

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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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
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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
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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.

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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.

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- 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.

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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.

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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.
- 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."

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- 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
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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
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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'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

Paul Barnaby

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
	<u>7,856,850</u>	<u>7,641,210</u>

3. STAFF COSTS

	2024	2023
	No.	No.
Teaching and support staff	68	61
Administrative staff	14	12
	<u>82</u>	<u>73</u>

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
	<u>6,124,694</u>	<u>5,009,064</u>

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.