

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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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
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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
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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
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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.

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- 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.

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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.

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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.

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- 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.

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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:

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GOVERNORS' REPORT
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- 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.

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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.

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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.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FAIRLEY HOUSE SCHOOL
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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.

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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

		Unrestricted Funds	Restricted Funds	2023 Total	2022 Total
	Notes	£	£	£	£
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>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>Total</u>	<u>Total</u>
				<u>£</u>	<u>£</u>
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
	<u>688,000</u>	<u>860,000</u>

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