cash at bank and in hand	1,666,369	4,429,425
Total cash and cash equivalents	1,666,369	4,429,425

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

I. ACCOUNTING POLICIES

Company information

The charitable company, which is a public benefit entity, is a private limited company by guarantee, incorporated in the UK (registered number 01535096) and operates from its registered office 30 Causton Street, London, SW1P 4AU.

a) Basis of accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and 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) - effective 1 January 2019.

These financial statements are drawn up on the historical cost basis of accounting. The financial statements have therefore been prepared on a going-concern basis as discussed within the Governors' Report in the Statement of Governors' Accounting and Reporting Responsibilities on page 11.

b) Fees and similar earned income

Fees receivable are accounted for in the period in which the service is provided. Interest receivable is accounted for in the period to which it relates. Donations are accounted for when there is reasonable certainty of receipt.

c) Expenditure

Resources expended are accounted for on an accruals basis. Expenditure is directly allocated to cost categories based on the activity in the year. The irrecoverable element of VAT is included with the item of expense to which it relates.

d) Tangible fixed assets

Fixed Assets are initially recorded at cost.

Depreciation is provided at the following annual rates in order to write each asset down to their residual value over its estimated useful life:

Depreciable Freehold Property	- straight line over 20 years
Long-leasehold land and buildings	- straight line over 40 years or to the length of the lease
Long-leasehold improvements	- straight line over 10 years
Furniture, fittings and other equipment	- straight line over either 5 or 10 years
Computers and technological equipment	- straight line over 3 years
Land	- is not depreciated

The above rates of depreciation are applied to assets costing more than £500 singularly or collective assets costing more than £2,000 where individual assets may be less than £500. Any assets costing less than these amounts are fully depreciated in the year of acquisition.

No depreciation is provided on assets acquired prior to the Balance Sheet date but not brought into use until after the year-end.

Any potential impairment of fixed assets is reviewed on an annual basis. To date, no adjustment for impairment has been considered necessary.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

e) Operating leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

f) Pension schemes

The Charity contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the school. In accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) therefore, the scheme is accounted for as a defined contribution scheme.

The Charity also contributes to an individual personal pension scheme with Standard Life for other staff not within the teacher's pension scheme.

g) Funds

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charity.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in note 11 to the financial statements. Amounts unspent at the year-end are carried forward in the balance sheet.

h) Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost, with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Creditors

Creditors are recognised where the school 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 after allowing for any trade discounts.

k) Government grants

Any government grants received will be recognised upon receipt.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

2. INCOME FROM DONATIONS

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	<i>Total Funds 2024 £</i>
Donations	5,334	19,719	25,053	14,546
	5,334	19,719	25,053	14,546
Total 2024	2,887	11,659	14,546	

3. CHARITABLE ACTIVITIES FEES RECEIVABLE

	2025 £	<i>2024 £</i>
Fees receivable consists of:		
Gross School fees	8,531,384	7,856,850
	8,531,384	7,856,850
Add: fees paid for by restricted funds	12,900	–
	8,544,284	7,856,850

4. STAFF COSTS

	2025 No.	<i>2024 No.</i>
Teaching and support staff	71	68
Administrative staff	16	14
	87	82

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

4. STAFF COSTS (cont)

The costs incurred in respect of these employees were:

	£	£
Wages and salaries	4,886,259	4,807,126
Social security costs	568,130	494,921
Pension costs defined benefit	453,828	393,327
Pension costs defined contribution	480,730	429,320
	6,388,947	6,124,694

No governor, nor any person connected to them, received any income from the charitable company. One governor had expenses reimbursed to them of £1,875 (2024: nil).

During the year the number of employees whose total taxable emoluments exceeded £60,000 are illustrated as follows:

	2025	2024
	No.	No.
Between £60,000 and £70,000	12	9
Between £70,001 and £80,000	7	5
Between £80,001 and £90,000	1	—
Between £90,001 and £100,000	—	—
Between £100,001 and £110,000	2	1
Between £110,001 and £120,000	—	—
Between £120,001 and £130,000	—	—
Between £130,001 and £140,000	—	—
Between £140,001 and £150,000	—	—
Between £150,001 and £160,000	1	1

Eleven of the employees above are members of a defined benefit pension scheme and the school made contributions of £246,249 (2024: £179,919 for 8 members) The key management personnel of the school are defined on page 1. The total employee benefits of this group was £378,568 (2024: £356,301). Termination payments of £nil were made in 2025 (2024: £66,786), and no amounts were outstanding at the year end.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

5. ANALYSIS OF EXPENDITURE

Summary by Fund Type

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Cost of raising funds				
Cost of other activities	–	1,729	1,729	2,356
Operating Costs:				
School				
Teaching costs	5,919,348	–	5,919,348	5,757,237
Premises	886,129	–	886,129	801,129
Welfare	213,242	–	213,242	220,932
Support costs	1,704,461	–	1,704,461	1,073,053
Governance costs	25,503	–	25,503	20,145
	8,748,683	1,729	8,750,412	7,874,852
Level 5	49,185	–	49,185	49,617
Assessment clinic	114,870	–	114,870	112,460
Total resources expended	8,912,738	1,729	8,914,467	8,036,929
Total 2024	8,034,573	2,356	8,036,929	

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

5. ANALYSIS OF EXPENDITURE (Cont)

Summary by Expenditure Type

	<u>Staff costs</u>	<u>Other</u>	<u>Depreciation</u>	<u>2025 Total</u>	<u>2024 Total</u>
	£	£	£	£	£
Cost of raising funds					
Cost of other activities	–	1,729	–	1,729	2,356
Operating Costs:					
School					
Teaching costs	5,353,461	501,067	64,820	5,919,348	5,757,237
Premises	–	597,263	288,866	886,129	801,129
Welfare	–	213,242	–	213,242	220,932
Support costs	942,832	761,629	–	1,704,461	1,073,053
Governance costs	–	25,503	–	25,503	20,145
	6,296,293	2,100,433	353,686	8,750,412	7,874,852
Level 5	47,791	1,394	–	49,185	49,617
Assessment clinic	44,863	70,007	–	114,870	112,460
Total resources expended	6,388,947	2,171,834	353,686	8,914,467	8,036,929

6. AUDITORS REMUNERATION

	<u>2025</u>	<u>2024</u>
	£	£
Fees payable to the Charity's auditors for the audit of the Charity's financial statements	17,763	15,225
	<u>17,763</u>	<u>15,225</u>

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

7. TANGIBLE FIXED ASSETS

	Furniture Fittings Equipment £	Freehold Property £	Long Leasehold Property £	Total £
Cost				
At 1 September 2024	1,052,006	3,887,516	4,217,281	9,156,803
Additions	21,221	(13,070)	6,230,451	6,238,602
Disposals	(28,567)	–	–	(28,567)
At 31 August 2025	1,044,660	3,874,446	10,447,732	15,366,838
Depreciation				
At 1 September 2024	928,290	755,921	2,685,639	4,369,850
Charge for the year	64,820	65,076	223,790	353,686
Withdrawn on disposals	(28,567)	–	–	(28,567)
At 31 August 2025	964,543	820,997	2,909,429	4,694,969
Net book value				
At 31 August 2025	80,117	3,053,449	7,538,303	10,671,869
<i>At 31 August 2024</i>	<i>123,716</i>	<i>3,131,595</i>	<i>1,531,642</i>	<i>4,786,953</i>

Included within additions are credits related to recovery of pre-registration VAT as follows:

	£
Furniture Fittings & Equipment	24,022
Freehold Property	18,296
Long Leasehold Property	17,155

Within Freehold Property there is non-depreciable land of £2.25m. The remainder of the balance is depreciated over 20 years.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

8. DEBTORS

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	3,229,968	2,406,517
Other debtors	8,836	23,333
Prepayments and accrued income	441,940	220,992
	<u>3,680,744</u>	<u>2,650,842</u>

Within prepayments and accrued income are prepaid property project costs amounting to £215,807 (2024: £122,732) which relate to fees from agents, surveyors and lawyers incurred in the refurbishment of the new school building at 202 Lambeth Road, acquired on 4th October 2024.

9. CREDITORS: amounts falling due within one year

	2025	2024
	£	£
Bank loan	84,936	75,002
Trade creditors	135,959	156,721
Taxation and social security	695,988	248,765
Other creditors	491,590	496,712
Accruals and deferred income	2,809,900	2,817,097
	<u>4,218,373</u>	<u>3,794,297</u>

	2025	2024
	£	£
Deferred income at 1 September 2024	2,722,918	2,517,739
Resources deferred in the year	2,658,480	2,722,918
Amounts released from previous years	(2,722,918)	(2,517,739)
Deferred income at 31 August 2025	<u>2,658,480</u>	<u>2,722,918</u>

Deferred income is income for school fees charged termly in advance.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

10. CREDITORS: amounts falling due after one year

BANK LOAN REPAYABLE WITHIN:	2025	2024
	£	£
1 to 2 years	85,781	6,467
2 to 5 years	3,805,455	–
	<u>3,891,236</u>	<u>6,467</u>

11. SHARE CAPITAL

The company is limited by guarantee and does not have a share capital. In the event of the company being wound up and unable to meet its liabilities, each member undertakes to contribute such a sum as may be required up to a maximum of £100. There were 8 members as at 31 August 2025.

12. MOVEMENT ON FUNDS

	Balance at 1 September 2024	Incoming Resources	Resources Expended	Transfer Between Funds	Balance at 31 August 2025
	£	£	£	£	£
Restricted Funds					
PTA fund	37,709	6,819	(1,729)	–	42,799
Bursary fund	80,261	12,900	–	(12,900)	80,261
Designated Funds					
Fixed asset fund	4,705,484	–	–	1,990,213	6,695,697
Property fund	938,121	–	–	(938,121)	–
General Fund	2,304,881	8,737,665	(8,912,738)	(1,039,192)	1,090,616
	<u>8,066,456</u>	<u>8,757,384</u>	<u>(8,914,467)</u>	<u>–</u>	<u>7,909,373</u>

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

12. MOVEMENT ON FUNDS (Cont.)

	Balance at 1 September 2023 £	Incoming Resources £	Resources Expended £	Transfer Between Funds £	Balance at 31 August 2024 £
Restricted Funds					
PTA fund	30,766	9,299	(2,356)	–	37,709
Bursary fund	77,901	2,360	–	–	80,261
Designated Funds					
Fixed asset fund	4,762,268	–	–	(56,784)	4,705,484
Property fund	938,121	–	–	–	938,121
General Fund	2,100,000	8,182,670	(8,034,573)	56,784	2,304,881
	7,909,056	8,194,329	(8,036,929)	–	8,066,456

Restricted Funds

PTA Fund

This fund represents donations given to the school by parents through the organisation and work of the School's Parent Teachers Association (PTA). The balance of funds has been designated by the PTA to use for improving catering facilities within the school.

Hardship Fund

The Hardship funds have been designated by the Governors to assist children who are already pupils at the school and whose parents' circumstances change such that their parents have financial difficulties.

Designated Funds

Fixed Asset Fund

This fund represents the amount of general funds invested by the school in its tangible fixed assets after deducting loans secured on the properties.

Property Fund

This fund has been introduced by the Governors to separately disclose the allocated and available funds required towards the proposed acquisition of a new school building including the provision of associated property related costs. The Governors will review the charity's general fund at the end of each financial year and assess whether an appropriate and practical amount can be transferred. Any decision taken will also be in accordance with the charity's reserves policy, as detailed within the Governors' report.

Transfers

The transfer between the general fund and the fixed asset fund represents the movement on the fixed assets. The transfer between general fund and the PTA represents the playground equipment spend.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2025 £
Tangible fixed assets	10,671,869	–	10,671,869
Net current assets	1,020,073	108,667	1,128,740
Total assets less current liabilities	11,691,942	108,667	11,800,609
Creditors: amounts falling due after one year	(3,891,236)	–	(3,891,236)
Total net assets	7,800,706	108,667	7,909,373
	Unrestricted Funds £	Restricted Funds £	Total 2024 £
Tangible fixed assets	4,786,953	–	4,786,953
Net current assets	3,177,303	108,667	3,285,970
Total assets less current liabilities	7,964,256	108,667	8,072,923
Creditors: amounts falling due after one year	(6,467)	–	(6,467)
Total net assets	7,957,789	108,667	8,066,456

14. FINANCIAL COMMITMENTS

Operating leases

The company had annual commitments under non-cancellable operating leases as set out below:

	2025	2024
	Land and Buildings £	Land and Buildings £
Operating leases that expire:		
Within one year	172,000	172,000
In the second to fifth years	172,000	344,000
	344,000	516,000

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

15. PENSION FUNDS

Teachers' Pension Defined Benefits Scheme

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £453,828 (2024: £393,327) and at the year-end £Nil (2024 - £Nil) was accrued in respect of contributions to this scheme. The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

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

Personal Pension Schemes

The school also contributes to a personal pension scheme for its non-teaching staff. The school's staging date for auto enrolment was July 2014. All staff who do not contribute to the Teachers' Pension scheme are currently members of the Standard Life scheme. The cost for the year of £480,779 (2024: £427,350) represents the school's contributions to this scheme of 14.1% for Administration and Support staff and 18.0% for Teaching staff.

16. RELATED PARTY TRANSACTIONS

There are no related party transactions.

Accounts

Company No: 01535096

Charity Number: 281680

FAIRLEY HOUSE SCHOOL
(A Company Limited By Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

FAIRLEY HOUSE SCHOOL
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FOR THE YEAR ENDED 31 AUGUST 2024

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FAIRLEY HOUSE SCHOOL
INFORMATION PAGE
FOR THE YEAR ENDED 31 AUGUST 2024

BOARD OF DIRECTORS AND GOVERNORS:

Paul Barnaby* CA
Lawrence Dore*
Sarah Hamilton-Fairley
Emma Hattersley (resigned 7 July 2024)
Fiona Dixon
Jolyon Luke*
Rebecca Shalom*
Tina Tietjen (Chair)*
Ali Azam (appointed 14 March 2024)*

*Member of the Finance Committee at 31 August 2024

KEY MANAGEMENT PERSONNEL:

Michael Taylor, Head
Lisa Buddin, Bursar (resigned 29 April 2024)
Paula Vanninen, Interim Bursar
(appointed 1 April, resigned 13 September 2024)
Jane Graham, Bursar (appointed 1 July 2024)

COMPANY SECRETARY & BURSAR:

Jane Graham CVO, BSc (Hons), PG Cert, FCA

HEAD MASTER:

Michael Taylor B.A. (Hons), PGCE, FRGS

REGISTERED OFFICE:

30 Causton Street, London SW1P 4AU

WEBSITE:

www.fairleyhouse.org.uk

REGISTERED NUMBER:

01535096

CHARITY NUMBER:

281680

PROFESSIONAL ADVISERS:

BANKERS

Barclays Bank Plc
Fleet Street Business Centre
81 Fleet Street
London EC4Y 1EL

SOLICITORS

Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol BS1 4QA

AUDITORS

George Hay & Company
83 Cambridge Street
Pimlico
London SW1V 4PS

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

INTRODUCTION

The 2023/24 year at Fairley House ended on two highs. The first was a set of fantastic GCSE results as detailed below. The second was finalising the purchase of a 200-year lease on 202 Lambeth Road, a beautiful building less than 5 minutes' walk from our junior school on Lambeth Road and backing on to Archbishop's Park. This purchase in October 2024, secures our future, creating a permanent Lambeth campus for the school and certainty of location for parents, pupils and staff. Huge thanks to all the parents who lobbied for us behind the scenes.

Although the property has been used as a school in the past, it requires refurbishment in advance of occupation by our Senior School. Current estimates are that this may cost around £2 million, so we will be setting up a fundraising committee to support the refit of the building as well as engaging professional help.

Our pupil numbers remain largely static compared with the prior year end. We opened the September 2024 academic year with a roll call of 214 pupils which is an uptick on our opening numbers in September 2023. However, our cost base in 2023/24 rose reflecting higher costs due to inflation which, in turn, impacted our annual surplus.

We are once again thrilled with our GCSE results; these illustrate how amazingly well the students have done and the progress they have made since joining the school. For many students, what was seen as impossible, has been proved to be possible. In total 22 students sat GCSEs in 18 subjects, our widest ever curriculum, with a 71 % pass rate. Congratulations to our students for their efforts and perseverance. And, huge thanks to all our staff who enabled this performance.

We are continuing to improve the communications in school with the staff surveys which we started in 2022/23 progressing. We have introduced exit interviews for staff and hope to learn from these initiatives how to improve the staff experience at Fairley House.

The board has spent time considering the impact of the Government's imposition of VAT on private school fees, including the impact of VAT recovery on costs, offset by the impact of changes to the Employers National Insurance rate and threshold introduced by the Budget on 30th October 2024.

We hosted a visit by the MP for Vauxhall, Florence Eshalomi, when she visited the Junior and Senior Schools recently. Florence and Councillor Izza from Lambeth, who was also present, were delighted the school will be moving into Lambeth and are very supportive of our work and all that we stand for.

The introduction of LAMDA and the Duke of Edinburgh Award Scheme has proved popular with pupils. We continue to widen the pupil experience with more visits, clubs, music and sport.

We said 'goodbye' to Lisa our Bursar of six years and said 'hello' to Jane Graham who has made a fast and impressive start. Jane's remit includes all non-teaching administration, including IT, Marketing, HR and Finance, alongside the regular bursar duties.

Along with my fellow governors, who are so generous in giving their time and expertise to Fairley House, I'd like to thank Michael Taylor and his entire team for their dedication to the school and its pupils. You have very challenging roles which you accomplish with distinction.

Tina Tietjen

Chair

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The directors, who are also the school governors and trustees of the charitable company, have pleasure in presenting their report and financial statements for the year ended 31 August 2024.

REFERENCE AND ADMINISTRATIVE INFORMATION

Fairley House School was founded in 1980. The company, whose registration number is 01535096, is limited by guarantee and is also a registered charity, No. 281680. The governors, all of whom are directors of the company are as stated on page 1.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

The Objects of the charity are to 'advance the education of children with specific learning difficulties, dyslexia/dyspraxia and to provide facilities for research into the causes and problems of, and associated with these specific learning difficulties into methods of diagnosing, assessing and advising on the treatment and education of such children'.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Charity is governed by Memorandum and Articles of Association dated 15 December 1980 as amended on 30 November 1994, 20 March 1996 and 25 June 2014.

Recruitment and Training of governors

The Charity's elected governors are appointed at Meetings of the Governing Board on the basis of nominations received from various sources. The Board will consider the eligibility of new members having regards to their personal competence, specialist skills and enthusiasm.

The current Chair of Governors is Tina Tietjen, who joined the board in August 2020.

The Finance Committee is chaired by Paul Barnaby. Paul is a Chartered Accountant registered with the Institute of Chartered Accountants of Scotland and works in a senior management position in a professional services organisation. He joined the Board in 2012.

The current composition of the Board meets the skills set needed to address the challenges that face the charity in the near future.

- An experienced charitable trustee at chair level.
- An experienced fund-raiser, reaffirming the Board's commitment to bursary funded objectives.
- Several governors with commercial and financial skills.
- One Head teacher at a successful independent school.
- Two governors with communication and marketing skills.

New governors are encouraged to attend external training courses to understand their role and responsibilities and are inducted into the workings of the charity, including Board Policy and Procedures by meetings with the Chair of Governors, Head and Bursar.

Remuneration of key management personnel is set at an individual level by the governors and where possible the governors have taken external professional advice which includes benchmarking, market trends and advice on structuring incentives.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

Governance

The Trustees takes their governance responsibilities seriously. As a charity, we aim to have a governance framework that is fit for purpose, compliant and efficient. The Board has established a solid foundation in governance. All of its trustees are clear about their roles and legal responsibilities.

They are committed to supporting Fairley House to deliver its objects effectively for the benefit of its beneficiaries, and to an agenda of continuous improvement for the school.

The Board of Trustees meets a very significant proportion of the recommended and best practice principles for governance contained within the Charity Governance Code across the seven areas and are comfortable there are no significant areas of review required. Arrangements will continue to be monitored against the best practice principles contained within the Code. Accountability for the overall management and organisation of the school rests with the Governors, who meet at least once every term. They are supported in carrying out their responsibilities by the Finance Committee which meets at least once every term in advance of the Board of Governors meetings. In addition, the Board delegates various responsibilities to committees which meet a minimum of termly, ahead of Board meetings.

The task of running the School on a day to day basis is delegated to the Head, the Senior Management Team and the Bursar. The Head and Bursar attend all meetings of the full Governing body and may attend committee meetings at their discretion or if requested to do so.

Decision making is governed by the scheme of delegation, which sets out which decisions are made by the whole governing body, committees or members of the Senior Management Team. The scheme of delegation is reviewed annually.

The board works through the committee structure. Below is a report from the Chairs of the five committees of the board on their focus and work in the reporting period.

Finance, Chair Paul Barnaby:

In the last year the main priorities of the Finance Committee have been to:

- Continue to maintain the financial stability of the school in the face of considerable macroeconomic challenges, including high inflation rates, particularly in the first half of the financial year;
- Ensure best value from all contracts and expenditure; and
- Support efforts to secure a new property for the school through facilitating and securing additional funding.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

Education, Chair Fiona Dixon:

- Pupil data: refined the purpose-built data package and ensured transfer of existing data from heritage system to develop the collection of pupil progress data in response to ISI and termly monitoring needs. Trials of new data system undertaken with the aim of providing three years' worth of data.
- Curriculum: continued the development of statutory careers advice in light of Gatsby benchmarks to include greater contact with school alumni. Considered the implications of expanding to Sixth Form should increased space become available, in terms of leadership, curriculum design, staffing requirements.
- Inspection readiness: inspection training on new framework undertaken. MyConcern introduced for more effective tracking of pastoral issues. Pupil voice elevated.
- Outreach: developed a robust programme to meet the needs of charitable status in a hostile environment towards independent schools and the burgeoning financial turmoil in the broader SEND sector.

People, Chair Rebecca Shalom:

The People Committee has continued its focus on making Fairley House School a place where staff enjoy working and feel they can contribute and perform at their best. In particular this year we prioritised the following:

- Recruitment: Re-energised drive to fill key skill gaps and vacancies, including the school bursar.
- Staff engagement and development: Continued focus on staff development and training. In addition, we launched the Pulse survey to give staff an ongoing opportunity to provide feedback and raise issues. and
- Pay and benefits: Benchmarking and review of benefits. The Board made the decision to conduct a Pay Review in the 2024/25 academic year.

Safeguarding, Chair Jolyon Luke:

The Safeguarding, Health and Safety Committee has continued to focus on:

- Safeguarding: continue to monitor and review any safeguarding issues, alongside monitoring any situations outside school which might have an impact on the school's excellent record and reputation in this area.
- Health: alongside our external consultants, Ellis Whittam who act as our responsible officer, ensure all measures are in place to protect all stakeholders.
- Safety: continue with careful monitoring and actions against potential risks in both properties. A proactive approach to fixing problems as they arise.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

Business Development and Marketing, Chair Lawrence Dore:

The past twelve months have seen a material step change in the professionalisation of marketing at the school. In June 2023 the school hired a dedicated Marketing and Communications Officer, Ben Golden, who has brought focus to how the school is presented and engages with its key audiences. Significant initiatives over the year include:

- the relaunch of our website; new brand guidelines and a visual identity;
- a new prospectus and parent welcome pack;
- a more active online and social media presence and a refreshed suite of marketing materials.

The school has been actively advertising and generating print editorial and has enhanced its parent communication through regular newsletters. Of particular note the school was, for the first time, listed in the 2025 Tatler Schools Guide with a glowing write up.

Remuneration

Remuneration of all staff is considered at the annual staffing advisory committee (committee of the governing body). Recommendations are made to Finance Committee and subsequently to the full Board. In considering remuneration levels, benchmarking of other schools and market values are taken into consideration.

Relationships

Fairley House works closely with a large network of schools in both the state and independent sector. The Head and members of the Senior Management Team routinely visit schools that either send children to Fairley House or receive children when they leave. The main purpose of developing close relationships with other schools is initially to ensure that the transition of a child to Fairley House is accomplished smoothly and with a full understanding of the child's needs. Towards the end of the child's time at Fairley House, the school makes great efforts to ensure that parents receive the best advice on which particular schools will enable their child to flourish.

The Parents' Association is active and continues to support the school in many ways particularly in raising funds that contribute to significant projects within the school. The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

Our Mission Statement

Our charity aims to transform the lives of children with specific learning difficulties (SpLD) and to provide encouragement to their families.

We do this by:

- Providing a first class education for children with SpLD.
- Giving children with SpLD the skills and confidence to maximise their potential in Fairley House, when back in mainstream education and throughout their lives. 2-3 years at Fairley House often provides that catalyst.
- Ensuring that children's needs are met by offering a unique trans-disciplinary assessment and whole school approach.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

- Seeking to influence the lives of SpLD families outside our school community through research, teaching, training and advocacy.
- Maintaining dialogues with; government agencies, children's services and voluntary sector organisations and through partnerships with research bodies and higher education institutes.

In the pursuit of our goals, we are committed to;

- Advising and working in partnership with parents to provide hope and the best possible long term outcomes for their children.
- Rewarding the professionalism and dedication of our staff by ensuring that our workplace is safe, enjoyable, stimulating and supportive of their individual career ambitions.
- Ensuring that Fairley House remains a dynamic and innovative environment where children thrive and are happy.

Risk Management

The Board of Governors is responsible for the management of the risks faced by the school. Detailed considerations of risk are delegated to various members of the Board, who are assisted by the senior management team. Risks are identified and assessed with controls established throughout the year. The Board undertakes a formal review of the school's risk management annually.

The key controls used by the charity include:

- Formal agenda for all Committee and Board meetings.
- Comprehensive strategic planning, budgeting and management accounting.
- Established organisational structure and line of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures, as required by law, for the protection of the vulnerable.

Through its risk management processes the Governors are satisfied that major risks have been adequately mitigated where necessary. In arriving at this conclusion, the Governors recognise that systems can only provide reasonable, but not absolute, assurance that major risks have been adequately managed.

Aims and Intended Impact

Fairley House School was founded with the aim of providing first class facilities for children with specific learning difficulties, dyslexia/dyspraxia. These difficulties can cover a broad spectrum. They may include problems with spoken and written language, with comprehension and communication, with fine and gross motor skills (dyspraxia) and with balance and co-ordination. The common factor is a marked discrepancy between potential, as measured by objective tests, and performance in the classroom.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

Public Benefit

When setting the objectives and planning the activities of the charity the Governors always give careful consideration to providing public benefit in accordance with our mission statement, having taken account of the Charity Commission guidance.

The public benefit aim is to equip our pupils with the skills and strategies they need to make a return to mainstream education at the earliest opportunity (on average after 2-3 years attendance at Fairley House). Developing literacy in children who would otherwise find it difficult or impossible to learn to read and write helps to optimise their life chances and enables them to contribute fruitfully to society. Many former Fairley House pupils have gone on to university and now work as professionals in science, health, law, the media and medicine.

The policy of the school is to reach girls and boys from all social, economic, cultural, ethnic and religious backgrounds as part of its public benefit contribution. This recognises that specific learning difficulties (SpLD) can affect all children. The 2021 ISI inspection report states:

"Pupils demonstrate excellent respect and appreciation of diversity between cultures and regarding individual's differences" (ISI: Report of 2021)

In furtherance of the public benefit:

- The Head and members of the school's Special Provision Team give a significant proportion of their time in providing advice, preparing reports and representing families at SENDIST (Special Educational Needs & Disability Tribunal). This helps families gain access to the specialist teaching and therapy support their children need. The school receives no remuneration for this service. The school is pleased that by these efforts approximately 60% of its pupils are children whose parents make no direct financial contribution to their children's education as such placements are funded by Local Authorities. In addition, a further 4% are partly funded by Local Authorities. All of these children have special needs, many of which would not be adequately catered for in the State system.
- The school offers advice on SEN to schools in the maintained sector.
- The school's comprehensive three-day entry assessment involves staff from many disciplines. It is routinely carried out free of charge for families who are unable to afford the normal fee. The staff involved include:
 - Educational Psychologists
 - Speech and Language Therapists
 - Occupational Therapists
 - Specialist teachers of children with SpLD
- The school trains teachers from other schools to gain the Fairley House School Level 5 & 7 Certificate in Specific Learning Difficulties (SpLD), accredited by CPD Standards. This one year post-graduate course covers how to identify and support children with specific learning difficulties in their own schools. The course fees can be waived for teachers from state schools who are in an influential position such as the Special Needs Coordinator.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

- The school's reputation attracts leading authorities in the field of special educational needs to present their research findings to other professionals and parents. Such seminars are free of charge to all attendees, who include teachers and psychologists from other schools and Local Authorities.

Objectives for the year are to:

- Review and implement the 10-year strategy.
- Although we are no longer given a result in inspection, maintain our status as an outstanding school.
- Continue to develop KS4 provision.
- Enhance the school's facilities for existing and future pupils.
- Provide high quality continuing professional development for all staff.
- Develop further an outreach programme.

STRATEGIC REPORT

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Principal activities of the year and operational performance:

- At the year-end there were 213 pupils on roll, a decrease of 6 from the previous year.
- We provided places for 135 pupils with Statements of Special Educational Needs drawn from 27 local authorities.
- Pupil outcomes continued to be overwhelmingly positive with the significant majority returning to mainstream schools after Fairley House.

This achievement is consistent with ISI Report of 2021 which stated:-

"The quality of the pupils' academic and other achievements is excellent"

- Michael Taylor continues to be active at the CReSTeD and ISI meetings.
- The PTA raised £5k for projects from the Christmas fair.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

- The net unrestricted income was £148,097 for the year, a result that was in line with that budgeted by the Board.
- Cash resources of the charity remain strong.

The Board is satisfied that the continued year-end surpluses are adequate for them to pursue further expansion of charitable activities in accordance with the school's strategic plan.

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

Reserves Policy

The trustees consider that the charity's principal risk is, if for some unforeseeable reason, it is unable to continue to provide its services to service users. The needs of its service users are complex, and they would need time to make arrangements for alternative provision. The Charity therefore aims to maintain reserves equivalent to three to four months expenditure, being £1,700,000 to £2,100,000 in order to be able to continue to operate in unforeseen circumstances for enough time for service users to make alternative arrangements.

The Charity's target is to have designated property funds amounting to £3,500,000. These designated funds will be set aside for the purchase and refurbishment of a new school building and for property maintenance. As mentioned, the purchase of a new school building at 202 Lambeth Road completed in October 2024 and will require a complete refurbishment before being occupied by our senior school. Our current senior school site is a long-term leasehold property, the lease is diminishing and therefore we are future planning to ensure the Charity may continue. We believe that with the target amount we would be able to support the refurbishment and the move to the new building. This is in line with our mission statement to provide first class education for children with SpLD. Governors are seeking to complete the refurbishment of 202 Lambeth Road and the relocation of the senior school to the new building within the next 2 years.

Investment policy and objectives

The investment powers are governed by the Memorandum of Association which permits funds that are not immediately required for the company's purpose to be invested in such investments, securities or property as may be thought fit, subject, nevertheless, to such conditions (if any) as may, for the time being, be imposed or required by law.

Until such time as the school's borrowings have been repaid, the Board's policy is to invest short term surplus funds on the London Money Market.

FUTURE PLANS

Roles within the management team are being continually reviewed as demand dictates and as strategic plans become implemented.

Current year objectives are formulated in the context of longer-term objectives and the school's strategic plan. A review of the strategic plan has been undertaken, resulting in implementation of a 10-year plan covering 2016-2026. The key objectives within the plan are:

- Ensure that the necessary premises are secured, maintained and developed to accommodate growing pupil numbers and to expand the activities of the Charity in line with the school's strategic plan.
- Maintain the recognition in the 2019 Crested report and in the 2021 ISI inspection report that stated:

"Pupils of all ages and abilities make excellent academic progress in relation to their individual starting points on admission to the school. There is variability in the amount of progress made individually by pupils, but the outcomes for all pupils are excellent when their learning difficulties and previous limited success and sometimes prolonged period of school non-attendance are taken into account."

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

- Continue to increase the school's reputation as an acknowledged centre of excellence dedicated to the education of children with specific learning difficulties; dyslexia/dyspraxia/dyscalculia. Also, to offer innovative therapies that are difficult to access elsewhere, such as sensory integration.
- Via outreach work, benefit children with specific learning difficulties in the London area by offering a recognised qualification (Level 5/7 certificate/diploma) to teachers and other professionals in other schools, and expand the Assessment Clinic.
- Raise additional funds to provide an outreach programme to schools within London.
- Broaden Fairley House presence beyond the Greater London area.

GOING CONCERN

Given the level of reserve funds held at 31 August 2024, the Governors consider that there is reasonable expectation that Fairley House School has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Governors continue to adopt the 'going concern' basis in preparing the financial statements.

STATEMENT OF GOVERNORS' ACCOUNTING AND REPORTING RESPONSIBILITIES

The Governors (who are also directors of Fairley House School for the purposes of company law) are responsible for preparing the Governors' Annual Report, incorporating a Governor's Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governors to prepare financial statements for each financial year. Under that law the Governors must prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, Governors 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

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

FAIRLEY HOUSE SCHOOL
GOVERNORS REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

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

Insofar as each of the Directors, as members of the Governing Body, at the date of approval of this report is aware, there is no relevant audit information (as defined by Section 418(3) of the Companies

Act 2006) of which the charitable company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the charitable company's auditor is aware of that information.

AUDITORS

George Hay & Company have expressed their willingness to continue in office as auditors and a resolution proposing their reappointment will be submitted to the forthcoming Annual General Meeting.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Board of Governors on 10th December 2024, including in their capacity as company governor's approving the Strategic Report contained therein, and is signed as authorised on its behalf by:

Approved by the Board of Governors on
and signed on its behalf by: **Paul Barnaby**

22 January 2025
Paul Barnaby

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FAIRLEY HOUSE
SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2024

Opinion

We have audited the financial statements of Fairley House School (the 'charitable company') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company'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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 entity'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.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FAIRLEY HOUSE
SCHOOL
FOR THE 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 contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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, which includes the directors' report (and the strategic report) prepared for company law purposes, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report (including the strategic 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.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FAIRLEY HOUSE
SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2024

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company's operations, we identified that the principal risks of non-compliance with laws and regulations relates to an adverse report from the Independent Schools Inspectorate. We considered the extent to which non-compliance might have a material effect on the financial statements that results in the situation where no further teaching can be provided. We also considered the relevant laws and regulations that have a direct impact on the preparation of the financial statements such as taxation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements, (including the risk of override of controls) and determined there were no principal risks directly impacting the charitable company's incoming resources and management bias in accounting estimates.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FAIRLEY HOUSE
SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2024

Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing transactions and balances, including journals, in particular journal entries posted with unusual account combinations or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

<https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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

Marino Achilleos FCCA

Senior Statutory Auditor

For and on behalf of George Hay & Company, Statutory Auditors, 83 Cambridge Street, Pimlico, London, SW1V 4PS

Date... 22 January 2025

FAIRLEY HOUSE SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

		Unrestricted Funds	Restricted Funds	2024 Total	2023 Total
	Notes	£	£	£	£
INCOME FROM					
Donations		2,887	11,659	14,546	31,816
Charitable Activities					
Fees receivable	2	7,856,850	–	7,856,850	7,641,210
Level 5 course fees		47,900	–	47,900	78,700
Assessment clinic fees		98,450	–	98,450	115,335
Investments					
Bank interest		165,495	–	165,495	111,942
Other incoming resources		11,088	–	11,088	13,146
Total Incoming Resources		8,182,670	11,659	8,194,329	7,992,149
EXPENDITURE ON					
Raising Funds					
Other income generating activities		–	2,356	2,356	4,228
Charitable Expenditure					
School operating costs		7,872,496	–	7,872,496	6,669,486
Level 5 operating costs		49,617	–	49,617	45,227
Assessment clinic operating costs		112,460	–	112,460	122,177
Total Resources Expended	4	8,034,573	2,356	8,036,929	6,841,118
Net Income for the Year		148,097	9,303	157,400	1,151,031
Transfer between funds		–	–	–	–
Fund Balances at 1 September 2023		7,800,389	108,667	7,909,056	6,758,025
FUND BALANCES AT 31 August 2024	11	7,948,486	117,970	8,066,456	7,909,056

The notes on pages 20 to 29 form part of these financial statements

FAIRLEY HOUSE SCHOOL
BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible fixed assets	6	4,786,953	4,917,088
CURRENT ASSETS			
Debtors	7	2,650,842	1,787,735
Cash at bank and in hand		4,429,425	4,881,110
Total Current Assets		7,080,267	6,668,845
CURRENT LIABILITIES			
Creditors: Amounts falling due within one year	8	(3,794,297)	(3,589,990)
NET CURRENT ASSETS		3,285,970	3,078,855
TOTAL ASSETS LESS CURRENT LIABILITIES		8,072,923	7,995,943
CREDITORS: amounts falling due after more than one year	9	(6,467)	(86,887)
TOTAL NET ASSETS		8,066,456	7,909,056
FUNDS			
Unrestricted funds		2,304,881	2,100,000
Designated property fund		938,121	938,121
Fixed asset fund		4,705,484	4,762,268
Restricted fund		117,970	108,667
FUNDS	11	8,066,456	7,909,056

The financial statements for Fairley House School, company number 01535096 were approved and authorised for issue by the Board of Governors on and signed on their behalf by:

Paul Barnaby

PBarnaby

Date: 22 January 2025

Chair of Finance Committee

The notes on pages 20 to 29 form part of these financial statements

FAIRLEY HOUSE SCHOOL
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024	2023
		£	£
CASHFLOWS FROM OPERATING ACTIVITIES			
Net cash provided by operating activities	A	(341,333)	1,648,794
Cash flows from investing activities			
Interest received		165,495	111,942
Purchase of property, plant and equipment		(199,338)	(128,270)
Net cash used in investing activities		(33,843)	(16,328)
Cash flows from financing activities			
Finance costs		(3,161)	-
Repayments of borrowing		(73,348)	(65,925)
Net cash used in financing activities		(76,509)	(65,925)
Changes in cash and cash equivalents in the reporting period		(451,685)	1,566,541
Cash and cash equivalents at the beginning of the reporting period		4,881,110	3,314,569
Cash and cash equivalents at the end of the reporting period	B	4,429,425	4,881,110
NOTES TO THE CASHFLOW STATEMENT			
		2024	2023
		£	£
Note A			
Reconciliation of cash from operating activities			
Net incoming		157,400	1,151,031
Adjustments for			
Depreciation charges		329,473	347,249
(Increase) / decrease in debtors		(863,107)	51,363
Increase in creditors		197,235	211,093
Bank interest paid		3,161	-
Bank interest received		(165,495)	(111,942)
Net cash provided by operating activities		(341,333)	1,648,794
Note B			
Analysis of cash and cash equivalents			
Cash at bank and in hand		4,429,425	4,881,110
Total cash and cash equivalents		4,429,425	4,881,110

FAIRLEY HOUSE SCHOOL
SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

I. ACCOUNTING POLICIES

Company information

The charitable company, which is a public benefit entity, is a private limited company by guarantee, incorporated in the UK (registered number 01535096) and operates from its registered office 30 Causton Street, London, SW1P 4AU.

a) Basis of accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and 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) - effective 1 January 2019.

These financial statements are drawn up on the historical cost basis of accounting. The financial statements have therefore been prepared on a going-concern basis as discussed within the Governors' Report in the Statement of Governors' Accounting and Reporting Responsibilities on page 11.

b) Fees and similar earned income

Fees receivable are accounted for in the period in which the service is provided. Interest receivable is accounted for in the period to which it relates. Donations are accounted for when there is reasonable certainty of receipt.

c) Expenditure

Resources expended are accounted for on an accruals basis. Expenditure is directly allocated to cost categories based on the activity in the year. The irrecoverable element of VAT is included with the item of expense to which it relates.

d) Tangible fixed assets

Fixed Assets are initially recorded at cost.

Depreciation is provided at the following annual rates in order to write each asset down to their residual value over its estimated useful life:

Depreciable Freehold Property	- straight line over 20 years
Long-leasehold land and buildings	- straight line over 40 years
Long-leasehold improvements	- straight line over 10 years
Furniture, fittings and other equipment	- straight line over either 5 or 10 years
Computers and technological equipment	- straight line over 3 years
Land	- is not depreciated

The above rates of depreciation are applied to assets costing more than £500 singularly or collective assets costing more than £2,000 where individual assets may be less than £500. Any assets costing less than these amounts are fully depreciated in the year of acquisition.

No depreciation is provided on assets acquired prior to the Balance Sheet date but not brought into use until after the year-end.

FAIRLEY HOUSE SCHOOL
SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

Any potential impairment of fixed assets is reviewed on an annual basis. To date, no adjustment for impairment has been considered necessary.

e) Operating leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

f) Pension schemes

The Charity contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the school. In accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) therefore, the scheme is accounted for as a defined contribution scheme.

The Charity also contributes to an individual personal pension scheme with Standard Life for other staff not within the teacher's pension scheme.

g) Funds

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charity.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in note 11 to the financial statements. Amounts unspent at the year-end are carried forward in the balance sheet.

h) Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost, with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Creditors

Creditors are recognised where the school 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 after allowing for any trade discounts.

k) Government grants

Any government grants received will be recognised upon receipt.

FAIRLEY HOUSE SCHOOL
SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

2. CHARITABLE ACTIVITIES FEES RECEIVABLE

	2024	2023
	£	£
Fees receivable consist of:		
School fees	7,856,850	7,641,210
	7,856,850	7,641,210

3. STAFF COSTS

	2024	2023
	No.	No.
Teaching and support staff	68	61
Administrative staff	14	12
	82	73

The costs incurred in respect of these employees were:

	£	£
Wages and salaries	4,807,126	3,912,141
Social security costs	494,921	414,040
Pension costs defined benefit	393,327	291,421
Pension costs defined contribution	429,320	391,462
	6,124,694	5,009,064

No governor, nor any person connected to them, received any income from the charitable company or had any expenses reimbursed to them.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

3. STAFF COSTS (Cont.)

During the year the number of employees whose total taxable emoluments exceeded £60,000 are illustrated as follows:

	2024	2023
	No.	No.
Between £60,000 and £70,000	9	6
Between £70,001 and £80,000	5	5
Between £80,001 and £90,000	–	–
Between £90,001 and £100,000	–	–
Between £100,001 and £110,000	1	2
Between £110,001 and £120,000	–	–
Between £120,001 and £130,000	–	–
Between £130,001 and £140,000	–	–
Between £140,001 and £150,000	–	1
Between £150,001 and £160,000	1	–

Eight of the employees above are members of a defined benefit pension scheme and the school made contributions of £179,919 (2023: £132,683 for 10 members) The key management personnel of the school are defined on page 1. The total employee benefits of this group was £356,301 (2023: £311,316). Termination payments of £66,786 were made in 2024 (2023: £23,947), and no amounts were outstanding at the year end.

4. ANALYSIS OF EXPENDITURE

	<u>Staff costs</u>	<u>Other</u>	<u>Depreciation</u>	<u>2024 Total</u>	<u>2023 Total</u>
	£	£	£	£	£
Cost of raising funds					
Cost of other activities	–	2,356	–	2,356	4,228
Operating Costs:					
School					
Teaching costs	5,121,993	562,781	72,463	5,757,237	4,709,323
Premises	–	544,119	257,010	801,129	835,002
Welfare	–	220,932	–	220,932	191,091
Support costs	898,932	174,121	–	1,073,053	921,741
Governance costs	–	20,145	–	20,145	12,329
	6,020,925	1,524,454	329,473	7,874,852	6,673,714
Level 5	48,123	1,494	–	49,617	45,227
Assessment clinic	55,646	56,814	–	112,460	122,177
Total resources expended	6,124,694	1,582,762	329,473	8,036,929	6,841,118

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

5. AUDITORS REMUNERATION

	2024	2023
	£	£
Fees payable to the Charity's auditors for the audit of the Charity's financial statements	15,225	16,365
	<u>15,225</u>	<u>16,365</u>

6. TANGIBLE FIXED ASSETS

	Furniture Fittings Equipment £	Freehold Property £	Long Leasehold Property £	Total £
Cost				
At 1 September 2023	978,784	3,887,516	4,091,165	8,957,465
Additions	73,222	–	126,116	199,338
Disposals	–	–	–	–
At 31 August 2024	<u>1,052,006</u>	<u>3,887,516</u>	<u>4,217,281</u>	<u>9,156,803</u>
Depreciation				
At 1 September 2023	855,827	688,422	2,496,128	4,040,377
Charge for the year	72,463	67,499	189,511	329,473
Withdrawn on disposals	–	–	–	–
At 31 August 2024	<u>928,290</u>	<u>755,921</u>	<u>2,685,639</u>	<u>4,369,850</u>
Net book value				
At 31 August 2024	<u>123,716</u>	<u>3,131,595</u>	<u>1,531,642</u>	<u>4,786,953</u>
<i>At 31 August 2023</i>	<u><i>122,957</i></u>	<u><i>3,199,094</i></u>	<u><i>1,595,037</i></u>	<u><i>4,917,088</i></u>

Within Freehold Property there is non-depreciable land of £2.25m. The remainder of the balance is depreciated over 20 years.

FAIRLEY HOUSE SCHOOL
SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

7. DEBTORS

	2024	2023
	£	£
Amounts falling due within one year:		
Trade debtors	2,406,517	1,698,516
Other debtors	23,333	225
Prepayments and accrued income	220,992	88,994
	<u>2,650,842</u>	<u>1,787,735</u>

Within prepayments and accrued income are prepaid property costs amounting to £122,732 which relate to fees from agents, surveyors and lawyers incurred in the purchase of a new school building at 202 Lambeth Road, acquired on 4th October 2024.

8. CREDITORS: amounts falling due within one year

	2024	2023
	£	£
Bank loan	75,002	67,929
Trade creditors	156,721	50,062
Taxation and social security	248,765	188,423
Other creditors	496,712	443,704
Accruals and deferred income	2,817,097	2,839,872
	<u>3,794,297</u>	<u>3,589,990</u>

	2024	2023
	£	£
Deferred income at 1 September 2023	2,517,739	2,406,865
Resources deferred in the year	2,722,918	2,517,739
Amounts released from previous years	<u>(2,517,739)</u>	<u>(2,406,865)</u>
Deferred income at 31 August 2024	<u>2,722,918</u>	<u>2,517,739</u>

Deferred income is income for school fees charged termly in advance.

FAIRLEY HOUSE SCHOOL
SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

9. CREDITORS: amounts falling due after one year

BANK LOAN REPAYABLE WITHIN:	2024	2023
	£	£
1 to 2 years	6,467	67,929
2 to 5 years	–	18,958
	<u>6,467</u>	<u>86,887</u>

10. SHARE CAPITAL

The company is limited by guarantee and does not have a share capital. In the event of the company being wound up and unable to meet its liabilities, each member undertakes to contribute such a sum as may be required up to a maximum of £100. There were 9 members as at 31 August 2024.

11. MOVEMENT ON FUNDS

	Balance at 1 September 2023 £	Incoming Resources £	Resources Expended £	Transfer Between Funds £	Balance at 31 August 2024 £
Restricted Funds					
PTA fund	30,766	9,299	(2,356)	–	37,709
Bursary fund	77,901	2,360	–	–	80,261
Designated Funds					
Fixed asset fund	4,762,268	–	–	(56,784)	4,705,484
Property fund	938,121	–	–	–	938,121
General Fund	2,100,000	8,182,670	(8,034,573)	56,784	2,304,881
	<u>7,909,056</u>	<u>8,194,329</u>	<u>(8,036,929)</u>	<u>–</u>	<u>8,066,456</u>

FAIRLEY HOUSE SCHOOL
SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

II. MOVEMENT ON FUNDS (Cont.)

	Balance at 1 September 2022 £	Incoming Resources £	Resources Expended £	Transfer Between Funds £	Balance at 31 August 2023 £
Restricted Funds					
PTA fund	30,061	9,279	(4,228)	(4,346)	30,766
Bursary fund	77,901				77,901
Designated Funds					
Fixed asset fund	4,918,881	–	–	(156,613)	4,762,268
Property fund	–	–	–	938,121	938,121
General Fund	1,731,182	7,982,870	(6,836,890)	(777,162)	2,100,000
	6,758,025	7,992,149	(6,841,118)	–	7,909,056

Restricted Funds

PTA Fund

This fund represents donations given to the school by parents through the organisation and work of the School's Parent Teachers Association (PTA). The balance of funds has been designated by the PTA to use for improving catering facilities within the school.

Hardship Fund

The Hardship funds have been designated by the Governors to assist children who are already pupils at the school and whose parents' circumstances change such that their parents have financial difficulties.

Designated Funds

Fixed Asset Fund

This fund represents the amount of general funds invested by the school in its tangible fixed assets after deducting loans secured on the properties.

Property Fund

This fund has been introduced by the Governors to separately disclose the allocated and available funds required towards the proposed acquisition of a new school building including the provision of associated property related costs. The Governors will review the charity's general fund at the end of each financial year and assess whether an appropriate and practical amount can be transferred. Any decision taken will also be in accordance with the charity's reserves policy, as detailed within the Governors' report.

Transfers

The transfer between the general fund and the fixed asset fund represents the movement on the fixed assets. The transfer between general fund and the PTA represents the playground equipment spend.

FAIRLEY HOUSE SCHOOL
SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2024 £
Tangible fixed assets	4,786,953	–	4,786,953
Net current assets	3,177,303	108,667	3,285,970
Total assets less current liabilities	7,964,256	108,667	8,072,923
Creditors: amounts falling due after one year	(6,467)	–	(6,467)
Total net assets	7,957,789	108,667	8,066,456

	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Tangible fixed assets	4,917,088	–	4,917,088
Net current assets	2,970,188	108,667	3,078,855
Total assets less current liabilities	7,887,276	108,667	7,995,943
Creditors: amounts falling due after one year	(86,887)	–	(86,887)
Total net assets	7,800,389	108,667	7,909,056

13. FINANCIAL COMMITMENTS

Operating leases

The company had annual commitments under non-cancellable operating leases as set out below:

	2024	2023
	Land and Buildings £	Land and Buildings £
Operating leases that expire:		
Within one year	172,000	172,000
In the second to fifth years	344,000	516,000
	516,000	688,000

FAIRLEY HOUSE SCHOOL
SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

14. PENSION FUNDS

Teachers' Pension Defined Benefits Scheme

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £393,327 (2023: £391,462) and at the year-end £Nil (2023 - £Nil) was accrued in respect of contributions to this scheme. The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

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

Personal Pension Schemes

The school also contributes to a personal pension scheme for its non-teaching staff. The school's staging date for auto enrolment was July 2014. All staff who do not contribute to the Teachers' Pension scheme are currently members of the Standard Life scheme. The cost for the year of £427,350 (2023: £291,421) represents the school's contributions to this scheme of 14.1% for Administration and Support staff and 18.0% for Teaching staff.

15. RELATED PARTY TRANSACTIONS

There are no related party transactions.

16. POST BALANCE SHEET EVENT

On 4th October 2024, the school completed on the purchase of a 200-year lease on 202 Lambeth Road for £6,000,000. The new building's intended future use will be that of the relocation and home of our existing senior school.

Accounts

Company No: 01535096

Charity Number: 281680

FAIRLEY HOUSE SCHOOL
(A Company Limited By Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

FAIRLEY HOUSE SCHOOL
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FAIRLEY HOUSE SCHOOL
INFORMATION PAGE
FOR THE YEAR ENDED 31 AUGUST 2023

**BOARD OF DIRECTORS
AND GOVERNORS:**

Paul Barnaby*, CA
Lawrence Dore*
Sarah Hamilton-Fairley
Emma Hattersley
Fiona Dixon
Jolyon Luke*
Tom Morrell* (resigned 31 July 2023)
Rebecca Shalom*
Emma Sumner (resigned 20 June 2023)
Tina Tietjen (Chair)*

**Member of the Finance Committee at 31 August 2023*

**KEY MANAGEMENT
PERSONNEL:**

Michael Taylor, Head Master
Lisa Buddin, Bursar

**COMPANY SECRETARY &
BURSAR:**

Lisa Buddin FCCA

HEAD MASTER:

Michael Taylor, B.A. (Hons), PGCE,
FRGS

REGISTERED OFFICE:

30 Causton Street
London SW1P 4AU

WEBSITE:

www.fairleyhouse.org.uk

REGISTERED NUMBER:

01535096

CHARITY NUMBER:

281680

PROFESSIONAL ADVISERS:

BANKERS

Barclays Bank Plc
Fleet Street Business Centre
81 Fleet Street
London EC4Y 1EL

SOLICITORS

Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol BS1 4QA

AUDITORS

George Hay & Company
83 Cambridge Street
Pimlico
London SW1V 4PS

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

INTRODUCTION

The 2022/23 year at Fairley House was both positive and eventful. Pupil numbers soared, exam results were good, staff responded brilliantly to the challenges of a higher headcount and standards were maintained.

By the end of the school year, we had 219 pupils in the school, an increase of 16.5% over last end of year. We believe this growth is related to the challenges many children experienced in mainstream education both during, and the ongoing impacts of the Covid pandemic.

In year we applied to the DoE for our pupil headcount to be increased from 220 to 250 pupils and following a successful inspection of our request was granted.

The school addressed a number of issues around the curriculum, including extracurricular activities and the enhanced availability of staff to support those developments for the 2023-24 academic year. Recruitment, as in other sectors, is challenging but, with a very focused approach, we have found the additional teaching talent needed to widen our skills base and curricular provision.

Governors were keen to learn what it's like for our staff to work at Fairley House and better understand what we do well, and what we could do better, as an employer. To this end, in the summer term we launched, our first TES Pulse survey asking staff members to respond to a series of questions, on confidential basis, where their responses can be compared to industry average scores from other schools. This process will be repeated every half term over the coming year, and we shall share these results with staff, and enact changes in the light of feedback. We know happy staff are the key to a positive working and learning environment for staff and pupils alike.

A lot of the Board's time has been invested this year on property. We have been working diligently to acquire a building which, whilst not perfect would offer more space is adjacent to outside areas and is within our desired Zone 1 & 2 transport areas. Discussions are ongoing but we remain optimistic about a positive outcome.

In year, the school invested in key support staff, alongside our other new appointees, who are helping ensure we run an efficient outward looking organisation.

With the prospect of a new building on the horizon, Governors have been working with our financial advisers on both affordability of any purchase and ring fencing this year's surplus for a property fund.

Governors have tried hard in year to attend more Parent/Teacher/Pupil events. That will continue moving forward. We discuss our observations and reflect on any feedback we receive both at Committee meetings (Education, Safeguarding, People, Finance & Marketing) and at Board.

I'd like to thank my fellow governors, the school team led by Michael Taylor, Alex Benkreira and Lisa Buddin, along with all the teaching and support staff, for their hard work and commitment to Fairley House. You, along with our pupils and their families, are what makes Fairley House a truly special place to learn and work.

Tina Tietjen
Chair

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The directors, who are also the school governors and trustees of the charitable company, have pleasure in presenting their report and financial statements for the year ended 31 August 2023.

REFERENCE AND ADMINISTRATIVE INFORMATION

Fairley House School was founded in 1980. The company, whose registration number is 01535096, is limited by guarantee and is also a registered charity, No. 281680. The governors, all of whom are directors of the company are as stated on page 1.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

The Objects of the charity are to 'advance the education of children with specific learning difficulties, dyslexia/dyspraxia and to provide facilities for research into the causes and problems of, and associated with, dyslexia/dyspraxia and into methods of diagnosing, assessing and advising on the treatment and education of such children'.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Charity is governed by Memorandum and Articles of Association dated 15 December 1980 as amended on 30 November 1994, 20 March 1996 and 25 June 2014.

Recruitment and Training of governors

The Charity's elected governors are appointed at Meetings of the Governing Board on the basis of nominations received from various sources. The Board will consider the eligibility of new members having regards to their personal competence, specialist skills and enthusiasm.

The current Chair of Governors is Tina Tietjen, who joined the board in August 2020.

The Finance Committee is chaired by Paul Barnaby. Paul is a Chartered Accountant registered with the Institute of Chartered Accountants of Scotland and works in a senior management position in a professional services organisation. He joined the Board in 2012.

The current composition of the Board meets the skills set needed to address the challenges that face the charity in the near future.

- An experienced charitable trustee at chair level.
- An experienced fund-raiser, reaffirming the Board's commitment to bursary funded objectives.
- Several governors with commercial and financial skills.
- One Head teacher at a successful independent school.
- Two governors with communication and marketing skills.

New governors are encouraged to attend external training courses to understand their role and responsibilities and are inducted into the workings of the charity, including Board Policy and Procedures by meetings with the Chair of Governors, Head Master and Bursar.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Remuneration of key management personnel is set at an individual level by the governors and where possible the governors have taken external professional advice which includes benchmarking, market trends and advice on structuring incentives.

Governance

The Trustees takes their governance responsibilities seriously. As a charity, we aim to have a governance framework that is fit for purpose, compliant and efficient. The Board has established a solid foundation in governance. All of its trustees are clear about their roles and legal responsibilities. They are committed to supporting Fairley House to deliver its objects effectively for the benefit of its beneficiaries, and to an agenda of continuous improvement for the school.

The Board of Trustees meets a very significant proportion of the recommended and best practice principles for governance contained within the Charity Governance Code across the seven areas and are comfortable there are no significant areas of review required. Arrangements will continue to be monitored against the best practice principles contained within the Code. Accountability for the overall management and organisation of the school rests with the Governors, who meet at least once every term. They are supported in carrying out their responsibilities by the Finance Committee which meets at least once every term in advance of the Board of Governors meetings. In addition, the Board delegates various responsibilities to committees which meet a minimum of termly, ahead of Board meetings.

The task of running the School on a day to day basis is delegated to the Headmaster, the Senior Management Team and the Bursar. The Headmaster and Bursar attend all meetings of the full Governing body and may attend committee meetings at their discretion or if requested to do so.

Decision making is governed by the scheme of delegation, which sets out which decisions are made by the whole governing body, committees or members of the Senior Management Team. The scheme of delegation is reviewed annually.

The board works through the committee structure. Below is a report from the Chairs of the five committees of the board on their focus and work in the reporting period.

Finance, Chair Paul Barnaby:

The main priority of the Finance Committee has been to:

- Continue to maintaining the financial stability of the school in the face of considerable macroeconomic challenges, including increasing inflation and interest rates.
- Ensure best value from all contracts and expenditure
- Continue to support the search for property providing financial information to aid informed decision making.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Education, Chair Fiona Dixon:

- Pupil data: refine purpose built data package and ensure transfer of existing data from heritage system to develop the collection of pupil progress data in response to ISI and termly monitoring needs
- Curriculum: continue the development of statutory careers advice. Consider implications of expanding to Sixth Form should increase space become available in terms of leadership, curriculum design, staffing requirements
- Outreach: develop a robust programme to meet the needs to of charitable status in a hostile environment towards independent schools and the burgeoning financial turmoil in the broader SEND sector.

People, Chair Rebecca Shalom:

- School Development programme launched to all staff to allow continuous reflection during the year on staff's development needs. Recognition of staff who went "above and beyond" plus "hardship" bonus at Christmas in light of the difficult economic climate
- Big push on Recruitment, to keep pace with increasing pupil numbers and broadening curriculum. Staff pay and benefits benchmarked against other independent and state schools.
- New pulse survey launched to allow twice termly "check-in" with staff, using independent third-party tool. Other strategies deployed to improve communication and engagement with staff.

Safeguarding, Chair Jolyon Luke:

- Safeguarding: continue to monitor and review any safeguarding issues, alongside monitoring any situations outside school which might have an impact on the school's excellent record and reputation in this area.
- Health: alongside our external consultants, Ellis Whittam who act as our responsible officer, ensure all measures are in place to protect all stakeholders.
- Safety: continue with careful monitoring and actions against potential risks in both properties. A proactive approach to fixing problems as they arise.

Business Development and Marketing, Chair Lawrence Dore:

- The key priority of the past year has been to establish an internal capacity to support the growth and promotion of the school.
- An extensive process resulted in the hiring of an experienced marketer with a strong background in education.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

- The school now has a new website and a plan is in place to support the school's communication with its stakeholders from current and prospective parents to teachers and alumni.

Remuneration

Remuneration of all staff is considered at the annual staffing advisory committee (committee of the governing body). Recommendations are made to Finance Committee and subsequently to the full Board. In considering remuneration levels, benchmarking of other schools and market values are taken into consideration.

Relationships

Fairley House works closely with a large network of schools in both the state and independent sector. The Head Master and members of the Senior Management Team routinely visit schools that either send children to Fairley House or receive children when they leave. Schools visited this year includes Abingdon House and Pimlico Academy. The main purpose of developing close relationships with other schools is initially to ensure that the transition of a child to Fairley House is accomplished smoothly and with a full understanding of the child's needs. Towards the end of the child's time at Fairley House, the school makes great efforts to ensure that parents receive the best advice on which schools will enable their child to flourish.

The Parents' Association is active and continues to support the school in many ways particularly in raising funds that contribute to significant projects within the school. The charity had no fundraising activities requiring disclosure under SI62A of the Charities Act 2011.

Our Mission Statement

Our charity aims to transform the lives of children with specific learning difficulties (SpLD) and to provide encouragement to their families.

We do this by:

- Providing a first class education for children with SpLD.
- Giving children with SpLD the skills and confidence to maximise their potential in Fairley House, back in mainstream education and throughout their lives. 2-3 years at Fairley House often provides that catalyst.
- Ensuring that children's needs are met by offering a unique trans-disciplinary assessment and whole school approach.
- Seeking to influence the lives of SpLD families outside our school community through research, teaching, training and advocacy.
- Maintaining dialogues with; government agencies, children's services and voluntary sector organisations and through partnerships with research bodies and higher education institutes.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

In the pursuit of our goals we are committed to;

- Advising and working in partnership with parents to provide hope and to achieve the best possible long term outcomes for their children.
- Rewarding the professionalism and dedication of our staff by ensuring that our workplace is safe, enjoyable, stimulating and supportive of their individual career ambitions.
- Ensuring that Fairley House remains a dynamic and innovative environment where children thrive and are happy.

Risk Management

The Board of Governors is responsible for the management of the risks faced by the school. Detailed considerations of risk are delegated to various members of the Board, who are assisted by the senior management team. Risks are identified, assessed with controls established throughout the year. The Board undertakes a formal review of the school's risk management annually.

The key controls used by the charity include:

- Formal agenda for all Committee and Board meetings.
- Comprehensive strategic planning, budgeting and management accounting.
- Established organisational structure and line of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures, as required by law, for the protection of the vulnerable.

Through its risk management processes the Governors are satisfied that major risks have been adequately mitigated where necessary. In arriving at this conclusion the Governors recognise that systems can only provide reasonable, but not absolute, assurance that major risks have been adequately managed.

Aims and Intended Impact

Fairley House School was founded with the aim of providing first class facilities for children with specific learning difficulties, dyslexia/dyspraxia. These difficulties can cover a broad spectrum. They may include problems with spoken and written language, with comprehension and communication, with fine and gross motor skills (dyspraxia) and with balance and co-ordination. The common factor is a marked discrepancy between potential, as measured by objective tests, and performance in the classroom.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Public Benefit

When setting the objectives and planning the activities of the charity the Governors always give careful consideration to providing public benefit in accordance with our mission statement and having taken account of the Charity Commission guidance.

The public benefit aim is to equip our pupils with the skills and strategies they need to make a return to mainstream education at the earliest opportunity (on average after 2-3 years attendance at Fairley House). Developing literacy in children who would otherwise find it difficult or impossible to learn to read and write helps to optimise their life chances and enables them to contribute fruitfully to society. Many former Fairley House pupils have gone on to university and now work as professionals in science, health, law, the media and medicine.

The policy of the school is to reach girls and boys from all social, economic, cultural, ethnic and religious backgrounds as part of its public benefit contribution. This recognises that specific learning difficulties (SpLD) can affect all children. The 2021 ISI inspection report states:

"Pupils demonstrate excellent respect and appreciation of diversity between cultures and regarding individual's differences" (ISI: Report of 2021)

In furtherance of the public benefit;

- The Head Master and members of the school's Special Provision Team give a significant proportion of their time in providing advice, preparing reports and representing families at SENDIST (Special Educational Needs & Disability Tribunal). This helps families gain access to the specialist teaching and therapy support their children need. The school receives no remuneration for this service. The school is pleased that by these efforts approximately 58% of its pupils are children whose parents make no direct financial contribution to their children's education as such placements are funded by Local Authorities. In addition a further 7% are partly funded by Local Authorities. All of these children have special needs many of which would not be adequately catered for in the State system.
- The school offers advice on SEN to schools in the maintained sector.
- The school's comprehensive three-day entry assessment involves staff from many disciplines. It is routinely carried out free of charge for families who are unable to afford the normal fee. The staff involved include:
 - Educational Psychologists
 - Speech and Language Therapists
 - Occupational Therapists
 - Specialist teachers of children with SpLD
- The school trains teachers from other schools to gain the Fairley House School Level 5 & 7 Certificate in Specific Learning Difficulties (SpLD), accredited by CPD Standards. This one year post-graduate course covers how to identify and support children with specific learning difficulties in their own schools. The course fees can be waived for teachers from state schools who are in an influential position such as the Special Needs Coordinator.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

- The school's reputation attracts leading authorities in the field of special educational needs to present their research findings to other professionals and parents. Such seminars are free of charge to all attendees, who include teachers and psychologists from other schools and Local Authorities.

Objectives for the year are to:

- Review and implement the 10-year strategy.
- Maintain our status as an outstanding school.
- Continue to develop KS4 provision.
- Enhance the school's facilities for existing and future pupils.
- Provide high quality continuing professional development for all staff.
- Develop further an outreach programme.

STRATEGIC REPORT

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Principal activities of the year and operational performance:

- At the year-end there were 219 pupils on roll, an increase of 31 from the previous year.
- We provided places for 133 pupils with Statements of Special Educational Needs drawn from 27 local authorities.
- Pupil outcomes continued to be overwhelmingly positive with the significant majority returning to mainstream schools after Fairley House.

This achievement is consistent with ISI Report of 2021 which stated:-

"The quality of the pupils' academic and other achievements is excellent"

- Key Stage 4 success continued with 44 pupils in year 10 and 11 (2022:39).
- Michael Taylor continues to be active at the West London Heads meetings.
- The PTA raised £5k for projects from the Christmas fair.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

- The net unrestricted income was £1,145,980 for the year, a result that was above that budgeted by the Board.
- Cash resources of the charity remain very strong.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The Board is satisfied that the continued year end surpluses are adequate for them to pursue further expansion of charitable activities in accordance with the school's strategic plan.

Reserves Policy

The Governors have introduced a new reserves policy this year, below is a statement of policy on reserves.

The trustees consider that the charity's principal risk is, if for some unforeseeable reason, it is unable to continue to provide its services to service users. The needs of its service users are complex, and they would need time to make arrangements for alternative provision. The Charity therefore aims to maintain reserves equivalent to three to four months expenditure, being £1,700,000 to £2,100,000 in order to be able to continue to operate in unforeseen circumstances for enough time for service users to make alternative arrangements.

The Charity's target is to have designated property funds amounting to £3,500,000. These designated funds will be set aside for the purchase of a new school building and for property maintenance. Securing a new school building continues to be a project that the Charity remains committed to completing in the future. Our senior school site is a long-term leasehold property, the lease is diminishing and therefore we are future planning to ensure the Charity may continue. We believe that with the target amount we would be able to secure an extension to the lease or support a move to an alternative premise should one become available. This is in line with our mission statement to provide first class education for children with SpLD. Governors are seeking to purchase a new premise or extend the lease of the existing premise, over the next 2-3 years.

Investment policy and objectives

The investment powers are governed by the Memorandum of Association which permits funds that are not immediately required for the company's purpose to be invested in such investments, securities or property as may be thought fit, subject, nevertheless, to such conditions (if any) as may, for the time being, be imposed or required by law.

Until such time as the school's borrowings have been repaid, the Board's policy is to invest short term surplus funds on the London Money Market.

FUTURE PLANS

Roles within the management team are being continually reviewed as demand dictates and as strategic plans become implemented.

Current year objectives are formulated in the context of longer term objectives and the school's strategic plan. A review of the strategic plan has been undertaken, resulting in implementation of a 10 year plan covering 2016-2026. The key objectives within the plan are:

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

- Ensure that the necessary premises are secured, maintained and developed to accommodate growing pupil numbers and to expand the activities of the Charity in line with the school's strategic plan.
- Maintain the recognition in the 2019 Crested report and in the 2021 ISI inspection report that stated:

"Pupils of all ages and abilities make excellent academic progress in relation to their individual starting points on admission to the school. There is variability in the amount of progress made individually by pupils, but the outcomes for all pupils are excellent when their learning difficulties and previous limited success and sometimes prolonged period of school non-attendance are taken into account."

- Continue to increase the school's reputation as an acknowledged centre of excellence dedicated to the education of children with specific learning difficulties- dyslexia/dyspraxia. Also, to offer innovation therapies that are difficult to access elsewhere, such as sensory integration.
- Via outreach work, benefit children with specific learning difficulties in the London area by offering a recognised qualification (Level 5/7 certificate/diploma) to teachers and other professionals in other schools, and expand the Assessment Clinic.
- Raise additional funds to provide an outreach programme to schools within London.
- Broaden Fairley House presence beyond the Greater London area.

GOING CONCERN

Given the level of reserve funds held at 31 August 2023, the Governors consider that there is reasonable expectation that Fairley House School has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Governors continue to adopt the 'going concern' basis in preparing the accounts.

STATEMENT OF GOVERNORS' ACCOUNTING AND REPORTING RESPONSIBILITIES

The Governors (who are also directors of Fairley House School for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governors to prepare financial statements for each financial year. Under that law the Governors must prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, Governors 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

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

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

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

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

The trustees confirm that so far as they are aware, there is no relevant audit information (as defined by section 418(3) of the Companies Act 2006) of which the charitable company's auditors are unaware. They have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

George Hay & Company have expressed their willingness to continue in office as auditors and a resolution proposing their reappointment will be submitted to the forthcoming Annual General Meeting.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Board of Governors on **30th November 2023**, including in their capacity as company governor's approving the Strategic Report contained therein, and is signed as authorised on its behalf by:

Approved by the Board of Governors on **11 December 2023**
and signed on its behalf by: **Paul Barnaby**

FAIRLEY HOUSE SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2023

INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FAIRLEY HOUSE SCHOOL

Opinion

We have audited the financial statements of Fairley House School (the 'charitable company') for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company'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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 entity'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.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FAIRLEY HOUSE SCHOOL
FOR THE 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 contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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, which includes the directors' report (and the strategic report) prepared for company law purposes, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report (including the strategic 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.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FAIRLEY HOUSE SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2023

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company, we identified that the principal risks of non-compliance with laws and regulations related to potential breaches in school regulations governed by the Independent Schools Inspectorate. We considered the extent to which non-compliance might have a material effect on the financial statements that results in the situation where no further education can be provided by the school. We also considered the relevant laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, income tax, payroll tax and VAT.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements, (including the risk of override of controls) and determined that the principal risks were related to posting inappropriate journal entries to revenue and any transactions involving related parties of the charitable company.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FAIRLEY HOUSE SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2023

Audit procedures performed by the engagement team included:

- Discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing transactions and balances, including journals, in particular journal entries posted with unusual account combinations or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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

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

Use of our report

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

Marino Achilleos FCCA (Senior Statutory Auditor)

For and on behalf of George Hay & Company, Statutory Auditor

83 Cambridge Street, Pimlico, London, SW1V 4PS

Date 11 December 2023

FAIRLEY HOUSE SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total £	2022 Total £
INCOME FROM					
Donations		22,537	9,279	31,816	17,736
Charitable Activities					
Fees receivable	2	7,641,210	-	7,641,210	6,309,920
OCR Course Fees		78,700	-	78,700	22,125
Assessment Clinic Fees		115,335	-	115,335	138,400
Investments					
Bank Interest		111,942	-	111,942	9,602
Other incoming resources		13,146	-	13,146	29,094
Total Incoming Resources		7,982,870	9,279	7,992,149	6,526,877
EXPENDITURE ON					
Raising Funds					
Other Income generating activities		-	4,228	4,228	23,356
Charitable Expenditure					
School operating costs		6,669,486	-	6,669,486	6,345,470
OCR operating costs		45,227	-	45,227	9,826
Assessment Clinic operating cost		122,177	-	122,177	129,456
Total Resources Expended	4	6,836,890	4,228	6,841,118	6,508,108
Net Income for the Year		1,145,980	5,051	1,151,031	18,769
Transfer between funds		4,346	(4,346)	-	-
Fund Balances at 1 September 2022		6,650,063	107,962	6,758,025	6,739,256
FUND BALANCES AT 31 August 2023	10	7,800,389	108,667	7,909,056	6,758,025

The notes on pages 20 to 29 form part of these financial statements.

FAIRLEY HOUSE SCHOOL
BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible fixed assets	5	4,917,088	5,136,067
CURRENT ASSETS			
Debtors	6	1,787,735	1,839,098
Cash at bank and in hand		4,881,110	3,314,569
Total Current Assets		6,668,845	5,153,667
CURRENT LIABILITIES			
Creditors: Amounts falling due within one year	7	(3,589,990)	(3,381,495)
NET CURRENT ASSETS		3,078,855	1,772,172
TOTAL ASSETS LESS CURRENT LIABILITIES		7,995,943	6,908,239
CREDITORS: amounts falling due after more than one year	8	(86,887)	(150,214)
TOTAL NET ASSETS		7,909,056	6,758,025
FUNDS			
Unrestricted funds		2,100,000	1,731,182
Designated Property Fund		938,121	-
Fixed asset fund		4,762,268	4,918,881
Restricted fund		108,667	107,962
FUNDS	10	7,909,056	6,758,025

The financial statements for Fairley House School, company number 01535096 were approved and authorised for issue by the Board of Governors on and signed on their behalf by:

Paul Barnaby
Chair of Finance Committee

Date: 11 December 2023

The notes on pages 20 to 29 form part of these financial statements

FAIRLEY HOUSE SCHOOL
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	2022 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash provided by operating activities	A	1,648,794	575,738
Cash flows from investing activities			
Interest received		111,942	9,602
Purchase of property, plant and equipment		(128,270)	(120,804)
Net cash used in investing activities		(16,328)	(111,202)
Cash flows from financing activities			
Repayments of borrowing		(65,925)	(65,925)
Net cash used in financing activities		(65,925)	(65,925)
Changes in cash and cash equivalents in the reporting period		1,566,541	398,611
Cash and cash equivalents at the beginning of the reporting period		3,314,569	2,915,958
Cash and cash equivalents at the end of the reporting period	B	4,881,110	3,314,569

NOTES TO THE CASH FLOW STATEMENT

	2023 £	2022 £
NOTE A		
Reconciliation of cash flows from operating activities		
Net incoming	1,151,031	18,767
Adjustments for		
Depreciation charges	347,249	310,482
Decrease/(Increase) in debtors	51,363	(218,607)
Increase in creditors	211,093	474,698
Bank interest received	(111,942)	(9,602)
Net cash provided by operating activities	1,648,794	575,738
NOTE B		
Analysis of Cash and cash equivalents		
Refundable deposits	441,922	471,991
Cash at bank and in hand	4,881,110	3,314,569
Total cash and cash equivalents	5,323,032	3,786,560

FAIRLEY HOUSE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

I. ACCOUNTING POLICIES

Company information

The charitable company, which is a public benefit entity, is a private limited company by guarantee, incorporated in the UK (registered number 01535096) and operates from its registered office 30 Causton Street, London, SW1P 4AU.

a) Basis of Accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2019.

These financial statements are drawn up on the historical cost basis of accounting. The financial statements have therefore been prepared on a going-concern basis as discussed in the Statement of Accounting and Reporting Responsibilities on page 11.

b) Fees and similar earned income

Fees receivable are accounted for in the period in which the service is provided. Interest receivable is accounted for in the period to which it relates. Donations are accounted for when there is reasonable certainty of receipt.

c) Expenditure

Resources expended are accounted for on an accruals basis. Expenditure is directly allocated to cost categories based on the activity in the year. The irrecoverable element of VAT is included with the item of expense to which it relates.

d) Tangible fixed assets

Fixed Assets are initially recorded at cost.

Depreciation is provided at the following annual rates in order to write each asset down to their residual value over its estimated useful life:

Depreciable freehold property	- straight line over 20 years
Long-leasehold land and buildings	- straight line over 40 years
Long-leasehold improvements	- straight line over 10 years
Furniture, fittings and other equipment	- straight line over either 5 or 10 years
Computers and technological equipment	- straight line over 3 years
Land	- is not depreciated

The above rates of depreciation are applied to assets costing more than £500 singularly or collective assets costing more than £2,000 where individual assets may be less than £500. Any assets costing less than these amounts are fully depreciated in the year of acquisition.

No depreciation is provided on assets acquired prior to the Balance Sheet date but not brought into use until after the year-end.

Any potential impairment of fixed assets is reviewed on an annual basis. To date, no adjustment for impairment has been considered necessary.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

e) Operating leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

f) Pension schemes

The Charity contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the school. In accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) therefore, the scheme is accounted for as a defined contribution scheme.

The Charity also contributes to an individual personal pension scheme with Standard Life for other staff not within the teacher's pension scheme.

g) Funds

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charity.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the financial statements. Amounts unspent at the year-end are carried forward in the balance sheet.

h) Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost, with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Creditors

Creditors are recognised where the school 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 after allowing for any trade discounts.

k) Government grants

Any government grants received will be recognised upon receipt.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

2. CHARITABLE ACTIVITIES FEES RECEIVABLE

	2023	2022
	£	£
Fees receivable consist of:		
School fees	7,641,210	6,309,920
Less bursaries	-	(20,819)
Add back bursaries paid for by Restricted funds	-	20,819
	<u>7,641,210</u>	<u>6,309,920</u>

3. STAFF COSTS

The average number employed by the company including full-time equivalent numbers for part-time staff, within each category of persons was:

	2023	2022
	No.	No.
Teaching and support staff	61	64
Administrative staff	<u>12</u>	<u>11</u>
	<u>73</u>	<u>75</u>

The costs incurred in respect of these employees were:

	£	£
Wages and salaries	3,912,141	3,756,419
Social security costs	414,040	429,230
Pension costs defined benefit	291,421	243,209
Pension costs defined contribution	<u>391,462</u>	<u>400,870</u>
	<u>5,009,064</u>	<u>4,829,728</u>

No governor, nor any person connected to them, received any remuneration from the company or had any expenses reimbursed to them. During the year the number of employees whose total taxable emoluments exceeded £60,000 are illustrated as follows:

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

	2023	2022
	No.	No.
Between £60,000 and £70,000	6	9
Between £70,001 and £80,000	5	1
Between £80,001 and £90,000	-	1
Between £90,001 and £100,000	2	1
Between £130,001 and £140,000	-	1
Between £140,001 and £150,000	1	-

Seven of the employees above are members of a defined benefit pension scheme and the school made contributions of £132,683 (2022: £126,877 for 7 members)

The key management personnel of the school are defined on page 1. The total employee benefits of this group was £311,316 (2022: £295,171). Terminations payments of £23,947 were made in 2023 (2022: £nil), no amounts were outstanding at the year end.

4. ANALYSIS OF EXPENDITURE

	<u>Staff costs</u>	<u>Other</u>	<u>Depreciation</u>	<u>2023</u>	<u>2022</u>
	£	£	£	Total	Total
				£	£
Cost of raising funds					
Cost of other activities	-	4,228	-	4,228	23,356
School operating costs					
Teaching costs	4,278,747	339,019	91,557	4,709,323	4,503,390
Premises	-	579,310	255,692	835,002	759,260
Welfare	-	191,091	-	191,091	177,040
Support costs	686,783	234,958	-	921,741	898,609
Governance costs – audit fee	-	12,329	-	12,329	7,171
	<u>4,965,530</u>	<u>1,360,935</u>	<u>347,249</u>	<u>6,673,714</u>	<u>6,368,826</u>
OCR operating cost	43,533	1,694	-	45,227	9,826
Assessment clinic operating costs	-	122,177	-	122,177	129,456
Total resources expended	<u>5,009,063</u>	<u>1,484,806</u>	<u>347,249</u>	<u>6,841,118</u>	<u>6,508,108</u>

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

5. TANGIBLE FIXED ASSETS

	Furniture Fittings Equipment £	Freehold Property £	Long Leasehold Property £	Total £
Cost				
At 1 September 2022	1,062,663	3,887,516	4,091,165	9,041,344
Additions	128,270	-	-	128,270
Disposals	(212,149)	-	-	(212,149)
At 31 August 2023	978,784	3,887,516	4,091,165	8,957,465
Depreciation				
At 1 September 2022	976,419	622,244	2,306,614	3,905,277
Charge for the year	91,557	66,178	189,514	347,249
Withdrawn on disposals	(212,149)	-	-	(212,149)
At 31 August 2023	855,827	688,422	2,496,128	4,040,377
Net book value				
At 31 August 2023	122,957	3,199,094	1,595,037	4,917,088
<i>At 31 August 2022</i>	<i>86,244</i>	<i>3,265,272</i>	<i>1,784,551</i>	<i>5,136,067</i>

Within Freehold Property there is non-depreciable land of £2.25m. The remainder of the balance is depreciated over 20 years.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

6. DEBTORS	2023	2022
	£	£
Amounts falling due within one year:		
Trade debtors	1,698,516	1,757,377
Other debtors	225	8,760
Prepayments and accrued income	88,994	72,961
	<u>1,787,735</u>	<u>1,839,098</u>

7. CREDITORS: amounts falling due within one year

	2023	2022
	£	£
Bank loan	67,929	66,966
Trade creditors	50,062	15,146
Taxation and social security	188,423	178,942
Other creditors	443,704	472,902
Accruals and deferred income	2,839,872	2,647,539
	<u>3,589,990</u>	<u>3,381,495</u>

	2023	2022
	£	£
Deferred income at 1 September 2022	2,406,865	2,090,052
Resources deferred in the year	2,517,739	2,406,865
Amounts released from previous years	(2,406,865)	(2,090,052)
	<u>2,517,739</u>	<u>2,406,865</u>

Deferred income is income for school fees charged termly in advance.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

8. CREDITORS: amounts falling due after one year

BANK LOAN REPAYABLE WITHIN:	2023	2022
	£	£
1 to 2 years	67,929	66,966
2 to 5 years	18,958	83,248
	86,887	150,214

The bank loan is secured on the interest in the long-leasehold property and freehold property.

9. SHARE CAPITAL

The company is limited by guarantee and does not have a share capital. In the event of the company being wound up and unable to meet its liabilities, each member undertakes to contribute such a sum as may be required up to a maximum of £100. There were 8 members as at 31 August 2023.

10. MOVEMENT ON FUNDS

	<i>Balance at 1 September 2022</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfer Between Funds</i>	Balance at 31 August 2023
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Restricted Funds					
PTA fund	30,061	9,279	(4,228)	(4,346)	30,766
Bursary Fund	77,901	-	-	-	77,901
Designated Funds					
Fixed asset fund	4,918,881	-	-	(156,613)	4,762,268
Property fund	-	-	-	938,121	938,121
General Fund	1,731,182	7,982,870	(6,836,890)	(777,162)	2,100,000
	6,758,025	7,992,149	(6,841,118)	-	7,909,056

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

	<i>1 September</i>	Incoming	Resources	Between	31 August
	<i>2021</i>	Resources	Expended	Funds	2022
	£	£	£	£	£
Restricted Funds					
PTA fund	42,229	15,534	(23,356)	(4,346)	30,061
Bursary Fund	98,720	-	(20,819)	-	77,901
Designated Funds					
Fixed asset fund	5,049,169	-	-	(130,288)	4,918,881
General Fund	1,549,138	6,511,343	(6,463,933)	134,634	1,731,182
	6,739,256	6,526,877	(6,508,108)	-	6,758,025

Restricted Funds

PTA Fund

This fund represents donations given to the school by parents through the organisation and work of the School's Parent Teachers Association (PTA). The balance of funds has been designated by the PTA to use for improving catering facilities within the school.

Hardship Fund

The Hardship funds have been designated by the Governors to assist children who are already pupils at the school and whose parents' circumstances change such that their parents have financial difficulties.

Designated Funds

Fixed Asset Fund

This fund represents the amount of general funds invested by the school in its tangible fixed assets after deducting loans secured on the properties.

Property Fund

This fund has been introduced by the Governors to separately disclose the allocated and available funds required towards the proposed acquisition of a new school building including the provision of associated property related costs. The Governors will review the charity's general fund at the end of each financial year and assess whether an appropriate and practical amount can be transferred. Any decision taken will also be in accordance with the charity's reserves policy, as detailed within the Governors' report.

Transfers

The transfer between the general fund and the fixed asset fund represents the movement on the fixed assets. The transfer between general fund and the PTA represents the playground equipment spend.

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

II. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Tangible fixed assets	4,917,088	-	4,917,088
Net current assets	<u>2,970,188</u>	<u>108,667</u>	<u>3,078,855</u>
Total assets less current liabilities	7,887,276	108,667	7,995,943
Creditors: amounts falling due after one year	<u>(86,887)</u>	<u>-</u>	<u>(86,887)</u>
Total net assets	<u>7,800,389</u>	<u>108,667</u>	<u>7,909,056</u>

	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Tangible fixed assets	5,136,067	-	5,136,067
Net current assets	<u>1,664,210</u>	<u>107,962</u>	<u>1,772,172</u>
Total assets less current liabilities	6,800,277	107,962	6,908,239
Creditors: amounts falling due after one year	<u>(150,214)</u>	<u>-</u>	<u>(150,214)</u>
Total net assets	<u>6,650,063</u>	<u>107,962</u>	<u>6,758,025</u>

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

12. FINANCIAL COMMITMENTS

Operating leases

The company had annual commitments under non-cancellable operating leases as set out below:

	2023	2022
	Land and	<i>Land and</i>
	Buildings	<i>Buildings</i>
	£	£
Operating leases that expire:		
Within one year	172,000	172,000
In the second to fifth years	516,000	516,000
Over five years		172,000
	688,000	860,000

13. PENSION FUNDS

Teachers' Pension Defined Benefits Scheme

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £391,462 (2022: £400,870) and at the year-end £Nil (2022 - £Nil) was accrued in respect of contributions to this scheme.

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

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

Personal Pension Schemes

The school also contributes to a personal pension scheme for its non-teaching staff. The school's staging date for auto enrolment was July 2014. All staff who do not contribute to the Teachers' Pension scheme are currently members of the Standard Life scheme. The cost for the year represents the school's contributions of 14.1% to this scheme of £291,421 (2022: £243,209).

14. RELATED PARTY TRANSACTIONS

There are no related party transactions.

For the information of the directors only

Accounts

Company No: 01535096

Charity Number: 281680

FAIRLEY HOUSE SCHOOL
(A Company Limited By Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

FAIRLEY HOUSE SCHOOL
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FOR THE YEAR ENDED 31 AUGUST 2022

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FAIRLEY HOUSE SCHOOL
INFORMATION PAGE
FOR THE YEAR ENDED 31 AUGUST 2022

**BOARD OF DIRECTORS
AND GOVERNORS:**

Paul Barnaby*, CA
Lawrence Dore*
Lucy French (resigned 31.08.22)
Sarah Hamilton-Fairley
Emma Hattersley
Fiona Dixon
Jolyon Luke*
Tom Morrell*
Rebecca Shalom*
Emma Sumner (appointed 01.12.21)
Tina Tietjen (Chair)*

**Member of the Finance Committee at 31 August 2022*

**KEY MANAGEMENT
PERSONNEL:**

Michael Taylor, Head Master
Lisa Buddin, Bursar

**COMPANY SECRETARY &
BURSAR:**

Lisa Buddin FCCA

HEAD MASTER:

Michael Taylor, B.A. (Hons), PGCE,
FRGS

REGISTERED OFFICE:

30 Causton Street
London SW1P 4AU

WEBSITE:

www.fairleyhouse.org.uk

REGISTERED NUMBER:

01535096

CHARITY NUMBER:

281680

PROFESSIONAL ADVISERS:

BANKERS

Barclays Bank Plc
Fleet Street Business Centre
81 Fleet Street
London EC4Y 1EL

SOLICITORS

Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol BS1 4QA

AUDITORS

George Hay & Company
83 Cambridge Street
Pimlico
London SW1V 4PS

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

INTRODUCTION

The academic year began with covid still in our lives, but also with the frisson of the ISI Inspection looming. A mixture of excitement about having our work externally validated. But also, tension; was everything correct, verifiable and in place? Having received an 'Excellent' rating in our prior inspection there was a lot at stake.

The staff team, led by Michael Taylor, Alex Benkreira and Lisa Buddin were, according to the inspectors very impressive, along with our documentation and systems. Fairley House was given an Excellent rating. A result which delighted staff, parents and governors alike.

As with other schools the year has been challenging; with lingering covid, inflation and the economic outlook all eroding confidence. Despite these external challenges Fairley House has continued to flourish. Pupil number stabilised in year, with a strong roll call for the 22/23 year. And our pupils' results have been encouraging.

The board has paid significant attention in year to considering what makes Fairley House 'special' and how we can develop and extend the reach of the school whilst retaining its essence.

The board has addressed the key issue of teachers' pensions. It has encouraged investment in additional key personnel to assist the school develop both its presence and impact, with outcomes due in the 22/23 academic year. Margins have, therefore, come under a little pressure, but the school is still showing a small operating surplus, a little ahead of budget.

Having attended both Junior and Senior School Prize Giving's in the year, it is very encouraging to see so many happy, successful, and fulfilled children. Also, it was encouraging to hear first-hand from parents about the changes they have seen in their child since they joined the school. Everyone I spoke to was very complimentary about the staff and the approach of the school. This feedback brought home the positive impact of The Fairley House 'magic' not just on the child, but also on their family.

I'd like to thank my co- governors and the Fairley House team, the leadership, teaching, and support staff, for their hard work and enthusiasm, and for going the extra mile for our pupils. Their commitment is much appreciated and valued.

Tina Tietjen
Chair

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The directors, who are also the school governors and trustees of the charitable company, have pleasure in presenting their report and financial statements for the year ended 31 August 2022.

REFERENCE AND ADMINISTRATIVE INFORMATION

Fairley House School was founded in 1980. The company, whose registration number is 01535096, is limited by guarantee and is also a registered charity, No. 281680. The governors, all of whom are directors of the company are as stated on page 1.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

The Objects of the charity are to 'advance the education of children with specific learning difficulties, dyslexia/dyspraxia and to provide facilities for research into the causes and problems of, and associated with, dyslexia/dyspraxia and into methods of diagnosing, assessing and advising on the treatment and education of such children'.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Charity is governed by Memorandum and Articles of Association dated 15 December 1980 as amended on 30 November 1994, 20 March 1996 and 25 June 2014.

Recruitment and Training of governors

The Charity's elected governors are appointed at Meetings of the Governing Board on the basis of nominations received from various sources. The Board will consider the eligibility of new members having regards to their personal competence, specialist skills and enthusiasm.

The current Chair of Governors is Tina Tietjen, who joined the board in August 2020.

The Finance Committee is chaired by Paul Barnaby. Paul is a Chartered Accountant registered with the Institute of Chartered Accountants of Scotland and works in a senior management position in a professional services organisation. He joined the Board in 2012.

The current composition of the Board meets the skills set needed to address the challenges that face the charity in the near future.

- An experienced charitable trustee at chair level.
- An experienced fund-raiser, reaffirming the Board's commitment to bursary funded objectives.
- Several governors with commercial and financial skills.
- One Head teacher at a successful independent school.
- Two governors with communication and marketing skills.

New governors are encouraged to attend external training courses to understand their role and responsibilities and are inducted into the workings of the charity, including Board Policy and Procedures by meetings with the Chair of Governors, Head Master and Bursar.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

Remuneration of key management personnel is set at an individual level by the governors and where possible the governors have taken external professional advice which includes benchmarking, market trends and advice on structuring incentives.

Governance

The Trustees takes their governance responsibilities seriously. As a charity, we aim to have a governance framework that is fit for purpose, compliant and efficient. The Board has established a solid foundation in governance. All of its trustees are clear about their roles and legal responsibilities. They are committed to supporting Fairley House to deliver its objects effectively for the benefit of its beneficiaries, and to an agenda of continuous improvement for the school.

The Board of Trustees meets a very significant proportion of the recommended and best practice principles for governance contained within the Charity Governance Code across the seven areas and are comfortable there are no significant areas of review required. Arrangements will continue to be monitored against the best practice principles contained within the Code. Accountability for the overall management and organisation of the school rests with the Governors, who meet at least once every term. They are supported in carrying out their responsibilities by the Finance Committee which meets at least once every term in advance of the Board of Governors meetings. In addition, the Board delegates various responsibilities to committees which meet a minimum of termly, ahead of Board meetings.

The task of running the School on a day to day basis is delegated to the Headmaster, the Senior Management Team and the Bursar. The Headmaster and Bursar attend all meetings of the full Governing body and may attend committee meetings at their discretion or if requested to do so.

Decision making is governed by the scheme of delegation, which sets out which decisions are made by the whole governing body, committees or members of the Senior Management Team. The scheme of delegation is reviewed annually.

The board works through the committee structure. Below is a report from the Chairs of the five committees of the board on their focus and work in the reporting period.

Finance, Chair Paul Barnaby:

The main priority of the Finance Committee has been to:

- Maintaining the financial stability of the School in the face of considerable macroeconomic challenges, including increasing inflation and interest rates.
- Manage expenditure and identifying and implementing efficiency opportunities.
- New investment across various areas of the School to maximise educational provision

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
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Education, Chair Fiona Dixon:

- Pupil data: exploring bespoke packages to develop the collection of pupil progress data in response to ISI and termly monitoring needs.
- Curriculum: exploring the design and make-up of the KS4 curriculum and provision of statutory careers advice.
- Outreach: developing the Parents and Professionals evening at Fairley House post covid.

People, Chair Rebecca Shalom:

- Engagement with staff, in conjunction with the Finance Committee, around new pension proposals. We worked to produce a fair and easy to understand scheme.
- Staff Development programme. A new scheme of continuous development was launched in September for teaching staff and OTs successfully in year, the admin and support staff are to be included next.
- Employee value proposition. The staff survey was relaunched. Also new work was started on making FHS an employer of choice, a good place to work.

Safeguarding, Chair Jolyon Luke:

- Safeguarding: ensuring early and swift reaction to any safeguarding issues , as well as monitoring any situations outside school which might have an impact on the school's excellent record and reputation in this area.
- Health: focus on continuity at the tail end of the covid crisis.
- Safety: careful monitoring and actions against potential risks in both properties. A proactive approach to fixing problems as they arise.

Business Development, Chair Tom Morrell:

- Market research: distilling the insights from qualitative and quantitative research to inform the development of our marketing strategy.
- Touchpoints: evolution of the Fairley House website with updated content, navigation and improved design to capture the uniqueness and excellence of the school's offering.
- Resource: hiring marketing professionals (contract and permanent) to establish a marketing and communications function and to assist in the delivery of our mission.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

Remuneration

Remuneration of all staff is considered at the annual staffing advisory committee (committee of the governing body). Recommendations are made to Finance Committee and subsequently to the full Board. In considering remuneration levels, benchmarking of other schools and market values are taken into consideration.

Relationships

Fairley House works closely with a large network of schools in both the state and independent sector. The Head Master and members of the Senior Management Team routinely visit schools that either send children to Fairley House or receive children when they leave. Schools visited this year includes St Christopher's and Maida Vale. The main purpose of developing close relationships with other schools is initially to ensure that the transition of a child to Fairley House is accomplished smoothly and with a full understanding of the child's needs. Towards the end of the child's time at Fairley House, the school makes great efforts to ensure that parents receive the best advice on which schools will enable their child to flourish.

The Parents' Association is active and continues to support the school in many ways particularly in raising funds that contribute to significant projects within the school. The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

Our Mission Statement

Our charity aims to transform the lives of children with specific learning difficulties (SpLD) and to provide encouragement to their families.

We do this by:

- Providing a first class education for children with SpLD.
- Giving children with SpLD the skills and confidence to maximise their potential in Fairley House, back in mainstream education and throughout their lives. 2-3 years at Fairley House often provides that catalyst.
- Ensuring that children's needs are met by offering a unique trans-disciplinary assessment and whole school approach.
- Seeking to influence the lives of SpLD families outside our school community through research, teaching, training and advocacy.
- Maintaining dialogues with; government agencies, children's services and voluntary sector organisations and through partnerships with research bodies and higher education institutes.

In the pursuit of our goals we are committed to;

- Advising and working in partnership with parents to provide hope and to achieve the best possible long term outcomes for their children.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

- Rewarding the professionalism and dedication of our staff by ensuring that our workplace is safe, enjoyable, stimulating and supportive of their individual career ambitions.
- Ensuring that Fairley House remains a dynamic and innovative environment where children thrive and are happy.

Risk Management

The Board of Governors is responsible for the management of the risks faced by the school. Detailed considerations of risk are delegated to various members of the Board, who are assisted by the senior management team. Risks are identified, assessed with controls established throughout the year. The Board undertakes a formal review of the school's risk management annually.

The key controls used by the charity include:

- Formal agenda for all Committee and Board meetings.
- Comprehensive strategic planning, budgeting and management accounting.
- Established organisational structure and line of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures, as required by law, for the protection of the vulnerable.

Through its risk management processes the Governors are satisfied that major risks have been adequately mitigated where necessary. In arriving at this conclusion the Governors recognise that systems can only provide reasonable, but not absolute, assurance that major risks have been adequately managed.

Aims and Intended Impact

Fairley House School was founded with the aim of providing first class facilities for children with specific learning difficulties, dyslexia/dyspraxia. These difficulties can cover a broad spectrum. They may include problems with spoken and written language, with comprehension and communication, with fine and gross motor skills (dyspraxia) and with balance and co-ordination. The common factor is a marked discrepancy between potential, as measured by objective tests, and performance in the classroom.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

Public Benefit

When setting the objectives and planning the activities of the charity the Governors always give careful consideration to providing public benefit in accordance with our mission statement and having taken account of the Charity Commission guidance.

The public benefit aim is to equip our pupils with the skills and strategies they need to make a return to mainstream education at the earliest opportunity (on average after 2-3 years attendance at Fairley House). Developing literacy in children who would otherwise find it difficult or impossible to learn to read and write helps to optimise their life chances and enables them to contribute fruitfully to society. Many former Fairley House pupils have gone on to university and now work as professionals in science, health, law, the media and medicine.

The policy of the school is to reach girls and boys from all social, economic, cultural, ethnic and religious backgrounds as part of its public benefit contribution. This recognises that specific learning difficulties (SpLD) can affect all children. The 2021 ISI inspection report states:

“Pupils demonstrate excellent respect and appreciation of diversity between cultures and regarding individual’s differences” (ISI: Report of 2021)

In furtherance of the public benefit;

- The Head Master and members of the school’s Special Provision Team give a significant proportion of their time in providing advice, preparing reports and representing families at SENDIST (Special Educational Needs & Disability Tribunal). This helps families gain access to the specialist teaching and therapy support their children need. The school receives no remuneration for this service. The school is pleased that by these efforts approximately 58% of its pupils are children whose parents make no direct financial contribution to their children’s education as such placements are funded by Local Authorities. In addition a further 7% are partly funded by Local Authorities. All of these children have special needs many of which would not be adequately catered for in the State system.
- The school offers advice on SEN to schools in the maintained sector.
- The school’s comprehensive three-day entry assessment involves staff from many disciplines. It is routinely carried out free of charge for families who are unable to afford the normal fee. The staff involved include:
 - Educational Psychologists
 - Speech and Language Therapists
 - Occupational Therapists
 - Specialist teachers of children with SpLD
- The school trains teachers from other schools to gain the Fairley House School Level 5 & 7 Certificate in Specific Learning Difficulties (SpLD), accredited by CPD Standards. This one year post-graduate course covers how to identify and support children with specific learning difficulties in their own schools. The course fees can be waived for teachers from state schools who are in an influential position such as the Special Needs Coordinator.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

- The school's reputation attracts leading authorities in the field of special educational needs to present their research findings to other professionals and parents. Such seminars are free of charge to all attendees, who include teachers and psychologists from other schools and Local Authorities.

Objectives for the year are to:

- Review and implement the 10-year strategy.
- Maintain our status as an outstanding school.
- Continue to develop KS4 provision.
- Enhance the school's facilities for existing and future pupils.
- Provide high quality continuing professional development for all staff.
- Develop further an outreach programme.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

STRATEGIC REPORT

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Principal activities of the year and operational performance:

- At the year end there were 188 pupils on roll, a decrease of 1 from the previous year.
- We provided places for 109 pupils with Statements of Special Educational Needs drawn from 27 local authorities.
- Pupil outcomes continued to be overwhelmingly positive with the significant majority returning to mainstream schools after Fairley House.

This achievement is consistent with ISI Report of 2021 which stated:-

“The quality of the pupils’ academic and other achievements is excellent”

- Key Stage 4 success continued with 39 pupils in year 10 and 11 (2021:32).
- Michael Taylor continues to be active at the West London Heads meetings.
- The PTA raised £15.5k for projects from the Christmas fair and the 40th Birthday celebrations.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

- The net unrestricted income was £47,410 for the year, a result that was above that budgeted by the Board.
- Some planned expenditure was placed on hold due to covid.
- Cash resources of the charity remain very strong.

The Board is satisfied that the continued year end surpluses are adequate for them to pursue further expansion of charitable activities in accordance with the school’s strategic plan.

Reserves Policy

The Governors regularly review the level and nature of the reserve funds of the school.

The policy of the Board is to budget for a surplus each year and for this surplus to be added to the General fund brought forward. The long-term policy of the Board is to continue to build up free reserves by means of annual operating surpluses, in order to maintain an amount equivalent to the running costs of the Autumn term.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

In exceptional circumstances the Board will budget for a deficit, possibly over more than one year but only if there are adequate cash resources to meet all the school's obligations during the period. And only if such deficits are part of a strategic development programme that will enhance the long term financial strength of the charity.

In line with board strategy and the recommendations of The Business Development committee, we invested £27,850 in work on a new website to be launched in the 22/23 academic year using consultants to handle the work. We have made provision for the recruitment of a new staff member to manage this, and a wider communications role, going forward.

Investment policy and objectives

The investment powers are governed by the Memorandum of Association which permits funds that are not immediately required for the company's purpose to be invested in such investments, securities or property as may be thought fit, subject, nevertheless, to such conditions (if any) as may, for the time being, be imposed or required by law.

Until such time as the school's borrowings have been repaid, the Board's policy is to invest short term surplus funds on the London Money Market.

FUTURE PLANS

Roles within the management team are being continually reviewed as demand dictates and as strategic plans become implemented.

Current year objectives are formulated in the context of longer term objectives and the school's strategic plan. A review of the strategic plan has been undertaken, resulting in implementation of a 10 year plan covering 2016-2026. The key objectives within the plan are:

- Ensure that the necessary premises are secured, maintained and developed to accommodate growing pupil numbers and to expand the activities of the Charity in line with the school's strategic plan.
- Maintain the recognition in the 2019 Crested report and in the 2021 ISI inspection report that stated:

"Pupils of all ages and abilities make excellent academic progress in relation to their individual starting points on admission to the school. There is variability in the amount of progress made individually by pupils, but the outcomes for all pupils are excellent when their learning difficulties and previous limited success and sometimes prolonged period of school non-attendance are taken into account."

- Continue to increase the school's reputation as an acknowledged centre of excellence dedicated to the education of children with specific learning difficulties- dyslexia/dyspraxia. Also, to offer innovation therapies that are difficult to access elsewhere, such as sensory integration.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

- Via outreach work, benefit children with specific learning difficulties in the London area by offering a recognised qualification (Level 5/7 certificate/diploma) to teachers and other professionals in other schools, and expand the Assessment Clinic.
- Raise additional funds to provide an outreach programme to schools within London.
- Broaden Fairley House presence beyond the Greater London area.

GOING CONCERN

Given the level of reserve funds held at 31 August 2022, the Governors consider that there is reasonable expectation that Fairley House School has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Governors continue to adopt the 'going concern' basis in preparing the financial statements.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

STATEMENT OF GOVERNORS' ACCOUNTING AND REPORTING RESPONSIBILITIES

The Governors (who are also directors of Fairley House School for the purposes of company law) are responsible for preparing the Governors' Annual Report, incorporating a Governor's Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governors to prepare financial statements for each financial year. Under that law the Governors must prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, Governors 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

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

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

Insofar as each of the Directors, as members of the Governing Body, at the date of approval of this report is aware, there is no relevant audit information (as defined by Section 418(3) of the Companies Act 2006) of which the charitable company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the charitable company's auditor is aware of that information.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

AUDITORS

George Hay & Company have expressed their willingness to continue in office as auditors and a resolution proposing their reappointment will be submitted to the forthcoming Annual General Meeting.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Board of Governors on 1st December 2022, including in their capacity as company governor's approving the Strategic Report contained therein, and is signed as authorised on its behalf by:

Approved by the Board of Governors on **12 December 2022**

and signed on its behalf by: **Paul Barnaby**

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FAIRLEY HOUSE SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2022

INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF FAIRLEY HOUSE SCHOOL

Opinion

We have audited the financial statements of Fairley House School (the 'charitable company') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company'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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 entity'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.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FAIRLEY HOUSE SCHOOL
FOR THE 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 contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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, which includes the directors' report (and the strategic report) prepared for company law purposes, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report (including the strategic 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.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FAIRLEY HOUSE SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2022

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company's operations, we identified that the principal risks of non-compliance with laws and regulations relates to an adverse report from the Independent Schools Inspectorate. We considered the extent to which non-compliance might have a material effect on the financial statements that results in the situation where no further teaching can be provided. We also considered the relevant laws and regulations that have a direct impact on the preparation of the financial statements such as taxation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements, (including the risk of override of controls) and determined there were no principal risks directly impacting the charitable company's incoming resources and management bias in accounting estimates.

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FAIRLEY HOUSE SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2022

Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing transactions and balances, including journals, in particular journal entries posted with unusual account combinations or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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

Use of our report

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

Marino Achilleos FCCA

Senior Statutory Auditor

For and on behalf of George Hay & Company, Statutory Auditors, 83 Cambridge Street, Pimlico, London, SW1V 4PS

Date: **23 December 2022**

FAIRLEY HOUSE SCHOOL
STATEMENTS OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total £	2021 Total £
INCOME FROM					
Donations		2,202	15,534	17,736	3,554
Charitable Activities					
Fees receivable	2	6,309,920	-	6,309,920	6,198,206
OCR Course Fees		22,125	-	22,125	42,305
Assessment Clinic Fees		138,400	-	138,400	98,625
Investments					
Bank Interest		9,602	-	9,602	1,239
Other incoming resources		29,094	-	29,094	62,008
Total Incoming Resources		6,511,343	15,534	6,526,877	6,405,937
EXPENDITURE ON					
Raising Funds					
Other Income generating activities		-	23,356	23,356	995
Charitable Expenditure					
School operating costs		6,324,651	20,819	6,345,470	6,109,215
OCR operating costs		9,826	-	9,826	42,330
Assessment Clinic operating cost		129,456	-	129,456	120,204
Total Resources Expended	4	6,463,933	44,175	6,508,108	6,272,744
Net Income for the Year		47,410	(28,641)	18,769	133,193
Transfer between funds		4,346	(4,346)	-	-
Fund Balances at 1 September 2021		6,598,307	140,949	6,739,256	6,606,063
FUND BALANCES AT 31 August 2022	10	6,650,063	107,962	6,758,025	6,739,256

The notes on pages 22 to 31 form part of these financial statements.

FAIRLEY HOUSE SCHOOL
BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible fixed assets	5	5,136,067	5,325,744
CURRENT ASSETS			
Debtors	6	1,839,098	1,620,490
Cash at bank and in hand		3,314,569	2,915,958
Total Current Assets		5,153,667	4,536,448
CREDITORS: Amounts falling due within one year	7	(3,381,495)	(2,913,327)
NET CURRENT ASSETS		1,772,172	1,623,121
TOTAL ASSETS LESS CURRENT LIABILITIES		6,908,239	6,948,865
CREDITORS: amounts falling due after more than one year	8	(150,214)	(209,609)
NET ASSETS		6,758,025	6,739,256
FUNDS			
Unrestricted funds		1,731,182	1,549,138
Fixed asset fund		4,918,881	5,049,169
Restricted fund		107,962	140,949
FUNDS	10	6,758,025	6,739,256

The financial statements for Fairley House School, company number 01535096 were approved and authorised for issue by the Board of Governors on and signed on their behalf by:

Paul Barnaby
Chair of Finance Committee

Date: 12 December 2022

The notes on pages 22 to 31 form part of these financial statements

FAIRLEY HOUSE SCHOOL

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	2021 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash provided by operating activities	1	575,738	461,281
Cash flows from investing activities			
Interest received		9,602	1,239
Purchase of property, plant and equipment		<u>(120,804)</u>	<u>(319,333)</u>
Net cash used in investing activities		(111,202)	(318,093)
Cash flows from financing activities			
Repayments of borrowing		<u>(65,925)</u>	<u>(62,682)</u>
Net cash used in financing activities		(65,925)	(62,682)
Changes in cash and cash equivalents in the reporting period		398,611	80,506
Cash and cash equivalents at the beginning of the reporting period		<u>2,915,958</u>	<u>2,835,452</u>
Cash and cash equivalents at the end of the reporting period	2	<u>3,314,569</u>	<u>2,915,958</u>

NOTES TO THE CASH FLOW STATEMENT

	2022 £	2021 £
NOTE 1		
Reconciliation of cash flows from operating activities		
Net incoming	18,767	133,193
Adjustments for		
Depreciation charges	310,482	316,943
Decrease/(Increase) in debtors	(218,607)	(50,302)
Increase in creditors	474,698	62,686
Bank interest received	<u>(9,602)</u>	<u>(1,239)</u>
Net cash provided by operating activities	<u>575,738</u>	<u>461,281</u>
NOTE 2		
Analysis of Cash and cash equivalents		
Refundable deposits	471,991	385,391
Cash in hand	<u>3,314,569</u>	<u>2,915,958</u>
Total cash and cash equivalents	<u>3,786,560</u>	<u>3,301,349</u>

FAIRLEY HOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

I. ACCOUNTING POLICIES

Company information

The charitable company, which is a public benefit entity, is a private limited company by guarantee, incorporated in the UK (registered number 01535096) and operates from its registered office 30 Causton Street, London, SW1P 4AU.

a) Basis of Accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and 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) - effective 1 January 2019.

These accounts are drawn up on the historical cost basis of accounting. The financial statements have therefore been prepared on a going-concern basis as discussed in the Statement of Accounting and Reporting Responsibilities on page 12.

b) Fees and Similar earned income

Fees receivable are accounted for in the period in which the service is provided. Interest receivable is accounted for in the period to which it relates. Donations are accounted for when there is reasonable certainty of receipt.

c) Expenditure

Resources expended are accounted for on an accruals basis. Expenditure is directly allocated to cost categories based on the activity in the year. The irrecoverable element of VAT is included with the item of expense to which it relates.

d) Operating leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

e) Tangible fixed assets

Fixed Assets are initially recorded at cost.

Depreciation is provided at the following annual rates in order to write each asset down to their residual value over its estimated useful life:

Depreciable Freehold Property	- straight line over 20 years
Long-leasehold land and buildings	- straight line over 40 years
Long-leasehold improvements	- straight line over 10 years
Furniture, fittings and other equipment	- straight line over either 5 or 10 years
Computers and technological equipment	- straight line over 3 years
Land	- is not depreciated

The above rates of depreciation are applied to assets costing more than £500 singularly or collective assets costing more than £2,000 where individual assets may be less than £500. Any assets costing less than these amounts are fully depreciated in the year of acquisition.

No depreciation is provided on assets acquired prior to the Balance Sheet date but not brought into use until after the year-end.

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

I. ACCOUNTING POLICIES (continued)

Any potential impairment of fixed assets is reviewed on an annual basis. To date, no adjustment for impairment has been considered necessary.

f) Pension schemes

The Charity contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the school. In accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) therefore, the scheme is accounted for as a defined contribution scheme.

The Charity also contributes to an individual personal pension scheme with Standard Life for other staff not within the teacher's pension scheme.

g) Funds

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charity.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the financial statements. Amounts unspent at the year-end are carried forward in the balance sheet.

h) Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost, with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Creditors

Creditors are recognised where the school 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 after allowing for any trade discounts.

k) Government grants

Any government grants received will be recognised upon receipt.

FAIRLEY HOUSE SCHOOL
SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2022

2. CHARITABLE ACTIVITIES FEES RECEIVABLE

	2022	2021
	£	£
Fees receivable consist of:		
School fees	6,309,920	6,257,341
Less cost saving rebate	-	(59,135)
Less bursaries	(20,819)	(21,062)
Add back bursaries paid for by Restricted funds	20,819	21,062
	<u>6,309,920</u>	<u>6,198,206</u>

3. STAFF COSTS

The average number employed by the company including full-time equivalent numbers for part-time staff, within each category of persons was:

	2022	2021
	No.	No.
Teaching and support staff	64	69
Administrative staff	11	12
	<u>75</u>	<u>81</u>

The costs incurred in respect of these employees were:

	£	£
Wages and salaries	3,756,419	3,718,969
Social security costs	429,230	390,228
Pension costs defined benefit	243,209	241,236
Pension costs defined contribution	400,870	431,872
	<u>4,829,728</u>	<u>4,782,305</u>

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

No governor, nor any person connected to them, received any remuneration from the company or had any expenses reimbursed to them. During the year the number of employees whose total taxable emoluments exceeded £60,000 are illustrated at the top of the next page:

	2022	2021
	No.	No.
Between £60,000 and £70,000	9	9
Between £70,001 and £80,000	1	-
Between £80,001 and £90,000	1	2
Between £90,001 and £100,000	1	-
Between £110,001 and £120,000	-	-
Between £120,001 and £130,000	-	2
Between £130,001 and £140,000	1	-

Seven of the employees above are members of a defined benefit pension scheme and the school made contributions of £126,877 (2021: £111,868 for 6 members)

The key management personnel of the school are defined on page 1. The total employee benefits of this group was £295,171 (2021: £294,228). Termination payments of £nil were made in 2022 (2021: £20,522), no amounts are outstanding at year end.

4. ANALYSIS OF EXPENDITURE

				<u>2022</u>	<u>2021</u>
	<u>Staff costs</u>	<u>Other</u>	<u>Depreciation</u>	<u>Total</u>	<u>Total</u>
	£	£	£	£	£
Cost of raising funds					
Cost of other activities	-	23,356	-	23,356	995
School operating costs					
Teaching costs	4,153,120	296,793	53,477	4,503,390	4,369,071
Premises	-	502,255	257,005	759,260	708,032
Welfare	-	177,040	-	177,040	149,795
Support costs	625,320	273,289	-	898,609	875,148
Governance costs – audit fee	-	7,171	-	7,171	7,169
	<u>4,778,440</u>	<u>1,279,904</u>	<u>310,482</u>	<u>6,368,826</u>	<u>6,110,210</u>
OCR operating cost	6,448	3,378	-	9,826	42,330

FAIRLEY HOUSE SCHOOL
SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2022

Assessment clinic operating costs	<u>44,840</u>	<u>84,616</u>	<u>-</u>	<u>129,456</u>	<u>120,204</u>
Total resources expended	<u>4,829,728</u>	<u>1,367,898</u>	<u>310,482</u>	<u>6,508,108</u>	<u>6,272,744</u>

5. TANGIBLE FIXED ASSETS

	Furniture Fittings Equipment £	Freehold Property £	Long Leasehold Property £	Total £
Cost				
At 1 September 2021	1,012,118	3,817,247	4,091,174	8,920,539
Additions	50,545	70,269	(9)	120,805
Disposals	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
At 31 August 2022	<u>1,062,663</u>	<u>3,887,516</u>	<u>4,091,165</u>	<u>9,041,344</u>
Depreciation				
At 1 September 2021	922,942	554,752	2,117,101	3,594,795
Charge for the year	53,477	67,492	189,513	310,482
Withdrawn on disposals	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
At 31 August 2022	<u>976,419</u>	<u>622,244</u>	<u>2,306,614</u>	<u>3,905,277</u>
Net book value				
At 31 August 2022	<u>86,244</u>	<u>3,265,272</u>	<u>1,784,551</u>	<u>5,136,067</u>
<i>At 31 August 2021</i>	<u>89,176</u>	<u>3,262,495</u>	<u>1,974,073</u>	<u>5,325,744</u>

Within Freehold Property there is non-depreciable land of £2.25m. The remainder of the balance is depreciated over 20 years.

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

6. DEBTORS	2022	2021
	£	£
Amounts falling due within one year:		
Trade debtors	1,757,377	1,486,785
Other debtors	8,760	13,465
Prepayments and accrued income	72,961	120,240
	<u>1,839,098</u>	<u>1,620,490</u>
 7. CREDITORS: amounts falling due within one year	 2022	 2021
	£	£
Bank loan	66,966	66,966
Trade creditors	15,146	75,754
Taxation and Social Security	178,942	171,841
Other creditors	472,902	385,917
Accruals and deferred income	2,647,539	2,212,849
	<u>3,381,495</u>	<u>2,913,327</u>
	 2022	 2021
	£	£
Deferred income at 1 September 2021	2,090,052	2,105,366
Resources deferred in the year	2,406,865	2,090,052
Amounts released from previous years	(2,090,052)	(2,105,366)
Deferred income at 31 August 2022	<u>2,406,865</u>	<u>2,090,052</u>

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

Deferred income is income for school fees charged termly in advance.

8. CREDITORS: amounts falling due after one year

BANK LOAN REPAYABLE WITHIN:

	2022	<i>2021</i>
	£	£
1 to 2 years	66,966	66,966
2 to 5 years	83,248	142,643
	<u>150,214</u>	<u>209,609</u>

The bank loan is secured on the interest in the long-leasehold property and freehold property.

9. SHARE CAPITAL

The company is limited by guarantee and does not have a share capital. In the event of the company being wound up and unable to meet its liabilities, each member undertakes to contribute such a sum as may be required up to a maximum of £100. There were 10 members at 31 August 2022.

10. MOVEMENT ON FUNDS

	<i>Balance at 1 September 2021 £</i>	<i>Incoming Resources £</i>	<i>Resources Expended £</i>	<i>Transfer Between Funds £</i>	Balance at 31 August 2022 £
Restricted Funds					
PTA fund	42,229	15,534	(23,356)	(4,346)	30,061
Bursary Fund	98,720	-	(20,819)	-	77,901
Hardship Fund	-	-	-	-	-
Designated Funds					
Fixed asset fund	5,049,169	-		(130,288)	4,918,881
General Fund	<u>1,549,138</u>	<u>6,511,343</u>	<u>(6,463,933)</u>	<u>134,634</u>	<u>1,731,182</u>

FAIRLEY HOUSE SCHOOL
SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2022

	<u>6,739,256</u>	<u>6,526,877</u>	<u>(6,508,108)</u>	<u>-</u>	<u>6,758,025</u>
	<i>1 September</i>	Incoming	Resources	Between	31 August
	2020	Resources	Expended	Funds	2021
	£	£	£	£	£
Restricted Funds					
PTA fund	46,170	1,400	(995)	(4,346)	42,229
Bursary Fund	119,782	-	(21,062)	-	98,720
Hardship Fund	-	-	-	-	-
Designated Funds					
Fixed asset fund	4,984,099	-	-	65,070	5,049,169
General Fund	<u>1,456,012</u>	<u>6,404,537</u>	<u>(6,250,687)</u>	<u>(60,724)</u>	<u>1,549,138</u>
	<u>6,606,063</u>	<u>6,405,937</u>	<u>(6,272,744)</u>	<u>-</u>	<u>6,739,256</u>

Restricted Funds

PTA Fund

This fund represents donations given to the school by parents through the organisation and work of the School's Parent Teachers Association (PTA). The balance of funds has been designated by the PTA to use for improving catering facilities within the school. During the year the PTA agreed to fund new playground equipment.

Hardship Fund

The hardship funds have been designated by the Governors to assist children who are already pupils at the school and whose parents' circumstances change such that their parents have financial difficulties.

Designated Funds

Fixed Asset Fund

This fund represents the amount of general funds invested by the school in its tangible fixed assets after deducting loans secured on the properties.

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

Transfers

The transfer between the General Fund and the Fixed asset designated fund represents the movement on the fixed assets. The transfer between General Fund and the PTA represents the playground equipment spend.

II. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted		
	General	Restricted	Total
	Funds	Funds	2022
	£	£	£
Tangible fixed assets	5,136,067	-	5,136,067
Net current assets	<u>1,664,211</u>	<u>107,961</u>	<u>1,772,172</u>
	6,800,278	107,961	6,908,239
Creditors: amounts falling due after one year	<u>(150,214)</u>	<u>-</u>	<u>(150,214)</u>
	<u>6,650,064</u>	<u>107,961</u>	<u>6,758,025</u>

	Unrestricted		
	General	Restricted	Total
	Funds	Funds	2021
	£	£	£
Tangible fixed assets	5,325,744	-	5,325,744
Net current assets	<u>1,482,172</u>	<u>140,949</u>	<u>1,623,121</u>
	6,807,916	140,949	6,948,865
Creditors: amounts falling due after one year	<u>(209,609)</u>	<u>-</u>	<u>(209,609)</u>
	<u>6,598,307</u>	<u>140,949</u>	<u>6,739,256</u>

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

12. FINANCIAL COMMITMENTS

Operating leases

The company had annual commitments under non-cancellable operating leases as set out below:

	2022	<i>2021</i>
	Land and	<i>Land and</i>
	Buildings	<i>Buildings</i>
	£	<i>£</i>
Operating leases that expire:		
Within one year	172,000	172,000
In the second to fifth years	516,000	516,000
Over five years	172,000	344,000
	860,000	1,032,000

13. PENSION FUNDS

Teachers' Pension Defined Benefits Scheme

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £400,870 (2021: £431,872) and at the year-end £Nil (2021 - £Nil) was accrued in respect of contributions to this scheme.

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

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

Personal Pension Schemes

The school also contributes to a personal pension scheme for its non-teaching staff. The school's staging date for auto enrolment was July 2014. All staff who do not contribute to the Teachers' Pension scheme are currently members of the Standard Life scheme. The cost for the year represents the school's contributions of 14.1% to this scheme of £243,209 (2021: £241,236).

14. RELATED PARTY TRANSACTIONS

There are no related party transactions.

Accounts

Company No: 01535096

Charity Number: 281680

FAIRLEY HOUSE SCHOOL
(A Company Limited By Guarantee)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

FAIRLEY HOUSE SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2021

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FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

**BOARD OF DIRECTORS
AND GOVERNORS:**

Mr P Barnaby*, CA
Mrs V Bidwell (resigned 05.07.21)
Mr L Dore (appointed 01.07.21)
Lady Lucy French (appointed 01.07.21)
Ms S Hamilton-Fairley
Mrs E Hattersley (appointed 31.08.21)
Mrs A Leach (resigned 05.07.21)
Ms F Dixon
Mr J Luke*
Mr T Morrell*
Mrs R Shalom (appointed 01.07.21)
Dr E Sumner (appointed 01.12.21)
Ms T Tietjen (Chair)*

*Member of the Finance Committee at 31 August 2021

KEY MANAGEMENT

Mr M Taylor, Head Master

PERSONNEL:

Mrs L Buddin, Bursar

**COMPANY SECRETARY &
BURSAR:**

Mrs L Buddin FCCA

HEAD MASTER:

Mr M Taylor, B.A.(Hons), PGCE, FRGS

REGISTERED OFFICE:

30 Causton Street
London SW1P 4AU

WEBSITE:

www.fairleyhouse.org.uk

REGISTERED NUMBER:

1535096

CHARITY NUMBER:

281680

PROFESSIONAL ADVISERS:

BANKERS

Barclays Bank Plc
Fleet Street Business Centre
81 Fleet Street
London EC4Y 1EL

SOLICITORS

Veale Wasbrough Vizards
Narrow Quay House, Narrow Quay
Bristol BS1 4QA

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

AUDITOR

George Hay & Company
83 Cambridge Street
Pimlico, London SW1V 4PS

The directors, who are also the school governors and trustees of the charitable company, have pleasure in presenting their report and financial statements for the year ended 31 August 2021.

REFERENCE AND ADMINISTRATIVE INFORMATION

Fairley House School was founded in 1980. The company, whose registration number is 01535096, is limited by guarantee and is also a registered charity, No. 281680. The governors, all of whom are directors of the company are as stated on page 2.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

The Objects of the charity are to 'advance the education of children with specific learning difficulties, dyslexia/dyspraxia and to provide facilities for research into the causes and problems of, and associated with, dyslexia/dyspraxia and into methods of diagnosing, assessing and advising on the treatment and education of such children'.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Charity is governed by Memorandum and Articles of Association dated 15 December 1980 as amended on 30 November 1994, 20 March 1996 and 25 June 2014.

Recruitment and Training of governors

The Charity's elected governors are appointed at Meetings of the Governing Board on the basis of nominations received from various sources. The Board will consider the eligibility of new members having regards to their personal competence, specialist skills and enthusiasm.

The current Chair of Governors is Ms Tina Tietjen, who joined the board in August 2020.

The Finance Committee is chaired by Mr Paul Barnaby. Paul is a Chartered Accountant registered with the Institute of Chartered Accountants of Scotland and works in a senior management position in a professional services organisation. He joined the Board in 2012.

The current composition of the Board meets the skills set needed to address the challenges that face the charity in the near future.

- An experienced charitable trustee at chair level.
- A well-respected educational psychologist with a long association with Fairley House.
- An experienced fund-raiser, reaffirming the Board's commitment to bursary funded objectives.
- Two governors with commercial and financial skills.
- Two Head teachers of successful independent schools.
- Two governors with communication and marketing skills.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

New governors are encouraged to attend external training courses to understand their role and responsibilities and are inducted into the workings of the charity, including Board Policy and Procedures by meetings with the Chair of Governors, Head Master and Bursar.

Remuneration of key management personnel is set at an individual level by the governors and where possible the governors have taken external professional advice which includes benchmarking, market trends and advice on structure incentives.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Introduction

As anticipated the school year was impacted by covid. We dealt with close downs, home learning and a mix of classroom/home learning. The school worked hard to provide classroom learning where possible, as we believe it to be more beneficial for pupils' wellbeing. We also learnt a new skill, covid testing, as we tried hard to keep the virus off the premises. All our staff, led and encouraged by Michael Taylor, our Head, worked tirelessly to ensure our pupils continued to learn and thrive despite the challenges.

In year we commissioned an external agency to research the parent/pupil experience by interviewing prospective, and existing parents alongside some whose children had 'graduated' from Fairley House. The research was illuminating, providing a focus on areas for improvement alongside identifying our key strengths. We scored very highly on pupil experience; on the way children blossomed, began to enjoy school and became enthusiastic about learning. Parents reported that their child became happy and confident once Fairley House worked its educational 'magic'. Michael Taylor was frequently referenced in the research feedback as an inspirational Head.

The board decided to review the length of service of members, and to consider if the school needed to widen the skill sets of its members to ensure it was in a position to deal with the many new challenges facing the sector and therefore Fairley House. That led to a decision to look for a number of new members using a tightly defined skills brief. The upshot was an intensive search and selection process with four new board members appointed. These new non-executive governors take up their roles in the 21/22 academic year and will bring significant experience to Fairley House including specific skills in Communications, HR, social entrepreneurship, research, business management and Headship.

In addition the board reviewed its Committee structure. From the 21/22 year onwards Governors will review school performance and progress via the following committees:

Education

Finance

HR

Business Development

Health & Safety and Safeguarding

In year the board appointed one of the governors to be the lead governor on Safeguarding and to be the primary reference point for the Head on this issue.

Veronica Bidwell, a long standing governor and chair of the Education Committee, indicated early in the 20/21 year she wished to retire from the board. Veronica, a highly respected and committed governor, was committed to best teaching practice and to recognising the efforts of staff. The school is in her debt for hard work and attention to detail. She stood down in the Summer term.

Tina Tietjen

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Governance

The Trustees takes its governance responsibilities seriously and, as a charity, aims to have a governance framework that is fit for purpose, compliant and efficient. The Board has established a solid foundation in governance. All of its trustees are clear about their roles and legal responsibilities. They are committed to supporting Fairley House to deliver its objects effectively for the benefit of its beneficiaries, and to an agenda of continuous improvement for the school.

The Board of Trustees meets a very significant proportion of the recommended and best practice principles for governance contained within the Charity Governance Code across the seven areas, and are comfortable there are no significant areas of review required. Arrangements will continue to be monitored against the best practice principles contained within the Code. Accountability for the overall management and organisation of the school rests with the Governors, who meet at least once every term. They are supported in carrying out their responsibilities by the Finance Committee which meets at least once every term in advance of the Board of Governors meetings. In addition the Board delegates various responsibilities to committees which meet a minimum of termly ahead of Board meetings.

The task of running the School on a day to day basis is delegated to the Headmaster, the Senior Management Team and the Bursar. The Headmaster and Bursar attend all meetings of the full Governing body and may attend committee meetings at their discretion or if requested so do to.

Decision making is governed by the scheme of delegation, which sets out which decisions are made by the whole governing body, committees or members of the Senior Management Team. The scheme of delegation is reviewed annually.

The effectiveness of the charity's governance was recognised in the school's 2014 ISI inspection report:-

"The quality of governance is excellent"

"...changes since the previous inspection have strengthened the balance of expertise further"

Remuneration

Remuneration of all staff is considered at the annual staffing advisory committee (committee of the governing body). Recommendations are made to Finance Committee and subsequently to the full Board. In considering remuneration levels, benchmarking of other schools and market values are taken into consideration.

Relationships

Fairley House works closely with a large network of schools in both the state and independent sector. The Headmaster and members of the Senior Management Team routinely visit schools, Covid allowing, that either send children to Fairley House or receive children when they leave. This year there was a visit to Maida Vale School, but due to Covid many visits were postponed. The primary purpose of developing close relationships with other schools is to ensure that the transition of a child to Fairley House is accomplished smoothly and with a full understanding of the child's needs.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Towards the end of the child's time at Fairley House, the school makes great efforts to ensure that parents receive the best advice on which schools will enable their child to flourish.

The Parents' Association is active and continues to support the school in many ways particularly in raising funds that contribute to significant projects within the school. The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

Our Mission Statement

Our charity aims to transform the lives of children with specific learning difficulties (SpLD) and to provide encouragement to their families.

We do this by:

- Providing a first class education for children with SpLD.
- Giving children with SpLD the skills and confidence to maximise their potential in Fairley House, back in mainstream education and throughout their lives. 2-3 years at Fairley House often provides that catalyst.
- Ensuring that children's needs are met by offering a unique trans-disciplinary assessment and whole school approach.
- Seeking to influence the lives of SpLD families outside our school community through research, teaching, training and advocacy.
- Maintaining dialogues with government agencies children's services and voluntary sector organisations and through partnerships with research bodies and higher education institutes.

In the pursuit of our goals we are committed to:-

- Advising and working in partnership with parents to provide hope and to achieve the best possible long term outcomes for their children.
- Rewarding the professionalism and dedication of our staff by ensuring that our workplace is safe, enjoyable, stimulating and supportive of their individual career ambitions.
- Ensuring that Fairley House remains a dynamic and innovative environment where children thrive and are happy.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Risk Management

The Board of Governors is responsible for the management of the risks faced by the school. Detailed considerations of risk are delegated to various members of the Board, who are assisted by the senior management team. Risks are identified, assessed with controls established throughout the year. The Board undertakes a formal review of the school's risk management annually.

The key controls used by the charity include:

- Formal agenda for all Committee and Board meetings
- Comprehensive strategic planning, budgeting and management accounting
- Established organisational structure and line of reporting
- Formal written policies
- Clear authorisation and approval levels
- Vetting procedures as required by law for the protection of the vulnerable

Through its risk management processes the Governors are satisfied that major risks have been adequately mitigated where necessary. In arriving at this conclusion the Governors recognise that systems can only provide reasonable, but not absolute, assurance that major risks have been adequately managed.

Aims and Intended Impact

Fairley House School was founded with the aim of providing first class facilities for children with specific learning difficulties, dyslexia/dyspraxia. These difficulties can cover a broad spectrum. They may include problems with spoken and written language, with comprehension and communication, with fine and gross motor skills (dyspraxia) and with balance and co-ordination. The common factor is a marked discrepancy between potential, as measured by objective tests, and performance in the classroom.

Public Benefit

When setting the objectives and planning the activities of the charity the Governors always give careful consideration to providing public benefit in accordance with our mission statement and having taken account of the Charity Commission guidance.

The public benefit aim is to equip our pupils with the skills and strategies they need to make a return to mainstream education at the earliest opportunity (on average after 2-3 years attendance at Fairley House). Developing literacy in children who would otherwise find it difficult or impossible to learn to read and write helps to optimise their life chances and enable them to contribute fruitfully to society. Many former Fairley House pupils have gone on to university and now work as professionals in science, health, law, the media and medicine.

FAIRLEY HOUSE SCHOOL
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The policy of the school is to reach girls and boys from all social, economic, cultural, ethnic and religious backgrounds as part of its public benefit contribution. This recognises that specific learning difficulties (SpLD) can affect all children. The 2014 ISI inspection report states:-

“The quality of leadership and management, including links with parents, carers and guardians, is excellent”

“...parents commented most predominantly on the happiness of their children, and expressed their overwhelming satisfaction with the schools’ educational provision and systems of pastoral care”

To further our public benefit contribution:

- The Headmaster and members of the school’s Special Provision Team give a significant proportion of their time in providing advice, preparing reports and representing families at SENDIST (Special Educational Needs & Disability Tribunal). This helps families gain access to the specialist teaching and therapy support their children need. The school receives no remuneration for this service. The school is pleased that by these efforts approximately 35% of its pupils are children whose parents make no direct financial contribution to their children’s education as such placements are funded by Local Authorities. In addition a further 5.85% are partly funded by Local Authorities. All of these children have special needs many of which would not be adequately catered for in the State system.
- The school offers advice on SEN to schools in the maintained sector.
- An Outreach Program offering training to local schools and staff on how to approach children with SPLD in the classroom. There are a number of different parts to this; Speech and Language, Occupational Health, Specialist Teaching or a Transdisciplinary Approach to teaching pupils with SPLD. This training is either professionally lead presentations that can be used as whole school INSETs or for small working groups.

Another strand of the Outreach Program is to work within the local schools to assess pupils who may require additional support, such as help with their application for an Education and Health Care Plan (EHCP) via Speech and Language, Occupational Therapy and Educational Psychologist assessments. Fairley House will provide staff from other schools with strategies to support such pupils in the classroom, so that they can get the most out of lessons.

To date staff involved have given their time free of charge. This has enabled us to monitor the demands and time constraints of the project whilst the program is fine tuned. Once the program is established all associated costs will be allocated to the Outreach Fund. The parents raise funding for the Outreach Program but alongside this, a more commercial fund raising program is being developed.

- The school’s Hardship Fund enables pupils to complete their schooling at Fairley House at times of severe family difficulty. Funding is generously provided by parents.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

- The school's comprehensive three-day entry assessment involves staff from many disciplines. It is routinely carried out free of charge for families who are unable to afford the normal fee. The staff involved include:-
 - Educational Psychologists
 - Speech and Language Therapists
 - Occupational Therapists
 - Specialist teachers of children with SpLD
- The school trains teachers from other schools to gain the Fairley House School Level 5 & 7 Certificate in Specific Learning Difficulties (SpLD), accredited by CPD Standards. This one year post-graduate course covers how to identify and support children with specific learning difficulties in their own schools. The course fees can be waived for teachers from state schools who are in an influential position such as Special Needs Coordinators.
- The school's reputation attracts leading authorities in the field of special educational needs to present their research findings to other professionals and parents. Such seminars are free of charge to all attendees, who include teachers and psychologists from other schools and Local Authorities. Sadly Covid prevented any such events in the 2020/21 year.

Objectives for the year to:

- Review and implement the 10-year strategy
- Maintain our status as an outstanding school
- Continue to develop KS4 provision
- Enhance the school's facilities for existing and future pupils
- Provide high quality continuing professional development for all staff
- Further develop an outreach programme

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

STRATEGIC REPORT

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Principal activities of the year and operational performance:

- At year end there were 190 pupils on roll, a decrease of 1 from the previous year.
- We provided places for 76 pupils with Statements of Special Educational Needs drawn from 23 local authorities.
- Pupil outcomes continued to be overwhelmingly positive with the significant majority returning to mainstream schools after Fairley House.

This achievement is consistent with The Independent Schools Inspectorate Report of June 2014 which stated:-

“By the time they leave the school the pupils are confident, articulate and self-assured, and well placed to settle back into mainstream education”

- Key Stage 4 success continued with 32 pupils in year 10 and 11 (2021:21).
- Michael Taylor continues to be active at the West London Heads meetings.
- The PTA raised £1.4k for projects from the Christmas fair.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

- The net unrestricted income was £153,850 for the year a result that was above that budgeted by the Board.
- Planned expenditure was placed on hold due to Covid and the cost savings made by the school were passed back to fee payers.
- Cash resources of the charity remain very strong.

The Board is satisfied that the continued year end surpluses are adequate for them to pursue further expansion of charitable activities in accordance with the school's strategic plan.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Reserves Policy

The Governors regularly review the level and nature of the reserve funds of the school.

The policy of the Board is to budget for a surplus each year and for this surplus to be added to the General fund brought forward. The long-term policy of the Board is to continue to build up free reserves by means of annual operating surpluses, in order to maintain an amount equivalent to the running costs of the Autumn term.

In exceptional circumstances the Board will budget for a deficit, possibly over more than one year but only if there are adequate cash resources to meet all the school's obligations during the period and only if such deficits are part of a strategic development programme that will enhance the long term financial strength of the charity.

The Governors continue to invest substantial sums in school buildings including the installation of a new, exciting but safe, play area at the Junior School in Lambeth Road. This has resulted in a £1,549,138 (2020: £1,456,012) balance for the General Fund after separately identifying the amount of funds invested in school tangible fixed assets, net of long term borrowing. Although this balance falls somewhat short of the policy requirements of approximately £1.9 million, the Governors are satisfied that the reserves are sufficient.

Investment policy and objectives

The investment powers are governed by the Memorandum of Association which permits funds that are not immediately required for the company's purpose to be invested in such investments, securities or property as may be thought fit, subject, nevertheless, to such conditions (if any) as may, for the time being, be imposed or required by law.

Until such time as the school's borrowings have been repaid, the Board's policy is to invest short term surplus funds on the London Money Market.

FUTURE PLANS

Roles within the management team are being continually reviewed as demand dictates and as strategic plans become implemented.

Current year objectives are formulated in the context of longer term objectives and the school's strategic plan. A review of the strategic plan has been undertaken, resulting in implementation of a 10 year plan covering 2016-2026. The key objectives within the plan are:

1. Ensure that the necessary premises are secured, maintained and developed to accommodate growing pupil numbers and to expand the activities of the Charity in line with the school's strategic plan.
2. Maintain the recognition in the 2019 Crested report and in the 2014 ISI inspection report that stated:

"The school is highly successful in achieving its aims and gives pupils the confidence and

FAIRLEY HOUSE SCHOOL
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FOR THE YEAR ENDED 31 AUGUST 2021

skills to maximise their potential. As a result, the majority of pupils successfully integrate back into mainstream school after two to three years”

“Governance, leadership and management are excellent.”

3. Continue to increase the school's reputation as an acknowledged centre of excellence dedicated to the education of children with specific learning difficulties-dyslexia/dyspraxia. Also, to offer innovation therapies that are difficult to access elsewhere, such as sensory integration.
4. Via outreach work, benefit children with specific learning difficulties in the London area by offering a recognised qualification (Level 5/7 certificate/diploma) to teachers and other professionals in other schools, and expand the Assessment Clinic.
5. Raise additional funds to provide an outreach programme to schools within London.
6. Broaden Fairley House's presence beyond the Greater London area.

GOING CONCERN

Given the level of reserve funds held at 31 August 2021, the Governors consider that there is reasonable expectation that Fairley House School has adequate resources to continue in operational existence for the foreseeable future, for this reason the Governors continue to adopt the 'going concern' basis in preparing the accounts.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

STATEMENT OF GOVERNORS' ACCOUNTING AND REPORTING RESPONSIBILITIES

The Governors (who are also directors of Fairley House School for the purposes of company law) are responsible for preparing the Governors' Annual Report, incorporating a Governor's Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governors to prepare financial statements for each financial year. Under that law the Governors must prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, Governors 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

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

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

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

Insofar as each of the Directors, as members of the Governing Body, at the date of approval of this report is aware, there is no relevant audit information (as defined by Section 418(3) of the Companies Act 2006) of which the charitable company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the charitable company's auditor is aware of that information.

FAIRLEY HOUSE SCHOOL
GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

AUDITORS

George Hay & Company have expressed their willingness to continue in office as auditors and a resolution proposing their reappointment will be submitted to the forthcoming Annual General Meeting.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Board of Governors on 2nd December 2021, including in their capacity as company governor's approving the Strategic Report contained therein, and is signed as authorised on its behalf by:

Approved by the Board of Governors on
and signed on its behalf by: **Paul Barnaby**
2nd December 2021

FAIRLEY HOUSE SCHOOL
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FAIRLEY HOUSE SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2021

Opinion

We have audited the financial statements of Fairley House School (the 'charitable company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income & expenditure, for the year then ended;
- been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 entity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The 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 contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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, which includes the directors' report (and the strategic report) prepared for company law purposes, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report (including the strategic 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.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company's operations, we identified that the principal risks of non-compliance with laws and regulations relates to an adverse report from the Independent Schools Inspectorate. We considered the extent to which non-compliance might have a material effect on the financial statements that results in the situation where no further teaching can be provided. We also considered the relevant laws and regulations that have a direct impact on the preparation of the financial statements such as taxation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements, (including the risk of override of controls) and determined there were no principal risks directly impacting the charitable company's incoming resources and management bias in accounting estimates.

Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;

- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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

Use of our report

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

Michael Davis FCA FCCA 2nd December 2021

Senior Statutory Auditor

For and on behalf of George Hay & Company, Statutory Auditor

83 Cambridge Street, Pimlico, London, SW1V 4PS

FAIRLEY HOUSE SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
INCOME FROM					
Donations		2,154	1,400	3,554	9,281
Charitable Activities					
Fees receivable	2	6,198,206	-	6,198,206	6,229,493
OCR Course Fees		42,305	-	42,305	103,338
Assessment Clinic Fees		98,625	-	98,625	78,165
Investments					
Bank Interest		1,239	-	1,239	14,002
Other incoming resources		62,008	-	62,008	88,249
Total Incoming Resources		6,404,537	1,400	6,405,937	6,522,528
EXPENDITURE ON					
Raising Funds					
Other Income generating activities		-	995	995	2,389
Charitable Expenditure					
School operating costs		6,088,153	21,062	6,109,215	6,331,492
OCR operating costs		42,330	-	42,330	91,531
Assessment Clinic operating cost		120,204	-	120,204	88,174
Total Resources Expended	4	6,250,687	22,057	6,272,744	6,513,586
Net Income for the Year		153,850	(20,657)	133,193	8,942
Transfer between funds		4,346	(4,346)	-	-
Fund Balances at 1 September 2020		6,440,111	165,952	6,606,063	6,597,121
FUND BALANCES AT 31 August 2021	10	6,598,307	140,949	6,739,256	6,606,063

The notes on pages 23 to 34 form part of these financial statements.

FAIRLEY HOUSE SCHOOL

BALANCE SHEET

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible fixed assets	5	5,325,744	5,323,354
CURRENT ASSETS			
Debtors	6	1,620,490	1,570,188
Cash at bank and in hand		2,915,958	2,835,452
		4,536,448	4,405,640
CREDITORS: Amounts falling due within one year	7	(2,913,327)	(2,849,747)
NET CURRENT ASSETS		1,623,121	1,555,893
TOTAL ASSETS LESS CURRENT LIABILITIES		6,948,865	6,879,247
CREDITORS: amounts falling due after more than one year			
Loans	8	(209,609)	(273,184)
NET ASSETS		6,739,256	6,606,063
FUNDS			
Unrestricted funds		1,549,138	1,456,012
Fixed asset fund		5,049,169	4,984,099
Restricted fund		140,949	165,952
FUNDS	10	6,739,256	6,606,063

The financial statements for Fairley House School, company number 01535096 were approved and authorised for issue by the Board of Governors on and signed on their behalf by:

Paul Barnaby
Chair of Finance Committee

Date: 2nd December 2021

The notes on pages 23 to 34 form part of these financial statements

FAIRLEY HOUSE SCHOOL

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	2020 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash provided by operating activities	1	461,281	(340,769)
Cash flows from investing activities			
Interest received		1,239	14,002
Purchase of property, plant and equipment		<u>(319,332)</u>	<u>(324,591)</u>
Net cash used in investing activities		(318,093)	(310,589)
Cash flows from financing activities			
Repayments of borrowing		<u>(62,682)</u>	<u>(63,892)</u>
Net cash used in financing activities		(62,682)	(63,892)
Changes in cash and cash equivalents in the reporting period		80,506	(715,340)
Cash and cash equivalents at the beginning of the reporting period		<u>2,835,452</u>	<u>3,550,792</u>
Cash and cash equivalents at the end of the reporting period	2	<u>2,915,958</u>	<u>2,835,452</u>

NOTES TO THE CASH FLOW STATEMENT

	2021 £	2020 £
NOTE 1		
Reconciliation of cash flows from operating activities		
Net incoming	133,193	8,942
Adjustments for		
Depreciation charges	316,943	272,588
Decrease/(Increase) in debtors	(50,302)	(433,444)
Increase in creditors	62,686	(174,853)
Bank interest received	<u>(1,239)</u>	<u>(14,002)</u>
Net cash provided by operating activities	<u>461,281</u>	<u>(340,769)</u>
NOTE 2		
Analysis of Cash and cash equivalents		
Refundable deposits	385,391	429,347
Cash in hand	<u>2,915,958</u>	<u>2,835,452</u>
Total cash and cash equivalents	<u>3,301,349</u>	<u>3,264,799</u>

I. ACCOUNTING POLICIES

Company information

The charitable company, which is a public benefit entity, is a private limited company by guarantee, incorporated in the UK (registered number 01535096) and operates from its registered office 30 Causton Street, London, SW1P 4AU.

a) Basis of Accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and 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) - effective 1 January 2019.

These accounts are drawn up on the historical cost basis of accounting. The financial statements have therefore been prepared on a going-concern basis as discussed in the Statement of Accounting and Reporting Responsibilities on page 14.

b) Fees and Similar earned income

Fees receivable are accounted for in the period in which the service is provided. Interest receivable is accounted for in the period to which it relates. Donations are accounted for when there is reasonable certainty of receipt.

c) Expenditure

Resources expended are accounted for on an accruals basis. Expenditure is directly allocated to cost categories based on the activity in the year. The irrecoverable element of VAT is included with the item of expense to which it relates.

d) Operating leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

e) Tangible fixed assets

Fixed Assets are initially recorded at cost.

Depreciation is provided at the following annual rates in order to write each asset down to their residual value over its estimated useful life:

Depreciable Freehold Property	- straight line over 20 years
Long-leasehold land and buildings	- straight line over 40 years
Long-leasehold improvements	- at 10% on cost
Furniture, fittings and other equipment	- at 20% on cost
Computers and technological equipment	- at 33% on cost

Land is not depreciated.

The above rates of depreciation are applied to assets costing more than £500 singularly or collective assets costing more than £2,000 where individual assets may be less than £500. Any assets costing less than these amounts are fully depreciated in the year of acquisition.

No depreciation is provided on assets acquired prior to the Balance Sheet date but not brought into use until after the year-end.

Any potential impairment of fixed assets is reviewed on an annual basis. To date, no adjustment for impairment has been considered necessary.

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

f) Pension schemes

The Charity contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the school. In accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) therefore, the scheme is accounted for as a defined contribution scheme.

The Charity also contributes to an individual personal pension scheme with Standard Life for other staff not within the teacher's pension scheme.

g) Funds

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charity.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the financial statements. Amounts unspent at the year-end are carried forward in the balance sheet.

h) Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost, with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Creditors

Creditors are recognised where the school 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 after allowing for any trade discounts.

k) Government grants

Any government grants received will be recognised upon receipt.

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

2. CHARITABLE ACTIVITIES FEES RECEIVABLE

	2021	2020
	£	£
Fees receivable consist of:		
School fees	6,257,341	6,415,080
less cost saving rebate	(59,135)	(185,587)
Less bursaries	(21,062)	(10,980)
Add back bursaries paid for by Restricted funds	21,062	10,980
	<u>6,198,206</u>	<u>6,229,493</u>

3. STAFF COSTS

The average number employed by the company including full-time equivalent numbers for part-time staff, within each category of persons was:

	2021	2020
	No.	No.
Teaching and support staff	69	77
Administrative staff	<u>12</u>	<u>13</u>
	<u>81</u>	<u>90</u>

The costs incurred in respect of these employees were:

	£	£
Wages and salaries	3,718,969	3,956,514
Social security costs	390,228	436,970
Pension costs defined benefit	241,236	262,074
Pension costs defined contribution	<u>431,872</u>	<u>463,934</u>
	<u>4,782,305</u>	<u>5,119,492</u>

No governor, nor any person connected to them, received any remuneration from the company or had any expenses reimbursed to them. During the year the number of employees whose total taxable emoluments exceeded £60,000 was:

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

	2021	2020
	No.	No.
Between £60,000 and £70,000	9	7
Between £70,001 and £80,000	-	1
Between £80,001 and £90,000	2	1
Between £100,001 and £110,000	-	-
Between £110,001 and £120,000	-	-
Between £120,001 and £130,000	2	1

Six of the employees above are members of a defined benefit pension scheme and the school made contributions of £111,868 (2020: £78,792 for 6 members)

The key management personnel of the school are defined on page 2 of Governors Report. The total employee benefits of this group was £294,228 (2020: £275,848). Terminations payments of £20,522 were made in 2021 (2020: £30,000), no amounts are outstanding at year end.

4. ANALYSIS OF EXPENDITURE

	<u>Staff costs</u>	<u>Other</u>	<u>Depreciation</u>	<u>2021</u>	<u>2020</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>Total</u>	<u>Total</u>
				<u>£</u>	<u>£</u>
Cost of raising funds					
Cost of other activities	-	995	-	995	2,389
School operating costs					
Teaching costs	4,075,975	227,467	65,629	4,369,071	4,574,217
Premises	-	456,717	251,315	708,032	658,214
Welfare	-	149,795	-	149,795	132,848
Support costs	631,905	243,243	-	875,148	959,574
Governance costs – audit fee	-	7,169	-	7,169	6,639
	<u>4,707,880</u>	<u>1,084,391</u>	<u>316,944</u>	<u>6,109,215</u>	<u>6,333,881</u>
OCR operating cost	29,186	13,144	-	42,330	91,531
Assessment clinic operating costs	<u>45,239</u>	<u>74,965</u>	<u>-</u>	<u>120,204</u>	<u>88,174</u>
Total resources expended	<u><u>4,782,305</u></u>	<u><u>1,173,495</u></u>	<u><u>316,944</u></u>	<u><u>6,272,744</u></u>	<u><u>6,513,586</u></u>

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

5. TANGIBLE FIXED ASSETS

	Furniture Fittings Equipment	Freehold Property	Asset under construction	Long Leasehold Property	Total
	£	£	£	£	£
Cost					
At 1 September 2020	1,337,262	3,760,278	261,793	3,667,600	9,026,933
Additions	100,584	56,969		423,574	581,127
Disposals	(425,728)	-	(261,793)	-	(687,521)
At 31 August 2021	1,012,118	3,817,247	-	4,091,174	8,920,539
Depreciation					
At 1 September 2020	1,283,041	492,951		1,927,587	3,703,579
Charge for the year	65,629	61,801		189,514	316,944
Withdrawn on disposals	(425,728)	-		-	(425,728)
At 31 August 2021	922,942	554,752		2,117,101	3,594,795
Net book value					
At 31 August 2021	89,176	3,262,495	-	1,974,073	5,325,744
<i>At 31 August 2020</i>	<i>54,221</i>	<i>3,267,327</i>	<i>261,793</i>	<i>1,740,013</i>	<i>5,323,354</i>

Within Freehold Property there is non-depreciable land of £2.25m. The remainder of the balance is depreciated over 20 years.

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

6. DEBTORS	2021	2020
	£	£
Amounts falling due within one year:		
Trade debtors	1,486,785	1,502,387
Other debtors	13,465	9,430
Prepayments and accrued income	120,240	58,371
	<u>1,620,490</u>	<u>1,570,188</u>

7. CREDITORS: amounts falling due within one year

	2021	2020
	£	£
Bank loan	66,966	66,072
Trade creditors	75,754	31,622
Taxation and Social Security	171,841	182,456
Other creditors	385,917	430,432
Accruals and deferred income	<u>2,212,849</u>	<u>2,139,165</u>
	<u>2,913,327</u>	<u>2,849,747</u>

	2021	2020
	£	£
Deferred income at 1 September 2020	2,105,366	2,114,110
Resources deferred in the year	2,090,052	2,105,366
Amounts released from previous years	<u>(2,105,366)</u>	<u>(2,114,110)</u>
Deferred income at 31 August 2021	<u>2,090,052</u>	<u>2,105,366</u>

Deferred income is income for school fees charged termly in advance

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

8. CREDITORS: amounts falling due after one year

BANK LOAN REPAYABLE WITHIN:

	2021	2020
	£	£
1 to 2 years	66,966	66,072
2 to 5 years	142,643	207,112
> 5 years	-	-
	<u>209,609</u>	<u>273,184</u>

The bank loan is secured on the interest in the long-leasehold property.

9. SHARE CAPITAL

The company is limited by guarantee and does not have a share capital. In the event of the company being wound up and unable to meet its liabilities, each member undertakes to contribute such a sum as may be required up to a maximum of £100. There were 10 members at 31 August 2021.

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

10. MOVEMENT ON FUNDS

	<i>Balance at 1 September 2020 £</i>	<i>Incoming Resources £</i>	<i>Resources Expended £</i>	<i>Transfer Between Funds £</i>	Balance at 31 August 2021 £
Restricted Funds					
PTA fund	46,170	1,400	(995)	(4,346)	42,229
Bursary Fund	119,782	-	(21,062)	-	98,720
Hardship Fund	-	-	-	-	-
Designated Funds					
Fixed asset fund	4,984,099	-		65,070	5,049,169
General Fund	1,456,012	6,404,537	(6,250,687)	(60,724)	1,549,138
	6,606,063	6,405,937	(6,272,744)	-	6,739,256

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

	<i>1 September</i>	Incoming	Resources	Between	<i>31 August</i>
	<i>2019</i>	Resources	Expended	Funds	<i>2020</i>
	£	£	£	£	£
Restricted Funds					
PTA fund	42,797	5,762	(2,389)	-	46,170
Bursary Fund	138,755	3,300	(22,273)	-	119,782
Hardship Fund	1,148	-	-	(1,148)	-
Designated Funds					
Fixed asset fund	4,868,115	-	-	115,984	4,984,099
General Fund	1,546,306	6,513,466	(6,488,924)	(114,836)	1,456,012
	6,597,121	6,522,528	(6,513,586)	-	6,606,063

PTA Fund

This fund represents donations given to the school by parents through the organisation and work of the School's Parent Teachers Association (PTA). The balance of funds has been designated by the PTA to use for improving catering facilities within the school. During the year the PTA agreed to fund new playground equipment.

Fixed Asset Fund

This fund represents the amount of general funds invested by the school in its tangible fixed assets after deducting loans secured on the properties.

Hardship Fund

The hardship funds have been designated by the Governors to assist children who are already pupils at the school and whose parents' circumstances change such that their parents have financial difficulties.

Transfers

The transfer between the General Fund and the Fixed asset designated fund represents the movement on the fixed assets. The transfer between General Fund and the PTA represents the playground equipment sp

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

II. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted		
	General	Restricted	Total
	Funds	Funds	2021
	£	£	£
Tangible fixed assets	5,325,744	-	5,325,744
Net current assets	<u>1,482,172</u>	<u>140,949</u>	<u>1,623,121</u>
	6,807,916	140,949	6,948,865

Creditors: amounts falling due after one year	<u>209,609</u>	<u>-</u>	<u>209,609</u>
	<u>6,598,307</u>	<u>140,949</u>	<u>6,739,256</u>

	Unrestricted		
	General	Restricted	Total
	Funds	Funds	2020
	£	£	£
Tangible fixed assets	5,323,354	-	5,323,354
Net current assets	<u>1,389,941</u>	<u>165,952</u>	<u>1,555,893</u>
	6,713,295	165,952	6,879,247

Creditors: amounts falling due after one year	<u>273,184</u>	<u>-</u>	<u>273,184</u>
	<u>6,440,111</u>	<u>165,952</u>	<u>6,606,063</u>

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

12. FINANCIAL COMMITMENTS

Operating leases

At 31 August 2021 the company had annual commitments under non-cancellable operating leases as set out below:

	2021	2020
	Land and	Land and
	Buildings	Buildings
	£	£
Operating leases that expire:		
Within one year	172,000	172,000
In the second to fifth years	516,000	516,000
Over five years	344,000	516,000
	1,032,000	1,204,000

FUTURE CAPITAL EXPENDITURE

Capital expenditure contracted for walk way between 30 and 36 Causton Street

	2021	2020
Funding is planned from existing funds	-	147,561

13. PENSION FUNDS

Teachers' Pension Defined Benefits Scheme

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £431,872 (2020: £463,934) and at the year-end £Nil (2020 - £Nil) was accrued in respect of contributions to this scheme.

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

FAIRLEY HOUSE SCHOOL

SCHEDULE TO THE TRADING PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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

Personal Pension Schemes

The school also contributes to a personal pension scheme for its non-teaching staff. The school's staging date for auto enrolment was July 2014. All staff who do not contribute to the Teachers' Pension scheme are currently members of the Standard Life scheme. The cost for the year represents the school's contributions of 14.1% to this scheme of £241,236 (2020: £262,074).

14. RELATED PARTY TRANSACTIONS

There are no related party transactions.