

KEW COLLEGE

England & Wales · Charity number 286059

Details

Other names	KEW COLLEGE PREP
Status	Registered
Legal form	Charitable company
Company number	01678837
Registered	1982-01-05
Register	View on the Charity Commission register

Contact

Address	24-26 Cumberland Road Kew Surrey TW9 3HQ
Phone	02089402039
Email	enquiries@kewcollege.com
Website	www.kewcollege.com

Activities

Objects: The objects of the Charity are the advancement of education for the public benefit in particular without limitation by: a) maintaining, carrying on, managing and developing Kew College at Kew, Surrey; and b) acquiring, establishing, maintaining, carrying on, managing and developing, funding and/or supporting such other schools and educational activities; as the trustees shall from time to time think fit (the "Objects").

Activities: Provision of nursery and primary schooling.

Classification

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

Geography

- **Area of benefit:** KEW AND ELSEWHERE
- Richmond Upon Thames

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£4,352,186	£4,049,298	£7,643,321	59
2023-08-31	£3,909,627	£3,752,167	£7,337,818	58
2022-08-31	£3,721,551	£3,428,146	£7,180,358	50
2021-08-31	£3,629,516	£3,424,547	£6,886,953	54
2020-08-31	£3,456,679	£3,417,355	£6,681,984	52

Trustees

Name	Role	Appointed
Andrea Suzanne Samuelson		2023-03-10
Dr Zohya Pavlu		2021-09-03
Elias Scafidas		2021-09-24
Jason Player McKinlay		2023-10-10
Jonathan Chesworth		2023-06-13
Julia Diane Takach		2021-08-26
Julian Hunt		2025-02-27
Sarah Squire		2021-10-13

KEW COLLEGE

England & Wales - Charity number 286059

Accounts

Company Registration No.01678837 (England and Wales)

Charity Registration No.286059

**KEW COLLEGE
(A company limited by guarantee)**

**GOVERNORS' REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 AUGUST 2024

KEW COLLEGE

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KEW COLLEGE

REFERENCE AND ADMINISTRATIVE DETAILS

OF THE CHARITY, ITS GOVERNORS AND ADVISORS

Governors

The following Governors, who are the Directors and Trustees of the charitable company, have held office since 1 September 2023 and served throughout the period under review except where indicated:

Jonathan Chesworth
Fiona Laughton (Resigned 13 September 2023)
Dylan Jones (Resigned 18 June 2024)
Jason McKinlay (Appointed 10 October 2023)
Zohya Pavlu
Andrea Samuelson Chairman
Elias Scafidas
Sarah Squire
Julia Takach
Paula Vanninen (Resigned 13 December 2023)

Key management personnel

All are members of the Senior Management Team

Jane Bond – Head
Joanna Brackenbury – Bursar (Resigned 30 April 2024)
Jim Francis – Bursar (Appointed 15 April 2024)

Head

Jane Bond

Bursar, Company Secretary and Clerk to the Governors

Joanna Brackenbury – Bursar (Resigned 30 April 2024)
Jim Francis – Bursar (Appointed 15 April 2024)

Address

24-26 Cumberland Road, Kew Gardens, Surrey TW9 3HQ

Web site

www.kewcollege.com

ADVISORS

Auditors

HaysMac LLP, 10 Queen Street Place, London, EC4R 1AG

Bankers

National Westminster Bank Plc, 22 George Street, Richmond, Surrey, TW9 1JW

Registered charity number

286059

Registration company number

01678837

KEW COLLEGE

GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

The Governors, who also act as Directors of the company and Trustees of Kew College ("the School"), present their report and the financial statements for the year ended 31 August 2024.

REFERENCE AND ADMINISTRATIVE INFORMATION

The School, a registered charity, is a company limited by guarantee. The School was registered with the Charity Commissioners under charity number 286059 on the 5 January 1983. The Governors and executive officers, principal address of the School and of the professional advisors are listed on page 1. The School was incorporated on 17 November 1982 with the company number 01678837. Kew College is trading as Kew College Prep.

OBJECTIVES AND ACTIVITIES

Charitable objectives

The objectives of the School are the advancement of education at Kew College Prep in Kew, Surrey and such other schools as shall be thought fit.

In setting the aims and objectives and planning the activities, the Governors have given careful consideration to the Charity Commission guidance on public benefit.

The School's immediate beneficiaries are children who attend our fee-paying school. The local community benefits from the pressure taken off over-subscribed schools in the maintained sector. The wider community benefits from the well-rounded individuals who leave our School with an enthusiasm for learning, and also benefits by the School lowering the burden on the state of the cost of the children's education that would otherwise be borne by the state.

Aims and objectives

Kew College Prep is a non-selective, family oriented, co-educational school for children from Nursery to Year 6.

We aim:

- To provide our children with a well-balanced, broad and enriching educational experience at a high level
- To create a nurturing environment that is relaxed but purposeful and in which children feel happy and enjoy working with each other
- To ensure that our children feel valued and are supported in developing a healthy self-esteem and confidence to make their own informed choices
- To actively promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of all people
- To instil in our children a sense of commitment, responsibility and resilience to equip them with the appropriate skills for the next stage in their education

Our strategy is to help every child reach their academic potential within a broad curriculum that encourages participation in sports and the arts and develops self-esteem in our pupils. The School aims to provide a good-quality education at a price that is as affordable for as many local families as possible. Fees charged are below those charged by all other fee-paying schools in the local area.

We offer bursaries to allow access to the School for those local families that cannot afford our fees. This is means-tested and available to children joining in Years 3 & 4 who could contribute to the School academically or in another capacity.

Two children benefitted from bursaries during the school year 2023-2024.

Volunteers

Parents of younger children assist on School outings on an ad hoc basis. Other volunteers include our parent body who offer social events to the children and the wider school community. The School engages the services of other volunteers if suitable throughout the year.

Objectives for the year under review

During the period under review our objectives were to promote excellence through a curriculum that is both challenging and creative, to foster the children's desire to become independent learners and critical thinkers, to review and improve our provision of after school clubs and care, to work towards the provision of in house hot school lunches for all school pupils, to work towards creating increased teaching space and to continue to upgrade the premises.

Strategies to achieve the year's objectives

To maintain a high level of academic achievement we assess the children regularly, using both internal and external tools and compare ourselves against the national average. We identify children needing support and those who require further challenge and differentiate the work accordingly. Those requiring extra support receive it from their class teachers, from the Teaching Assistants and where necessary, in our Learning Enrichment Department, in close liaison with parents and class teachers. We ensure that we are up to date with the latest developments in educational practice and keep pace with new classroom technology. We use IAPS and other educational organisations to keep us abreast of new practices. Teaching is regularly monitored and training put in place. Children's work is regularly monitored to ensure quality and progress. Participation in music, sports and arts is encouraged within lessons and by the provision of extra-curricular opportunities. Pupils' successes are celebrated in class or in assemblies. When appointing new teaching staff, we conduct rigorous assessment of their skills and a thorough induction programme is put in place. Our older children are nurtured and well-prepared for entrance exams to senior schools and they enter the process with confidence. The School's popularity is fed by active marketing, by word of mouth and by the very good achievements of our Year 6 in their entrance exams to senior school.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE

Review of activities

The School provides education in Kew to boys and girls from the ages of 3 – 11 years. The School continued to thrive during the year with numbers remaining strong.

Pupil numbers remained high during the year. By the end of the year the School had 265 (2023: 269) pupils on roll of which some were nursery pupils who did not attend full time.

Kew College Prep is regarded as a very secure foundation for entry to senior schools. It can be considered to be one of the best preparatory schools in the area. The School regularly sends pupils to a broad cross-section of the West London day schools as well as a few further away. This year pupils have been awarded places to a broad range of schools including Kingston Grammar School, Godolphin & Latymer School, Harrodian School, St Pauls Girls' and Boys' Schools, Putney High School, Radnor House, Reed's School, Emanuel School, St John's Leatherhead, and Wimbledon High School. Children were awarded scholarships and awards to Emanuel School, Epsom College, Kew House School, Lady Eleanor Holles School, Notting Hill and Ealing High School, Putney High School, Ibstock Place School, Surbiton High School and Wimbledon High School.

Kew College Prep offers a wide range of sports and competes regularly with schools in West London. Sports teams continued to enjoy swimming, netball, football, rugby, hockey and athletics competitions. Pupils are taught PE/Games and dance with specialist coaches and teachers. Much of the formal Games programme is taught off site at specialist sports facilities.

Children at the School excel in music, art and drama and participate in various events and after school clubs. A large number of children take individual music lessons in School, which comprise woodwind, brass, strings, piano, guitar and drums and individual singing lessons are also taken. The various ensemble groups and choirs rehearse each week and perform to a high level. LAMDA sessions for children in the Junior House continued this year and the children were very successful in their LAMDA examinations in the summer.

A wide variety of extra-curricular clubs are provided each week, provided by Kew College staff and outside providers. Clubs include choirs, Music Technology, Dance, Sports, Computer coding, Arts and Crafts, Ballet and other interests, including Touch Typing. In addition, a breakfast club and after-school care are now offered to pupils from Nursery onwards (previously from Reception), which was new this year.

Infant Nativity plays were performed for parents at the end of the Autumn term and plays by four year groups were performed at the end of the Summer Term, with the Year 6 performance taking place in the theatre at the nearby Musical Museum, which could comfortably accommodate all those who wanted to be in the audience and provide a most professional dramatic environment.

The School continues to fundraise for charities. Pupils have been successfully encouraged to arrange small fund-raising sales after school, the choir has visited a local care home to sing to the residents, a group of children has visited these homes to read to residents and there has been an increase in the number of local charity and community events that groups of children have attended over the year.

During the year the School provided a bursary for a child at a secondary school.

Building Improvements

Improvements continued at the School in the summer, with the creation of a new office, refurbishments to several classrooms and a utility room.

Voluntary Fund Raising

Through our PSHEE studies, our pupils are taught to think about those less fortunate than themselves. They are encouraged to raise funds for charities with an emphasis on local charities or those with a particular meaning to the School community. Pupils present their charity of choice to the School and the charity that the whole School will support for the year is chosen by democratic election. The charity for 2023/24 was Shooting Star Children's Hospice. In addition, Harvest Festival donations of food are given to the local Food Bank, the Poppy Appeal is supported, the Giving Tree at Christmas supports children in care, giving gifts to those children who would not otherwise receive a gift. The groups of children were encouraged to raise money for charities of their choice and several events took place over the year.

The PTA is run by parents of Kew College Prep pupils. The PTA organises social activities in and out of School for children and parents. These events such include a Summer Fair and Quiz Night for parents, Film Nights for pupils.

The School has not made any fundraising appeals to the general public during the year, and is unlikely to do so in the future. There has been no outsourced fund raising via professional fundraisers or other third parties. As a result the School is not registered with the fundraising regulator and received no fundraising complaints in the year.

FUTURE PLANS

The School's future plans include the following objectives:

- To promote excellence through the curriculum by continually evaluating our teaching to ensure pupils are offered a curriculum that is both challenging and creative;
- To continue to foster the children's desire to become independent learners and critical thinkers;
- To look at new ways of involving the school with the local community;
- To work towards ways of improving the school lunch offer;
- To plan and implement further improvements of the premises to provide dining facilities and more nursery space.

FINANCIAL REVIEW

Financial activities and results

The surplus for the year was £305,503 (2023 £157,460). Income for the year amounted to £4,354,801 (2023 £3,909,627) an increase of £445,174. This arose from higher fees, including fees for residential outings, offset by slightly lower pupil numbers. Expenditure increased by £297,131 due to most costs rising, including staffing costs, marketing and property costs.

The balance sheet includes £444,737 of advance fees, due at the start of September and paid before the financial year end. Acceptance deposits, held until the child leaves the School, stood at £651,731 at the end of the year. Unrestricted reserves at the end of the year were £7,582,598.

As a charity, the parents of the pupils have the assurance that all the income of the School must be applied for educational purposes. As an Educational Charity the School enjoys a tax exemption on the educational activities and on the investment income. As a Charity, the School is also entitled to an 80% reduction on the business rates on the property occupied for the charitable purposes. The financial benefits received from the tax exemptions are all applied for educational purposes.

The School is unable to reclaim input VAT on its expenditure.

Reserves policy

At 31 August 2024, the charity had total reserves of £7,643,321 (2023 £7,337,818). Of these, £60,723 (2023 £33,764) were restricted and therefore not available for the general purposes of the charity.

Unrestricted funds of £7,582,598 (2023 £7,304,054) are represented by functional assets used in the furtherance of the School's objectives and as a result the School has no free reserves. The policy is to achieve an annual surplus before depreciation of 10% of income. The policy is to continue building up reserves by means of annual operating surpluses and management of our investment assets, supplemented by occasional donations.

Funding

The School had a loan of £1,187,564 outstanding at 31 August 2024, provided by National Westminster Bank on which the interest is at a floating rate. Following a review of cash reserves at the beginning of the 2024-25 academic year, it was decided to pay down £500,000 of the loan, which was done on 19 November 2024. This reduces the outstanding loan to £687,564. The board is confident that the School has adequate cover for its working capital requirements.

Borrowing is secured by a charge over the School's assets including the main School buildings, which provide more than sufficient security for all foreseeable borrowing requirements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The School is governed by the Articles of Association, last updated on 10 February 2020.

Recruitment and Training of Governors

The School's Governors are appointed at a Meeting of the Governors on the basis of nominations received from members of the Board of Governors. Nominations are based on eligibility, personal competence and specialist skills.

New Governors are inducted into the workings of the School with an information pack, a personal meeting with the Chair of Governors, and by a visit to the School and Head. Governors attend training sessions as and when required. During the year Governors attended training sessions or undertook online training covering Safeguarding, Safer Recruitment and Developing the Leadership Team.

New Governors are elected by the Board of Governors and serve until the earlier of retirement or when they volunteer to retire. One third (or the number nearest one third) of the Governors must retire at each Annual General Meeting, those longest in office retiring first and the choice between any of equal service being made by drawing lots. Retiring Governors shall be eligible for re-appointment for consecutive periods not exceeding in aggregate nine years from the date of their original appointment but thereafter Governors shall not be eligible for reappointment until one year after their retirement. A 'year' means the period between one Annual General Meeting and the next.

Conflicts of interest are monitored to ensure that they do not influence the management of the School.

Organisational Structure

The Kew College Governors, as the charity Trustees of the School, are legally responsible for overseeing the strategic development and the overall management and control of the School and meet at least three times a year. The work of implementing their policies was carried out by two sub-committees: the Resources Committee and the Education & Welfare Committee. These committees meet at least once a term and report to the main governing body. A staff Health and Safety Committee also meets termly and reports to the Resources Committee.

The day-to-day running of the School is delegated to the Head, supported by her Senior Leadership team, including the Bursar. Other members of the Senior Leadership team are the Deputy Head and other senior teachers. The Head and Bursar attend meetings of the full Governing Board and the two committees.

Remuneration for the Head and the Bursar is set by the Board, and that of the rest of the senior management team is set by the Head and the Bursar within the budget approved by the Board. The policy objective is to ensure appropriate incentives to encourage enhanced performance in a fair and responsible manner, rewarding for individual contributions to the School's success. The appropriateness and relevance of the remuneration policy is reviewed annually by the Board of Governors, including reference to comparisons with other independent schools to ensure that Kew College remains sensitive to the broader issues of pay and employment conditions elsewhere.

The Governors give of their time freely and no remuneration was paid in the year. No Governors or person connected with a Governor received any benefits. Four of the governors have children attending the school.

Principal Risks and Uncertainties

The Kew College Board of Governors is responsible for the management of the risks faced by the School. A risk register is maintained. Risks are considered at Board meetings at least once a year.

The other main risks that the Governors have identified and the plans to manage those risks are:

Reputation – the School's success is built on its reputation for the education and wellbeing of our pupils. We manage our reputation for high quality education provision and success at entrance exams to secondary schools by attracting excellent teaching staff, who enjoy a culture of professional support through training and development, positive appraisal and well-resourced classrooms.

We manage our reputation for the wellbeing of our pupils through an ethos that ensures that our pupils are happy and thrive in our School, built around our safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of personal, social and health and safety related issues.

Cost Risk and Political Risk – our ability to continue to operate as a School is reliant on being able to maintain costs at an affordable level. This is threatened by various economic and political developments such as the withdrawal of Charitable business rate relief from independent schools, the introduction of VAT on school fees, the further increase in Teachers’ Pensions employers’ rate and the impact of further increases in costs.

We manage this risk by keeping up to date with advice available from several professional bodies working in the independent schools sector such as the ISBA, IAPS, ISC and AGBIS, setting a prudent budget, and maintaining a strong banking relationship that ensures that additional cash will be available for unexpected cost increases.

Pupil numbers have remained high in the School with numbers in the lower part of the school being on the lower side in some year groups.

The Governors are satisfied that major risks have been identified and that all reasonable steps are taken to mitigate identified risks. The Governors believe that the School is provided with sufficient resources in the event of adverse conditions. The Board is confident that the School has adequate cover for its working capital requirements.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately mitigated.

AUDITORS

On 18 November 2024, the company’s auditor changed its name from Haysmacintyre LLP to HaysMac LLP. A resolution to confirm the continuing appointment of HaysMac LLP as the company’s auditor will be proposed at the Annual General Meeting on 27 February 2025.

STATEMENT OF GOVERNORS’ RESPONSIBILITIES

The Governors (who are also directors of Kew College for the purposes of company law) are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102. Company law requires the Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Governors are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Governors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as we are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Governors’ Report, which incorporates the Strategic Report, was approved by the Governors on 27 February 2025 and signed on their behalf by:

Andrea Samuelson

.....
A.S.Samuelson
Chairman

Opinion

We have audited the financial statements of Kew College for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Cash Flow Statements 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 the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

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

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 Governors' Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Governors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or

- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 6, 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 and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to The Education (Independent School Standards) Regulations 2014, safeguarding regulations, health and safety requirements, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, and considered other factors such as payroll tax.

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

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular those posted at year end; and
- Challenging assumptions and judgements made by management in their accounting estimates

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

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

Use of our report

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



Tracey Young (Senior Statutory Auditor)
For and on behalf of HaysMac LLP, Statutory Auditors
Date: 28.3.25

10 Queen Street Place
London
EC4R 1AG

KEW COLLEGE

**STATEMENT OF FINANCIAL ACTIVITIES
(Including Income and Expenditure Account)**

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
INCOME FROM:					
Charitable Activities					
School fees receivable	4	4,030,155	-	4,030,155	3,724,654
Other educational income	5	164,378	-	164,378	143,571
Investment income		91,231	-	91,231	18,252
Donations and Grants	6	38,889	30,148	69,037	23,150
TOTAL INCOME		<u>4,324,653</u>	<u>30,148</u>	<u>4,354,801</u>	<u>3,909,627</u>
EXPENDITURE ON:					
Raising funds		129,197	-	129,197	54,498
Charitable activities		3,916,912	3,189	3,920,101	3,697,669
TOTAL EXPENDITURE	7	<u>4,046,109</u>	<u>3,189</u>	<u>4,049,298</u>	<u>3,752,167</u>
NET INCOME/(EXPENDITURE)		<u>278,544</u>	<u>26,959</u>	<u>305,503</u>	<u>157,460</u>
Net movement in funds		278,544	26,959	305,503	157,460
Balance brought forward	14	7,304,054	33,764	7,337,818	7,180,358
BALANCE CARRIED FORWARD	14	<u><u>7,582,598</u></u>	<u><u>60,723</u></u>	<u><u>7,643,321</u></u>	<u><u>7,337,818</u></u>

All activities relate to continuing operations.

The notes from pages 12 to 22 form part of these financial statements.

The Statements of Financial Activities includes all gains and losses recognised in the year.

The Statement of Financial Activities for the comparative period is presented in note 19.

KEW COLLEGE

STATEMENT OF FINANCIAL POSITION

AS AT 31 AUGUST 2024

Company Number 01678837

	Notes	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	9		7,738,731		7,867,656
CURRENT ASSETS					
Debtors	10	56,110		64,701	
Cash and cash equivalents	11	2,641,032		2,109,187	
			<u>2,697,142</u>		<u>2,173,888</u>
CREDITORS: amounts falling due within one year	12	<u>(1,477,947)</u>		<u>(998,161)</u>	
NET CURRENT ASSETS			<u>1,219,195</u>		<u>1,175,727</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>8,957,926</u>		<u>9,043,383</u>
CREDITORS: Amounts falling due after one year	13		<u>(1,314,605)</u>		<u>(1,705,565)</u>
NET ASSETS			<u><u>7,643,321</u></u>		<u><u>7,337,818</u></u>
FUNDS					
Unrestricted funds					
Revaluation fund	14		2,175,850		2,175,850
General fund	14		5,406,748		5,128,204
Restricted fund	14		60,723		33,764
			<u>7,643,321</u>		<u>7,337,818</u>

The financial statements were approved and authorised for issue by the Board of Governors on 27 February 2025 and signed on its behalf by

Andrea Samuelson

.....
A.S.Samuelson
Chairman

The notes on pages 12 to 22 form part of these financial statements.

KEW COLLEGE

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Net movement in funds		305,503	157,460
Investment income		(91,231)	(18,252)
Depreciation charge		201,098	194,102
Loss on disposal of assets		-	1,142
Decrease in debtors		8,591	(12,940)
Increase in creditors		(82,361)	(70,322)
Net cash provided by operating activities		341,600	251,190
Cash flows from investing activities			
Purchase of tangible fixed assets		(72,173)	(88,165)
Investment income		91,231	18,252
Net cash used in investing activities		19,058	(69,913)
Cash flows from financing activities			
Repayments of borrowing		(1,321,861)	(89,232)
Cash inflows of new borrowing		1,257,000	-
Fees in advance		236,048	-
Net cash used in financing activities		(171,187)	(89,232)
Net increase in cash and cash equivalents		531,845	92,045
Cash and cash equivalents at the beginning of the year		2,109,187	2,017,142
Cash and cash equivalents at the end of the year	11	2,641,032	2,109,187

Analysis of movements in net debt

	At 1 September 2023 £	Cash flow £	Non-cash movements £	At 31 August 2024 £
Cash	2,109,187	531,845	-	2,641,032
Loan falling due within one year	(84,512)	(510,695)	-	(595,207)
Loan falling due after more than one year	(1,167,913)	575,556	-	(592,357)
Total	856,762	596,706	-	1,453,468

1. GENERAL INFORMATION

The charity is a company limited by guarantee, incorporated in England and Wales and registered with the Charity Commission. The address of the registered office is 24-26 Cumberland Road, Kew, Richmond, Surrey, TW9 3HQ.

Every member of the charity is liable under the Memorandum and Articles of Association to contribute, in the event of winding up or failure to meet liabilities, a sum not exceeding £1.

At 31st August 2024 the number of guarantor members was 7 and at the date of the approval of these accounts, the number of guarantor members was 7.

Kew College was incorporated on 17th November 1982 (company number 01678837) and registered as a charity on 5 January 1982 (charity number 286059).

2. ACCOUNTING POLICIES

2.1 Accounting convention

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 (“FRS102”) – effective 1 January 2019. The School is a Public Benefit Entity.

2.2 Going Concern

Pupil numbers within the School have remained very strong. Before and after-school care was offered for the full year for all except nursery pupils and was extended to nursery from September 2023. School lunches, delivered daily from a local supplier, were offered this year and there has been an approximately 50% uptake on average. Having reviewed the funding facilities available to the School together with the expected ongoing demand for places and the School’s future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider there were no material uncertainties over the School’s financial viability. Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Governors’ Responsibilities on page 6.

2.3 School fees

Fees receivable and charges for services and use of premises are accounted for in the year in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the School, but include contributions received from restricted funds for hardship.

2.4 Investment income

Investment income from bank balances is accounted for on an accruals basis.

2.5 Donations income

Donations receivable for the general purposes of the School are credited to unrestricted funds. Donations for restrictive purposes are used in accordance with specific restrictions imposed by donors or that have been raised by the School for particular purposes are credited to restricted funds. Donations are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

2.6 Grant income

Grants received for specific purposes are used for the purposes for which they are granted. Grants received for non-specific purposes are used for general purposes.

2.7 Expenditure

Liabilities are recognised as expenditure where there is a legal or constructive obligation committing the School to the expenditure. All expenditure is accounted for on an accruals basis and includes, where applicable, value added tax which is irrecoverable.

Costs of charitable activities are the costs applied by the School in undertaking its work and achieving its charitable objectives, as opposed to the cost of raising funds to finance these objectives. Charitable activities are all the expenditure expended by the School in the delivery of the curriculum and educative services, including its programme that is directed at the achievement of the charitable aims and objectives. Such costs include direct costs of the charitable activities.

Support costs represent indirect costs relating to the School's charitable activities. Support costs, including governance costs.

Governance costs are the costs associated with the governance arrangements of the School that relate to the general running of the School, as opposed to those costs associated with fundraising or charitable activities. Included within this category are costs associated with the strategic planning for its future development, the training of the Kew College Governors, constitutional and statutory requirements.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or deemed cost, net of depreciation and any provision for impairment.

Tangible fixed assets costing more than £150 are capitalised and included at cost, or in the case of land and buildings at valuation, including any incidental costs of acquisition.

Depreciation is provided on all tangible fixed assets, except land, at rates calculated to write off the cost on a straight-line basis over the expected useful economic life as follows;

Computer equipment:	3 years
Furniture and fittings:	4 years
Equipment:	4 years
Buildings:	50 years

No depreciation is provided on land.

The valuation of freehold land and buildings on transition to FRS 102 at September 2014 has been taken as the deemed cost. Prior to transition to FRS 102 the freehold land and buildings were stated at valuation and were revalued on a regular basis.

2.9 Debtors

Fee 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. A specific provision is made for debts for which recoverability is in doubt.

2.10 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Creditors and provision

Creditors and provisions are recognised where the charitable company 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. Fees received in advance of education to be provided in future periods are held in liabilities until either taken to income in the term when used, or else refunded.

2.12 Financial instruments

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

2.13 Fund accounting

Unrestricted funds are those that are available for use at the discretion of the Board of Governors in furtherance of the general objectives of the School and which have not been designated for other purposes. Revaluation funds, included within unrestricted funds, represent the accumulation of gains and losses on revaluation of freehold land and buildings in the School's use.

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2024

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by donors or that have been raised by the School for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim of each restricted fund is set out in the notes to the financial statements.

2.14 Pensions

Teaching staff employed by the School are eligible for membership of the Teachers' Pension Scheme. This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the school accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The School operates a defined contribution pension scheme for those members of staff who are not eligible to join the Teachers' Pension Scheme. The assets of the scheme are held separately from those of the School in an independently administered fund. The pension cost charge represents contributions payable by the School to the fund.

2.15 Corporation tax

Kew College is a registered charity and its income and gains are exempt from corporation tax.

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2024

4. CHARITABLE ACTIVITIES – FEES RECEIVABLE	2024	2023		
	£	£		
Fees receivable consist of:				
School fees	4,072,380	3,757,533		
Less: fee discounts and concessions	(42,225)	(32,879)		
	<u>4,030,155</u>	<u>3,724,654</u>		
 Add back: bursaries and other awards paid for by restricted funds	 -	 -		
	<u>4,030,155</u>	<u>3,724,654</u>		
 Fees discounts and concessions were made to 2 pupils (2023: 1).				
5. CHARITABLE ACTIVITIES – OTHER EDUCATIONAL INCOME	2024	2023		
	£	£		
Registration fees	3,075	4,270		
Fees for clubs	40,368	34,541		
School trips	71,265	61,490		
Additional lessons	8,955	14,438		
Other	40,715	28,832		
	<u>164,378</u>	<u>143,571</u>		
6. DONATIONS AND GRANTS	2024	2023		
	£	£		
Kew College Friends	30,148	22,438		
Hardship fund	32,450	-		
EYFS funding	6,439	712		
	<u>69,037</u>	<u>23,150</u>		
7. TOTAL EXPENDITURE	Staff Costs	Other	Depreciation	2024
	£	£	£	£
Raising funds				
Finance costs (see below)	-	129,197	-	129,197
Charitable Activities				
Teaching costs	2,210,620	303,662	-	2,514,282
Welfare costs	-	19,526	-	19,526
Premises costs	-	363,344	201,098	564,442
Support costs	534,826	287,024	-	821,850
	<u>2,745,446</u>	<u>973,556</u>	<u>201,098</u>	<u>3,920,101</u>
	<u>2,745,446</u>	<u>1,102,753</u>	<u>201,098</u>	<u>4,049,298</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2024

	2024 £	2023 £
7a Finance costs		
Interest on bank loans	109,619	54,408
Bank account service charges	13,843	1,090
Bad debt written off	5,735	-
	<u>129,197</u>	<u>55,498</u>
7b Governance costs included in support costs		
Remuneration to auditor for audit services	15,590	19,940
Trustees' training courses	-	-
Trustees' travel & subsistence	4,400	-
Professional advice and other costs	93,538	784
	<u>113,528</u>	<u>20,724</u>

7. TOTAL EXPENDITURE (2023)	Staff Costs £	Other £	Depreciation £	2023 £
Raising funds				
Finance costs (see above)	-	54,498	-	54,498
Charitable Activities				
Teaching costs	2,009,574	320,963	-	2,330,537
Welfare costs	-	5,580	-	5,580
Premises costs	-	440,326	194,102	634,428
Support costs	473,959	253,165	-	727,124
	<u>2,483,533</u>	<u>1,020,034</u>	<u>194,102</u>	<u>3,697,669</u>
	<u>2,483,533</u>	<u>1,074,532</u>	<u>194,102</u>	<u>3,752,167</u>

8. STAFF COSTS	2024 £	2023 £
Salaries	2,117,127	1,968,544
Social security costs	212,530	194,387
Pension costs (note 16)	415,789	320,602
	<u>2,745,446</u>	<u>2,483,533</u>

Aggregate employee benefits were paid to key management personnel during the year of £260,891 (2023: £226,420).

The number of employees whose emoluments exceeded £60,000 for the year is as follows:

	Number	Number
£60,001 - £70,000	2	1
£80,001 - £90,000	-	2
£90,001 - £100,000	1	-
	<u>3</u>	<u>3</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2024

	2024	2023
	Number	Number
The average number of staff during the year was:		
Teachers and assistants	48	46
Administration	11	12
	<u>59</u>	<u>58</u>

9. TANGIBLE FIXED ASSETS	Freehold Land & Buildings	Furniture & Equipment	Total
	£	£	£
Cost or deemed cost			
At 1 September 2023	8,751,958	729,169	9,481,127
Additions	-	72,173	72,173
Disposals	-	(44,650)	(44,650)
	<u>8,751,958</u>	<u>756,692</u>	<u>9,508,650</u>
At 31 August 2024			
Depreciation			
At 1 September 2023	1,009,872	603,599	1,613,471
Charge for the year	128,039	73,059	201,098
Disposals	-	(44,650)	(44,650)
	<u>1,137,911</u>	<u>632,008</u>	<u>1,769,919</u>
At 31 August 2024			
Net Book Value			
At 31 August 2024	<u>7,614,047</u>	<u>124,684</u>	<u>7,738,731</u>
At 31 August 2023	<u>7,742,086</u>	<u>125,570</u>	<u>7,867,656</u>

The freehold land and buildings at 24/26 Cumberland Road, 30 Cumberland Road and at 59 Leyborne Park were revalued on 31 August 2014 by Gerald Eves Chartered Surveyors and Property Consultants. Valuation of 24/26 Cumberland Road and 59 Leyborne Park were on an open market existing use and valuation of 30 Cumberland Road was on the basis of educational use as part of the existing School. Value for the combined properties was £6,600,000.

The historical cost of the freehold land and buildings as at 31 August 2024 was £6,181,194.

10. DEBTORS	2024	2023
	£	£
Fees owing	1,601	9,379
Prepayments	37,106	37,646
Other debtors	17,403	17,676
	<u>56,110</u>	<u>64,701</u>

11 CASH AND CASH EQUIVALENTS	2024	2023
	£	£
Cash at bank	2,641,032	2,109,187
	<u>2,641,032</u>	<u>2,109,187</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2024

12. CREDITORS: amounts falling due within one year	2024 £	2023 £
Bank loans (secured)	595,207	84,512
Trade creditors	42,684	156,857
Other taxes and social security costs	48,588	46,923
Deferred income	444,737	464,267
Fees in advance	101,081	-
Accruals	126,981	108,785
Other creditors	54,219	40,017
Deposits	64,450	96,800
	<u>1,477,947</u>	<u>998,161</u>
Deferred income relates to fees received in advance of the Autumn term		
Analysis of deferred income		
Deferred income at 1 September	464,267	569,861
Applied during the year	444,737	464,267
Released during the year	(464,267)	(569,861)
	<u>444,737</u>	<u>464,267</u>
Deferred income at 31 August	<u>444,737</u>	<u>464,267</u>
	<u>1,314,605</u>	<u>1,705,565</u>
	<u>1,187,564</u>	<u>1,252,425</u>
	<u>236,048</u>	<u>-</u>
	<u>1,187,564</u>	<u>1,252,425</u>

The bank loan is secured on the company's freehold land and buildings.

A loan of £1,805,000 was taken with National Westminster Bank in October 2016, repayable in 7 years, interest charged at a floating rate of 1.8% over Base Rate. This loan was repaid on 24 October 2023 with the proceeds of a new loan of £1,257,000 repayable over 13 years, interest charged at a floating rate of 2% over Base Rate.

The school paid down £500,000 of the loan on 19 November 2024.

14. STATEMENT OF FUNDS

Unrestricted funds are the accumulation of surpluses, less deficits, on the income and expenditure account, together with the profits, less losses, on the sales of unrestricted fixed assets, bequests for the general purposes of the School and various grants towards fixed assets.

Unrestricted funds	General Fund £	Revaluation Reserve £	Total 2024 £
Balance at 1 September 2023	5,128,204	2,175,850	7,304,054
Movement in funds for the year	278,544	-	278,544
Balance at 31 August 2024	<u>5,406,748</u>	<u>2,175,850</u>	<u>7,582,598</u>
Unrestricted funds	General Fund £	Revaluation Reserve £	Total 2023 £
Balance at 1 September 2022	4,937,744	2,207,550	7,145,294
Movement in funds for the year	190,460	(31,700)	158,760
Balance at 31 August 2023	<u>5,128,204</u>	<u>2,175,850</u>	<u>7,304,054</u>

The accumulated funds of the charity include restricted funds comprising of the following unexpended balances of grants, donations, gifts and legacies to be applied for specific purposes:

Restricted funds	Balance at 1 September 2023 £	Income £	Expenditure £	Balance at 31 August 2024 £
Kew College Friends	-	30,148	(3,189)	26,959
Travel Plan	7,077	-	-	7,077
Hardship fund	26,462	-	-	26,462
Bursary fund	225	-	-	225
	<u>33,764</u>	<u>30,148</u>	<u>(3,189)</u>	<u>60,723</u>

Restricted funds	Balance at 1 September 2022 £	Income £	Expenditure £	Balance at 31 August 2023 £
Kew College Friends	471	22,437	(22,908)	-
Travel Plan	7,077	-	-	7,077
Hardship fund	26,462	-	-	26,462
Bursary fund	225	-	-	225
EYFS	829	713	(1,542)	-
	<u>35,064</u>	<u>23,150</u>	<u>(24,450)</u>	<u>33,764</u>

The purposes of the restricted funds are as follows;

Kew College Friends

The restricted fund represents donations from Kew College Friends, an organisation run by parents of pupils at Kew College Prep, to purchase specific equipment for the School.

Travel Plan

The restricted fund represents capital grants from London Borough of Richmond upon Thames for the construction of a shelter located outside the school and other capital spending to discourage car travel.

Donations – hardship fund

The Hardship fund represents donations for the establishment of a hardship fund.

EYFS

The restricted fund represents various funding from London Borough of Richmond upon Thames for expenditure on specific areas for the benefit of Early Years Foundation Stage children.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund £	Revaluation Reserve £	Restricted Fund £	Total Fund £
Tangible fixed assets	5,502,158	2,175,850	60,723	7,738,731
Net current assets	1,219,195	-	-	1,219,195
Creditors due after more than one year	(1,314,605)	-	-	(1,314,605)
	<u>5,406,748</u>	<u>2,175,850</u>	<u>60,723</u>	<u>7,643,321</u>
Balance at 31 August 2024	<u>5,406,748</u>	<u>2,175,850</u>	<u>60,723</u>	<u>7,643,321</u>
	General Fund £	Revaluation Reserve £	Restricted Fund £	Total Fund £
Tangible fixed assets	5,691,806	2,175,850	-	7,867,656
Net current liabilities	1,141,963	-	33,764	1,175,727
Creditors due after more than one year	(1,705,565)	-	-	(1,705,565)
	<u>5,128,204</u>	<u>2,175,850</u>	<u>33,764</u>	<u>7,337,818</u>
Balance at 31 August 2023	<u>5,128,204</u>	<u>2,175,850</u>	<u>33,764</u>	<u>7,337,818</u>

16. PENSION COSTS

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 £327,461 (2023: £248,399) and at the year-end £39,792 (2023 - £29,357) 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 2020 and the Valuation Report, which was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2024

benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

The employer contribution rate for the TPS is 28.6%, and employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

The School operates a pension scheme for non-teaching staff which is a defined contribution scheme with employees contributing a minimum of 3% and the School 8% and up to 8% of matched funding (2023: 3% and 8% respectively). The total contributions payable by the School in the year were £88,460 (2023: £72,203). As at 31 August 2024 amounts totalling £7,074 (2023: £9,536) were due to the Scheme and are included within other creditors.

	2024	2023
	£	£
The pension charge in these accounts represents:		
Contributions to teachers' superannuation scheme	327,461	248,399
Contributions to stakeholders' pension schemes	88,460	72,203
	<u>415,921</u>	<u>320,602</u>

17. RELATED PARTY TRANSACTIONS

Neither the Trustees nor any other persons connected with them received any remuneration or benefits in kind from the School during the year (2023: £nil). During the year under review one trustee received £220 for reimbursement of expenses (2023: Nil). Four trustees had children at the School. There were no other related party transactions.

18. CAPITAL COMMITMENT

At 31 August 2024 capital commitments were nil (2023: £nil).

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2024

19. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES (2023)

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
INCOME FROM:				
Charitable Activities				
School fees receivable	4	3,724,654	-	3,724,654
Other educational income	5	143,571	-	143,571
Investment income		18,252	-	18,252
Donations and Grants	6	-	23,150	23,150
TOTAL INCOME		<u>3,886,477</u>	<u>23,150</u>	<u>3,909,627</u>
EXPENDITURE ON:				
Raising funds		54,498	-	54,498
Charitable activities		3,673,219	24,450	3,697,669
TOTAL EXPENDITURE	7	<u>3,727,717</u>	<u>24,450</u>	<u>3,752,167</u>
NET INCOME/(EXPENDITURE)		158,760	(1,300)	157,460
Net movement in funds		<u>158,760</u>	<u>(1,300)</u>	<u>157,460</u>
Balance brought forward	14	<u>7,145,294</u>	<u>35,064</u>	<u>7,180,358</u>
BALANCE CARRIED FORWARD	14	<u><u>7,304,054</u></u>	<u><u>33,764</u></u>	<u><u>7,337,818</u></u>

KEW COLLEGE

England & Wales - Charity number 286059

Accounts

Company Registration No.01678837 (England and Wales)
Charity Registration No.286059

KEW COLLEGE
(A company limited by guarantee)

GOVERNORS' REPORT AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

KEW COLLEGE

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KEW COLLEGE

REFERENCE AND ADMINISTRATIVE DETAILS

OF THE CHARITY, ITS GOVERNORS AND ADVISORS

Governors

The following Governors, who are the Directors and Trustees of the charitable company, have held office since 1 September 2022 and served throughout the period under review except where indicated:

Morgan Allen (appointed 7 September 2022; resigned 6 February 2023)
Philippa Cawthorne (Resigned 28 April 2023)
Jonathan Chesworth (Appointed 13 June 2023)
Fiona Laughton (Appointed 10 May 2023 Resigned 13 September 2023)
David Imrie Chairman (resigned 15 November 2022)
Dylan Jones
Rusell McCluskey (Resigned 28 June 2023)
Jason McKinlay (Appointed 10 October 2023)
Zohya Pavlu
Andrea Samuelson Chairman (Appointed 10 March 2023)
Elias Scafidas
Sarah Squire
Julia Takach
Paula Vanninen (Resigned 13 December 2023)
Simon Williams

Key management personnel

All are members of the Senior Management Team

Jane Bond – Head
Joanna Brackenbury – Bursar

Head

Jane Bond

Bursar, Company Secretary and Clerk to the Governors

Joanna Brackenbury

Address

24-26 Cumberland Road, Kew Gardens, Surrey TW9 3HQ

Web site

www.kewcollege.com

ADVISORS

Auditors

Haysmacintyre LLP, 10 Queen Street Place, London, EC4R 1AG

Bankers

National Westminster Bank Plc, 22 George Street, Richmond, Surrey, TW9 1JW

Registered charity number

286059

Registration company number

01678837

KEW COLLEGE

GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

The Governors, who also act as Directors of the company and Trustees of Kew College ("the School"), present their report and the financial statements for the year ended 31 August 2023.

REFERENCE AND ADMINISTRATIVE INFORMATION

The School, a registered charity, is a company limited by guarantee. The School was registered with the Charity Commissioners under charity number 286059 on the 5 January 1983. The Governors and executive officers, principal address of the School and of the professional advisors are listed on page 1. The School was incorporated on 17 November 1982 with the company number 01678837.

OBJECTIVES AND ACTIVITIES

Charitable objectives

The objectives of the School are the advancement of education and, carrying on Kew College Prep in Kew, Surrey and such other schools as shall be thought fit.

In setting the aims and objectives and planning the activities, the Governors have given careful consideration to the Charity Commission guidance on public benefit.

The School's immediate beneficiaries are children who attend our fee-paying school. The local community benefits from the pressure taken off over-subscribed schools in the maintained sector. The wider community benefits from the well-rounded individuals who leave our School with an enthusiasm for learning, and also benefits by the School lowering the burden on the state of the cost of the children's education that would otherwise be borne by the state.

Aims and objectives

Kew College Prep is a non-selective, family oriented, co-educational school for children from Nursery to Year 6.

We aim:

- To provide our children with a well-balanced, broad and enriching educational experience at a high level
- To create a friendly and caring environment that is relaxed but purposeful and in which children feel happy and enjoy working with each other
- To ensure that our children feel valued and are supported in developing a healthy self-esteem and confidence to make their own informed choices
- To actively promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and religions
- To instil in our children a sense of commitment, responsibility and resilience to equip them with the appropriate skills for the next stage in their education

Our strategy is to help every child reach their academic potential within a broad curriculum that encourages participation in sports and the arts and develops self-esteem in our pupils. The School aims to provide a good-quality education at a price that is affordable for as many local families as possible. Fees charged are below those charged by all other fee-paying schools in the area.

We offer bursaries to allow access to the School for those local families that cannot afford our fees. This is means-tested and available to children joining in Years 3 & 4 who could contribute to the School academically or in another capacity. In the year under review, one child was granted a means-tested bursary to start at Kew College Prep in September 2022 making a total of two pupils benefitting from means-tested bursaries during the year. Kew College Prep also funds a full bursary place for a child at a local secondary school from September 2021.

Volunteers

Parents of younger children assist on School outings on an ad hoc basis. Other volunteers include our parent body who offer social events to the children and the wider school community.

Objectives for the year under review

During the period under review our objectives were to promote excellence through a curriculum that is both challenging and creative, to foster the children's desire to become independent learners and critical thinkers, to expand our provision of after school clubs and care, to work towards the provision of school lunches for all school pupils, to work towards the provision of full-time nursery places, to continue to upgrade the premises.

Strategies to achieve the year's objectives

To maintain a high level of academic achievement we assess the children regularly, using both internal and external scales and compare ourselves against the national average. We identify children needing support and those who require further challenge and differentiate the work accordingly. Those requiring extra support receive it from their class teachers, from the Teaching Assistants and where necessary, in our Learning Enrichment Department, in close liaison with parents and class teachers. We ensure that we are up-to-date with the latest developments in educational practice and keep pace with new classroom technology. We use IAPS and other educational organisations to keep us abreast of new practices. Teaching is regularly monitored and training put in place. Children's work is regularly monitored to ensure quality and progress. Participation in music, sports and arts is encouraged within lessons and by the provision of extra-curricular opportunities, and pupils' successes are celebrated in class or in assemblies. When appointing new teaching staff, we conduct rigorous assessment of their skills and a thorough induction programme is put in place. Our older children are nurtured and well-prepared for entrance exams to senior schools and they enter the process with confidence. The School's popularity is fed by word of mouth and by the very good achievements of our Year 6 in their entrance exams to senior school. Wraparound care was available for the full year and has been popular with parents. Delivered hot lunches were also introduced in September 2022 which was a welcome addition to the school offer. Links with local organisations are being maintained and further built upon.

STRATEGIC REPORT

REVIEW OF ACHIEVEMENTS AND PERFORMANCE

Review of activities

The School provides education in Kew to boys and girls from the ages of 3 – 11 years. The School continued to thrive during the year with numbers remaining strong.

Whilst a few families relocated away from London because of the pandemic, pupil numbers remained high. During the year the School had on average 274 (2022: 278) pupils of which 26 were part-time nursery pupils.

Kew College Prep is regarded as a very secure foundation for entry to senior schools. It can be considered to be one of the best preparatory schools in the area. The School regularly sends pupils to a broad cross-section of the West London day schools as well as a few further away. This year pupils have been awarded places to a broad range of schools including City of London School, City of London Girls' School, Godolphin & Latymer School, Harroddian School, St Pauls Girls' and Boys' Schools, Putney High School, Radnor House/Kneller Hall, Reed's School, St James Senior Boys' School, St John's Leatherhead, UCS Hampstead and Wimbledon High School. Children were awarded scholarships to Emanuel School, Hampton School, Istock Place, Kew House, Kingston Grammar School, Lady Eleanor Holles School, Latymer Upper School, Notting Hill and Ealing High School, St Benedict's School, St Paul's Girls School, St Paul's School, Surbiton High School and Westminster.

Kew College Prep offers a wide range of sports and competes regularly with schools in West London. Sports teams continued to enjoy swimming, netball, football, rugby, hockey and athletics competitions. Pupils are taught PE/Games and dance with specialist coaches and teachers. Much of the formal Games programme is taught off site at specialist sports facilities.

Children at the School excel in music, art and drama and participate in various events and after school clubs. A large number of children take individual music lessons in School, which comprise woodwind, brass, strings, piano, guitar and drums and individual singing lessons are also taken. The various ensemble groups and choirs rehearse each week and perform to a high level. LAMDA sessions for children in the Junior House continued this year and the children were very successful in their LAMDA examinations in the summer.

A wide variety of extra-curricular clubs are provided each week, provided by Kew College staff and outside providers. Clubs include choirs, Music Technology, Dance, Sports, Computer coding, Arts and Crafts, Digital Photography and other interests, including Touch Typing. In addition, a breakfast club and after-school care are offered to pupils from Reception onwards.

Infant Nativity plays were performed for parents at the end of the Autumn term and plays by four year groups were performed at the end of the Summer Term, with the Year 6 performance taking place in the theatre at the near-by Musical Museum, which could comfortably accommodate all those who wanted to be in the audience and provide a most professional dramatic environment.

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2023

STRATEGIC REPORT (continued)

A new post of Community and Charity Co-ordinator was created in November. Pupils have been successfully encouraged to arrange small fund-raising sales after school, the choir has visited two local care homes to sing to the residents, a group of children has visited these homes to read to residents and there has been an increase in the number of local charity and community events that groups of children have attended over the year.

We are delighted to report that a suitable application was received for a second bursary in the summer, and a child started at Kew College Prep in September 2022. During the year the School also provided a bursary at a secondary school.

Building Improvements

Improvements continued at 24-26 Cumberland Road in the summer, with refurbishment of the hall and the nursery. In addition the staff room was converted to a teaching space and the former caretaker's flat was converted for staff use.

Voluntary Fund Raising

Through our PSHEE studies, our pupils are taught to think about those less fortunate than themselves. They are encouraged to raise funds for charities with an emphasis on local charities or those with a particular meaning to the School community. Pupils present their charity of choice to the School and the charity that the whole School will support for the year is chosen by democratic election. The charity for 2022/23 was Skylarks, a local charity supporting children with disabilities. Fundraising raised £23,000 for the charity. In addition, Harvest Festival donations of food are given to the local Salvation Army, the Poppy Appeal is supported, the Giving Tree at Christmas supports children in care, giving gifts to those children who would not otherwise receive a gift. The groups of children were encouraged to raise money for charities of their choice and several events took place over the year.

The Kew College Prep Friends (KCF) is an organisation run by parents of Kew College Prep pupils. KCF organise social and fund-raising activities in and out of School for children and parents. Fund raising was facilitated by events such as the Summer Fair and Quiz Night for parents, Film Nights for pupils. The pupils also enjoy events such as discos, Santa's Grotto, cake sales etc. KCF paid for the full cost of a wonderful new climbing frame in the playground, leavers pens for year 6 pupils, various items requested by teachers for each class and 50% of the cost of Year 6 Young Enterprise project. We would like to express our thanks and appreciation to KCF for their work for the School and the School community.

The School has not made any fundraising appeals to the general public during the year, and is unlikely to do so in the future. There has been no outsourced fund raising via professional fundraisers or other third parties. As a result the School is not registered with the fundraising regulator and received no fundraising complaints in the year.

FUTURE PLANS

The School's future plans include the following objectives:

- To promote excellence through the curriculum by continually evaluating our teaching to ensure pupils are offered a curriculum that is both challenging and creative;
- To continue to foster the children's desire to become independent learners and critical thinkers;
- To look at new ways of involving the school with the local community;
- To work towards ways of improving the school lunch offer;
- To work towards the provision of full-time nursery places;
- To plan and implement further improvements of the premises to provide dining facilities and more nursery space.

FINANCIAL REVIEW

Financial activities and results

The surplus for the year was £157,460 (2022 £293,405). Income for the year amounted to £3,909,627, an increase of £188,076. This arose from higher fees, including fees for residential outings, offset by lower pupil numbers. Expenditure increased by £324,021 due to most costs rising, including staffing costs, marketing and property refurbishments costs.

The balance sheet includes £464,267 of advance fees, due at the start of September and paid before the financial year end. Acceptance deposits, held until the child leaves the School, stood at £634,452 at the end of the year. Unrestricted reserves at the end of the year were £7,304,054.

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2023

STRATEGIC REPORT (continued)

As a charity, the parents of the pupils have the assurance that all the income of the School must be applied for educational purposes. As an Educational Charity the School enjoys a tax exemption on the educational activities and on the investment income. As a Charity, the School is also entitled to an 80% reduction on the business rates on the property occupied for the charitable purposes. The financial benefits received from the tax exemptions are all applied for educational purposes.

The School is unable to reclaim input VAT on its expenditure.

Reserves policy

At 31 August 2022, the charity had total reserves of £7,337,818 (2022: £7,180,358). Of these, £33,764 (2022: £35,064) were restricted and therefore not available for the general purposes of the charity.

Unrestricted funds of £7,304,054 (202: £7,145,294) are represented by functional assets used in the furtherance of the School's objectives and as a result the School has no free reserves. The policy is to achieve an annual surplus before depreciation of 10% of income. The policy is to continue building up reserves by means of annual operating surpluses and management of our investment assets, supplemented by occasional donations.

Funding

The School had a loan of £1,252,425 outstanding at 31 August 2023, provided by National Westminster Bank on which the interest is at a floating rate. The board is confident that the School has adequate cover for its working capital requirements.

Borrowing is secured by a charge over the School's assets and the gift by the School's founder of the main School buildings provide more than sufficient security for all foreseeable borrowing requirements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The School is governed by the Articles of Association, last updated on 10 February 2020.

Recruitment and Training of Governors

The School's Governors are appointed at a Meeting of the Governors on the basis of nominations received from members of the Board of Governors. Nominations are based on eligibility, personal competence and specialist skills.

New Governors are inducted into the workings of the School with an information pack, a personal meeting with the Chair of Governors, and by a visit to the School and Head. Governors attend training sessions as and when required. During the year Governors attended training sessions or undertook online training covering Safeguarding, Safer Recruitment and Developing the Leadership Team.

New Governors are elected by the Board of Governors and serve until the earlier of retirement or when they volunteer to retire. One third (or the number nearest one third) of the Governors must retire at each Annual General Meeting, those longest in office retiring first and the choice between any of equal service being made by drawing lots. Retiring Governors shall be eligible for re-appointment for consecutive periods not exceeding in aggregate nine years from the date of their original appointment but thereafter Governors shall not be eligible for reappointment until one year after their retirement. A 'year' means the period between one Annual General Meeting and the next.

Conflicts of interest are monitored to ensure that they do not influence the management of the School.

Organisational Structure

The Kew College Governors, as the charity Trustees of the School, are legally responsible for overseeing the strategic development and the overall management and control of the School and meet at least three times a year. The work of implementing their policies was carried out by two sub-committees: the Resources Committee and the Education & Welfare Committee. These committees meet at least once a term and report to the main governing body. A staff Health and Safety Committee also meets termly and reports to the Resources Committee.

The day-to-day running of the School is delegated to the Head, supported by her Senior Leadership team, including the Bursar. Other members of the Senior Leadership team are the Deputy Head and other senior teachers. The Head and Bursar attend meetings of the full Governing Board and the two committees.

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2023

STRATEGIC REPORT (continued)

Remuneration for the Head and the Bursar is set by the Board, and that of the rest of the senior management team is set by the Head and the Bursar within the budget approved by the Board. The policy objective is to ensure appropriate incentives to encourage enhanced performance in a fair and responsible manner, rewarding for individual contributions to the School's success. The appropriateness and relevance of the remuneration policy is reviewed annually by the Board of Governors, including reference to comparisons with other independent schools to ensure that Kew College remains sensitive to the broader issues of pay and employment conditions elsewhere.

The Governors give of their time freely and no remuneration was paid in the year. No Governors or person connected with a Governor received any benefits. Four of the governors have children attending the school.

Principal Risks and Uncertainties

The Kew College Board of Governors is responsible for the management of the risks faced by the School. A risk register is maintained. Risks are considered at Board meetings at least once a year.

Pupil numbers have remained high in the School but Nursery numbers have fallen. At February half term there were 267 pupils. There were 19 nursery pupils, 13 of whom are full time with the 6 part time. Nursery pupil numbers for September 2024 are a little higher and will also be a mixture of full and part time places.

The Governors are satisfied that major risks have been identified and that all reasonable steps are taken to mitigate identified risks. The Governors believe that the School is provided with sufficient resources in the event of adverse conditions. The Board is confident that the School has adequate cover for its working capital requirements.

The other main risks that the Governors have identified and the plans to manage those risks are:

Reputation – the School's success is built on its reputation for the education and wellbeing of our pupils.

We manage our reputation for high quality education provision and success at entrance exams to secondary schools by attracting excellent teaching staff, who enjoy a culture of professional support through training and development, positive appraisal and well-resourced classrooms.

We manage our reputation for the wellbeing of our pupils through an ethos that ensures that our pupils are happy and thrive in our School, built around our safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of personal, social and health and safety related issues.

Cost Risk and Political Risk – our ability to continue to operate as a School is reliant on being able to maintain costs at an affordable level. This is threatened by various economic and political developments such as the potential withdrawal of Charitable business rate relief from independent schools, the introduction of VAT on school fees, the further increase in Teachers' Pensions employers' rate from April 2024 and the impact of global political unrest on delivery times of supplies, and further increases in costs.

We manage this risk by keeping up-to-date with advice available from several professional bodies working in the independent schools sector such as the ISBA, IAPS, ISC and AGBIS, setting a prudent budget, and maintaining a strong banking relationship that ensures that additional cash will be available for unexpected cost increases.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately mitigated.

AUDITORS

A resolution to confirm the continuing appointment of Haysmacintyre LLP as the company's auditor will be proposed at the Annual General Meeting on 12 March 2024.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Kew College for the purposes of company law) are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102. Company law requires the Governors to prepare financial statements for each financial year which give a true and fair

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2023

STRATEGIC REPORT (continued)

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 suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Governors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as we are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Governor's Report, which incorporates the Strategic Report, was approved by the Governors on 12 March 2024 and signed on their behalf by:

Andrea Samuelson

.....
A.S.Samuelson
Chairman

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

KEW COLLEGE

Opinion

We have audited the financial statements of Kew College for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Cash Flow Statements 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 the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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 Governors' Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Governors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

KEW COLLEGE (continued)

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on pages 6 and 7, 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 and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to The Education (Independent School Standards) Regulations 2014, safeguarding regulations, health and safety requirements, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, and considered other factors such as payroll tax.

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

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular those posted at year end; and
- Challenging assumptions and judgements made by management in their accounting estimates

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

KEW COLLEGE (continued)

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.



Tracey Young (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

22 May 2024

KEW COLLEGE

**STATEMENT OF FINANCIAL ACTIVITIES
(Including Income and Expenditure Account)**

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
INCOME FROM:					
Charitable Activities					
School fees receivable	4	3,724,654	-	3,724,654	3,601,520
Other educational income	5	143,571	-	143,571	107,511
Investment income		18,252	-	18,252	977
Donations and Grants	6	-	23,150	23,150	11,543
TOTAL INCOME		<u>3,886,477</u>	<u>23,150</u>	<u>3,909,627</u>	<u>3,721,551</u>
EXPENDITURE ON:					
Raising funds		54,498	-	54,498	33,422
Charitable activities		<u>3,673,219</u>	<u>24,450</u>	<u>3,697,669</u>	<u>3,394,724</u>
TOTAL EXPENDITURE	7	<u>3,727,717</u>	<u>24,450</u>	<u>3,752,167</u>	<u>3,428,146</u>
NET INCOME/(EXPENDITURE)		<u>158,760</u>	<u>(1,300)</u>	<u>157,460</u>	<u>293,405</u>
Net movement in funds		158,760	(1,300)	157,460	293,405
Balance brought forward	14	<u>7,145,294</u>	<u>35,064</u>	<u>7,180,358</u>	<u>6,886,953</u>
BALANCE CARRIED FORWARD	14	<u><u>7,304,054</u></u>	<u><u>33,764</u></u>	<u><u>7,337,818</u></u>	<u><u>7,180,358</u></u>

All activities relate to continuing operations.

The notes from pages 14 to 24 form part of these financial statements.

The Statements of Financial Activities includes all gains and losses recognised in the year.

The Statement of Financial Activities for the comparative period is presented in note 19.

KEW COLLEGE

STATEMENT OF FINANCIAL POSITION

AS AT 31 AUGUST 2023

Company Number 01678837

	Notes	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	9		7,867,656		7,974,735
CURRENT ASSETS					
Debtors	10	64,701		51,761	
Cash and cash equivalents	11	2,109,187		2,017,142	
			<u>2,173,888</u>		<u>2,068,903</u>
CREDITORS: amounts falling due within one year	12	(998,161)		(1,045,905)	
NET CURRENT ASSETS			<u>1,175,727</u>		<u>1,022,998</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			9,043,383		8,997,733
CREDITORS: Amounts falling due after one year	13		(1,705,565)		(1,817,375)
NET ASSETS			<u><u>7,337,818</u></u>		<u><u>7,180,358</u></u>
FUNDS					
Unrestricted funds					
Revaluation fund	14		2,175,850		2,207,550
General fund	14		5,128,204		4,937,744
Restricted fund	14		33,764		35,064
			<u>7,337,818</u>		<u>7,180,358</u>

The financial statements were approved and authorised for issue by the Board of Governors on 12 March 2024 and signed on its behalf by

Andrea Samuelson

.....
A.S.Samuelson
Chairman

The notes on pages 14 to 24 form part of these financial statements.

KEW COLLEGE

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Net movement in funds		157,460	293,405
Investment income		(18,252)	(977)
Depreciation charge		194,102	203,824
Loss on disposal of fixed assets		1,142	-
(Increase) in debtors		(12,940)	(7,549)
(Decrease)/increase in creditors		(70,322)	214,701
Net cash provided by operating activities		<u>251,190</u>	<u>703,404</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(88,165)	(178,956)
Investment income		18,252	977
Net cash used in investing activities		<u>(69,913)</u>	<u>(177,979)</u>
Cash flows from financing activities			
Repayment of debt finance		(89,232)	(86,570)
Net cash used in financing activities		<u>(89,232)</u>	<u>(86,570)</u>
Net increase in cash and cash equivalents		92,045	438,856
Cash and cash equivalents at the beginning of the year		2,017,142	1,578,286
Cash and cash equivalents at the end of the year	11	<u><u>2,109,187</u></u>	<u><u>2,017,142</u></u>

Analysis of movements in net debt

	At 1 September 2022 £	Cash flow £	Non-cash movements £	At 31 August 2023 £
Cash	2,017,142	92,045	-	2,109,187
Loan falling due within one year	(76,202)	89,232	(97,542)	(84,512)
Loan falling due after more than one year	(1,265,455)	-	97,542	(1,167,913)
Total	<u><u>675,485</u></u>	<u><u>181,277</u></u>	<u><u>-</u></u>	<u><u>856,762</u></u>

1. GENERAL INFORMATION

The charity is a company limited by guarantee, incorporated in England and Wales and registered with the Charity Commission. The address of the registered office is 24-26 Cumberland Road, Kew, Richmond, Surrey, TW9 3HQ.

Every member of the charity is liable under the Memorandum and Articles of Association to contribute, in the event of winding up or failure to meet liabilities, a sum not exceeding £1.

At 31 August 2023 the number of guarantor members was 10 and at the date of the approval of these accounts, the number of guarantor members was 9.

Kew College was incorporated on 17 November 1982 (company number 01678837) and registered as a charity on 5 January 1982 (charity number 286059).

2. ACCOUNTING POLICIES

2.1 Accounting convention

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 ("FRS102") – effective 1 January 2019. The School is a Public Benefit Entity.

2.2 Going Concern

Pupil numbers within the School have remained very strong but there have been a disappointing fall in pupils in the Nursery, and to a lesser extent in the Kindergarten classes. Before and after-school care was offered for the full year for all except nursery pupils and is being extended to nursery from September 2023. Full term nursery places are also being offered from September 2023. School lunches, delivered daily from a local supplier, were offered this year and there has been an approximately 50% uptake on average. Having reviewed the funding facilities available to the School together with the expected ongoing demand for places and the School's future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider there were no material uncertainties over the School's financial viability. Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Governors' Responsibilities on pages 6 and 7.

2.3 School fees

Fees receivable and charges for services and use of premises are accounted for in the year in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the School, but include contributions received from restricted funds for hardship.

2.4 Investment income

Investment income from bank balances is accounted for on an accruals basis.

2.5 Donations income

Donations receivable for the general purposes of the School are credited to unrestricted funds. Donations for restrictive purposes are used in accordance with specific restrictions imposed by donors or that have been raised by the School for particular purposes are credited to restricted funds. Donations are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

2.6 Grant income

Grants received for specific purposes are used for the purposes for which they are granted. Grants received for non-specific purposes are used for general purposes.

2.7 Expenditure

Liabilities are recognised as expenditure where there is a legal or constructive obligation committing the School to the expenditure. All expenditure is accounted for on an accruals basis and includes, where applicable, value added tax which is irrecoverable.

Costs of charitable activities are the costs applied by the School in undertaking its work and achieving its charitable objectives, as opposed to the cost of raising funds to finance these objectives. Charitable activities are all the expenditure expended by the School in the delivery of the curriculum and educative services, including its programme that is directed at the achievement of the charitable aims and objectives. Such costs include direct costs of the charitable activities.

Support costs represent indirect costs relating to the School's charitable activities. Support costs, including governance costs.

Governance costs are the costs associated with the governance arrangements of the School that relate to the general running of the School, as opposed to those costs associated with fundraising or charitable activities. Included within this category are costs associated with the strategic planning for its future development, the training of the Kew College Governors, constitutional and statutory requirements.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or deemed cost, net of depreciation and any provision for impairment.

Tangible fixed assets costing more than £150 are capitalised and included at cost, or in the case of land and buildings at valuation, including any incidental costs of acquisition.

Depreciation is provided on all tangible fixed assets, except land, at rates calculated to write off the cost on a straight-line basis over the expected useful economic life as follows;

Computer equipment:	3 years
Furniture and fittings:	4 years
Equipment:	4 years
Buildings:	50 years

No depreciation is provided on land.

The valuation of freehold land and buildings on transition to FRS 102 at September 2014 has been taken as the deemed cost. Prior to transition to FRS 102 the freehold land and buildings were stated at valuation and were revalued on a regular basis.

2.9 Debtors

Fee 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. A specific provision is made for debts for which recoverability is in doubt.

2.10 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Creditors and provision

Creditors and provisions are recognised where the charitable company 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. Fees received in advance of education to be provided in future periods are held in liabilities until either taken to income in the term when used, or else refunded.

2.12 Financial instruments

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

2.13 Fund accounting

Unrestricted funds are those that are available for use at the discretion of the Board of Governors in furtherance of the general objectives of the School and which have not been designated for other purposes. Revaluation funds, included within unrestricted funds, represent the accumulation of gains and losses on revaluation of freehold land and buildings in the School's use.

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2023

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by donors or that have been raised by the School for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim of each restricted fund is set out in the notes to the financial statements.

2.14 Pensions

Teaching staff employed by the School are eligible for membership of the Teachers' Pension Scheme. This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the school accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The School operates a defined contribution pension scheme for those members of staff who are not eligible to join the Teachers' Pension Scheme. The assets of the scheme are held separately from those of the School in an independently administered fund. The pension cost charge represents contributions payable by the School to the fund.

2.15 Corporation tax

Kew College is a registered charity and its income and gains are exempt from corporation tax.

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2023

4. CHARITABLE ACTIVITIES – FEES RECEIVABLE	2023	2022		
	£	£		
Fees receivable consist of:				
School fees	3,757,533	3,617,568		
Less: fee discounts and concessions	(32,879)	(16,048)		
	<u>3,724,654</u>	<u>3,601,520</u>		
 Add back: bursaries and other awards paid for by restricted funds	 -	 -		
	<u>3,724,654</u>	<u>3,601,520</u>		
	<u><u>3,724,654</u></u>	<u><u>3,601,520</u></u>		
 Fees discounts and concessions were made to 2 pupils (2022: 1).				
5. CHARITABLE ACTIVITIES – OTHER EDUCATIONAL INCOME	2023	2022		
	£	£		
Registration fees	4,270	6,825		
Fees for clubs	34,541	27,471		
School trips	61,490	54,805		
Additional lessons	14,438	16,200		
Other	28,832	2,210		
	<u>143,571</u>	<u>107,511</u>		
	<u><u>143,571</u></u>	<u><u>107,511</u></u>		
6. DONATIONS AND GRANTS	2023	2022		
	£	£		
Kew College Friends	22,438	5,452		
Hardship fund	-	4,632		
Furlough grant	-	1,459		
EYFS funding	712	-		
	<u>23,150</u>	<u>11,543</u>		
	<u><u>23,150</u></u>	<u><u>11,543</u></u>		
7. TOTAL EXPENDITURE	Staff Costs	Other	Depreciation	2023
	£	£	£	£
Raising funds				
Finance costs (see below)	-	54,498	-	54,498
Charitable Activities				
Teaching costs	2,009,574	320,963	-	2,330,537
Welfare costs	-	5,580	-	5,580
Premises costs	-	440,326	194,102	634,428
Support costs	473,959	253,165	-	727,124
	<u>2,483,533</u>	<u>1,020,034</u>	<u>194,102</u>	<u>3,697,669</u>
	<u>2,483,533</u>	<u>1,074,532</u>	<u>194,102</u>	<u>3,752,167</u>
	<u><u>2,483,533</u></u>	<u><u>1,074,532</u></u>	<u><u>194,102</u></u>	<u><u>3,752,167</u></u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2023

			2023	2022	
			£	£	
7a	Finance costs				
	Interest on bank loans		53,408	32,217	
	Bank account service charges		1,090	1,205	
			<u>54,498</u>	<u>33,422</u>	
7b	Governance costs included in support costs				
	Remuneration to auditor for audit services		19,940	13,720	
	Trustees' training courses		-	1,233	
	Trustees' travel & subsistence		-	2,566	
	Professional advice and other costs		784	946	
			<u>20,724</u>	<u>18,465</u>	
7.	TOTAL EXPENDITURE (2022)	Staff Costs	Other	Depreciation	2022
		£	£	£	£
	Raising funds				
	Finance costs (see below)	-	33,422	-	33,422
	Charitable Activities				
	Teaching costs	1,960,767	281,391	-	2,242,158
	Welfare costs	-	23,045	-	23,045
	Premises costs	-	304,518	203,824	508,342
	Support costs	394,035	227,144	-	621,179
		<u>2,354,802</u>	<u>836,098</u>	<u>203,824</u>	<u>3,394,724</u>
		<u>2,354,802</u>	<u>869,520</u>	<u>203,824</u>	<u>3,428,146</u>
8.	STAFF COSTS		2023	2022	
			£	£	
	Salaries		1,968,544	1,880,243	
	Social security costs		194,387	178,450	
	Pension costs (note 16)		320,602	296,109	
			<u>2,483,533</u>	<u>2,354,802</u>	

Aggregate employee benefits were paid to key management personnel during the year of £226,420 (2022: £212,027).

The number of employees whose emoluments exceeded £60,000 for the year is as follows:

	Number	Number
£60,001 - £70,000	1	1
£70,001 - £80,000	-	1
£80,001 - £90,000	2	1
	<u>3</u>	<u>3</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2023

	2023	2022
	Number	Number
The average number of staff during the year was:		
Teachers and assistants	46	41
Administration	12	9
	<u>58</u>	<u>50</u>

9. TANGIBLE FIXED ASSETS	Freehold Land & Buildings	Furniture & Equipment	Total
	£	£	£
Cost or deemed cost			
At 1 September 2022	8,744,278	731,210	9,475,488
Additions	7,680	80,485	88,165
Disposals	-	(82,526)	(82,526)
	<u>8,751,958</u>	<u>729,169</u>	<u>9,481,127</u>
At 31 August 2023			
Depreciation			
At 1 September 2022	881,935	618,818	1,500,753
Charge for the year	127,937	66,165	194,102
Disposals	-	(81,384)	(81,384)
	<u>1,009,872</u>	<u>603,599</u>	<u>1,613,471</u>
At 31 August 2023			
Net Book Value			
At 31 August 2023	<u>7,742,086</u>	<u>125,570</u>	<u>7,867,656</u>
At 31 August 2022	<u>7,862,343</u>	<u>112,392</u>	<u>7,974,735</u>

The freehold land and buildings at 24/26 Cumberland Road, 30 Cumberland Road and at 59 Leyborne Park were revalued on 31 August 2014 by Gerald Eves Chartered Surveyors and Property Consultants. Valuation of 24/26 Cumberland Road and 59 Leyborne Park were on an open market existing use and valuation of 30 Cumberland Road was on the basis of educational use as part of the existing School. Value for the combined properties was £6,600,000.

The historical cost of the freehold land and buildings as at 31 August 2023 was £6,181,194.

10. DEBTORS	2023	2022
	£	£
Fees owing	9,379	11,037
Prepayments	37,646	38,273
Other debtors	17,676	2,451
	<u>64,701</u>	<u>51,761</u>

11 CASH AND CASH EQUIVALENTS	2023	2022
	£	£
Cash at bank	2,109,187	2,017,142
	<u>2,109,187</u>	<u>2,017,142</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2023

12. CREDITORS: amounts falling due within one year	2023	2022
	£	£
Bank loans (secured)	84,512	76,202
Trade creditors	156,857	153,501
Other taxes and social security costs	46,923	45,290
Deferred income	464,267	569,861
Accruals	108,785	82,136
Other creditors	40,017	35,706
Deposits	96,800	83,209
	<u>998,161</u>	<u>1,045,905</u>
Deferred income relates to fees received in advance of the Autumn term		
<i>Analysis of deferred income</i>		
Deferred income at 1 September	569,861	460,855
Applied during the year	464,267	569,861
Released during the year	(569,861)	(460,855)
Deferred income at 31 August	<u>464,267</u>	<u>569,861</u>
13. CREDITORS: amounts falling due after one year	2023	2022
	£	£
Bank loans (secured)	1,167,913	1,265,455
Deposits	537,652	551,920
	<u>1,705,565</u>	<u>1,817,375</u>
Bank loans maturity analysis		
In less than one year	84,512	76,202
In more than one year but not more than two years	91,357	65,652
In more than two years but not more than five years	1,076,556	1,199,803
	<u>1,252,425</u>	<u>1,341,657</u>

The bank loan is secured on the company's freehold land and buildings.

A loan of £1,805,000 was taken with National Westminster Bank in October 2016, repayable in 7 years, interest charged at a floating rate of 1.8% over Base Rate. This loan was repaid on 24 October 2023 with the proceeds of a new loan of £1,257,000 repayable over 13 years, interest charged at a floating rate of 2% over Base Rate.

14. STATEMENT OF FUNDS

Unrestricted funds are the accumulation of surpluses, less deficits, on the income and expenditure account, together with the profits, less losses, on the sales of unrestricted fixed assets, bequests for the general purposes of the School and various grants towards fixed assets.

Unrestricted funds	General Fund £	Revaluation Reserve £	Total 2023 £
Balance at 1 September 2022	4,937,744	2,207,550	7,145,294
Movement in funds for the year	190,460	(31,700)	158,760
Balance at 31 August 2023	5,128,204	2,175,850	7,304,054

Unrestricted funds	General Fund £	Revaluation Reserve £	Total 2022 £
Balance at 1 September 2022	4,613,468	2,239,250	6,852,718
Movement in funds for the year	324,276	(31,700)	292,576
Balance at 31 August 2022	4,937,744	2,207,550	7,145,294

The accumulated funds of the charity include restricted funds comprising of the following unexpended balances of grants, donations, gifts and legacies to be applied for specific purposes:

Restricted funds	Balance at 1 September 2022 £	Income £	Expenditure £	Balance at 31 August 2023 £
Kew College Friends	471	22,437	(22,908)	-
Travel Plan	7,077	-	-	7,077
Hardship fund	26,462	-	-	26,462
Bursary fund	225	-	-	225
EYFS	829	713	(1,542)	-
	35,064	23,150	(24,450)	33,764

Restricted funds	Balance at 1 September 2021 £	Income £	Expenditure £	Balance at 31 August 2022 £
Kew College Friends	471	5,452	(5,452)	471
Travel Plan	7,077	-	-	7,077
Hardship fund	26,462	-	-	26,462
Bursary fund	225	-	-	225
EYFS	-	4,632	(3,803)	829
	34,235	10,084	(9,255)	35,064

The purposes of the restricted funds are as follows;

Kew College Friends

The restricted fund represents donations from Kew College Friends, an organisation run by parents of pupils at Kew College Prep, to purchase specific equipment for the School.

Travel Plan

The restricted fund represents capital grants from London Borough of Richmond upon Thames for the construction of a shelter located outside the school and other capital spending to discourage car travel.

Donations – hardship fund

The Hardship fund represents donations for the establishment of a hardship fund.

EYFS

The restricted fund represents various funding from London Borough of Richmond upon Thames for expenditure on specific areas for the benefit of Early Years Foundation Stage children.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund £	Revaluation Reserve £	Restricted Fund £	Total Fund £
Tangible fixed assets	5,691,806	2,175,850	-	7,867,656
Net current liabilities	1,141,963	-	33,764	1,175,727
Creditors due after more than one year	(1,705,565)	-	-	(1,705,565)
	<u>5,128,204</u>	<u>2,175,850</u>	<u>33,764</u>	<u>7,337,818</u>
Balance at 31 August 2023	<u>5,128,204</u>	<u>2,175,850</u>	<u>33,764</u>	<u>7,337,818</u>
	General Fund £	Revaluation Reserve £	Restricted Fund £	Total Fund £
Tangible fixed assets	5,767,185	2,207,550	-	7,974,735
Net current liabilities	987,934	-	35,064	1,022,998
Creditors due after more than one year	(1,817,375)	-	-	(1,817,375)
	<u>4,937,744</u>	<u>2,207,550</u>	<u>35,064</u>	<u>7,180,358</u>
Balance at 31 August 2022	<u>4,937,744</u>	<u>2,207,550</u>	<u>35,064</u>	<u>7,180,358</u>

16. PENSION COSTS

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 £248,399 (2022: £224,373) and at the year-end £29,357 (2022 - £25,134) 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 2020 and the Valuation Report, which was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2023

benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

The School operates a pension scheme for non-teaching staff which is a defined contribution scheme with employees contributing a minimum of 3% and the School 5% and up to 8% of matched funding (2022: 5% and 8% respectively). The total contributions payable by the School in the year were £72,203 (2022: £71,736). As at 31 August 2023 amounts totalling £9,536 (2022: £9,743) were due to the Scheme and are included within other creditors.

	2023	2022
	£	£
The pension charge in these accounts represents:		
Contributions to teachers' superannuation scheme	248,399	224,373
Contributions to stakeholders' pension schemes	72,203	71,736
	<u>320,602</u>	<u>296,109</u>

17. RELATED PARTY TRANSACTIONS

Neither the Trustees nor any other persons connected with them received any remuneration or benefits in kind from the School during the year (2022: £nil). During the year under review no trustees received reimbursement of expenses for travel and accommodation (2022: 3 trustees received £2,566). Four trustees had children at the School. There were no other related party transactions.

18. CAPITAL COMMITMENT

At 31 August 2023 capital commitments were nil (2022: £nil).

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2023

19. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES (2022)

	Notes	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
INCOME FROM:				
Charitable Activities				
School fees receivable	4	3,601,520	-	3,601,520
Other educational income	5	107,511	-	107,511
Investment income		977	-	977
Donations and Grants	6	1,459	10,084	11,543
TOTAL INCOME		<u>3,711,467</u>	<u>10,084</u>	<u>3,721,551</u>
EXPENDITURE ON:				
Raising funds		33,422	-	33,422
Charitable activities		3,385,469	9,255	3,394,724
TOTAL EXPENDITURE	7	<u>3,418,891</u>	<u>9,255</u>	<u>3,428,146</u>
NET INCOME/(EXPENDITURE)		292,576	829	293,405
Net movement in funds		<u>292,576</u>	<u>829</u>	<u>293,405</u>
Balance brought forward	14	<u>6,852,718</u>	<u>34,235</u>	<u>6,886,953</u>
BALANCE CARRIED FORWARD	14	<u><u>7,145,294</u></u>	<u><u>35,064</u></u>	<u><u>7,180,358</u></u>

KEW COLLEGE

England & Wales - Charity number 286059

Accounts

Company Registration No.01678837 (England and Wales)
Charity Registration No.286059

KEW COLLEGE
(A company limited by guarantee)

GOVERNORS' REPORT AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

KEW COLLEGE

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KEW COLLEGE

REFERENCE AND ADMINISTRATIVE DETAILS

OF THE CHARITY, ITS GOVERNORS AND ADVISORS

Governors

The following Governors, who are the Directors and Trustees of the charitable company, have held office since 1 September 2021 and served throughout the period under review except where indicated:

Morgan Allen (appointed 7 September 2022; resigned 6 February 2023)
Philippa Cawthorne
David Imrie Chairman (resigned 15 November 2022)
Dylan Jones
Russell McCluskey
Gerald McGregor (resigned 31 December 2021)
Zohya Pavlu (appointed 3 September 2021)
Elias Scafidas (appointed 24 September 2021)
Sarah Squire (appointed 13 October 2021)
Julia Takach (appointed 1 September 2021)
Paula Vanninen
Simon Williams (appointed 3 November 2021)

Key management personnel

All are members of the Senior Management Team

Jane Bond – Head
Joanna Brackenbury – Bursar

Head

Jane Bond (appointed 1 September 2021)

Bursar, Company Secretary and Clerk to the Governors

Joanna Brackenbury

Address

24-26 Cumberland Road, Kew Gardens, Surrey TW9 3HQ

Web site

www.kewcollege.com

ADVISORS

Auditors

Haysmacintyre LLP, 10 Queen Street Place, London, EC4R 1AG

Bankers

National Westminster Bank Plc, 22 George Street, Richmond, Surrey, TW9 1JW

Registered charity number

286059

Registration company number

01678837

KEW COLLEGE

GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

The Governors, who also act as Directors of the company and Trustees of Kew College ("the School"), present their report and the financial statements for the year ended 31 August 2022.

REFERENCE AND ADMINISTRATIVE INFORMATION

The School, a registered charity, is a company limited by guarantee. The School was registered with the Charity Commissioners under charity number 286059 on the 5 January 1983. The Governors and executive officers, principal address of the School and of the professional advisors are listed on page 1. The School was incorporated on 17 November 1982 with the company number 01678837.

OBJECTIVES AND ACTIVITIES

Charitable objectives

The objectives of the School are the advancement of education and, carrying on Kew College Prep in Kew, Surrey and such other schools as shall be thought fit.

In setting the aims and objectives and planning the activities, the Governors have given careful consideration to the Charity Commission guidance on public benefit.

The School's immediate beneficiaries are children who attend our fee-paying school. The local community benefits from the pressure taken off over-subscribed schools in the maintained sector. The wider community benefits from the well-rounded individuals who leave our School with an enthusiasm for learning, and also benefits by the School lowering the burden on the state of the cost of the children's education that would otherwise be borne by the state.

Aims and objectives

Kew College Prep is a non-selective, family oriented, co-educational school for children from Nursery to Year 6.

We aim:

- To provide our children with a well-balanced, broad and enriching educational experience at a high level
- To create a friendly and caring environment that is relaxed but purposeful and in which children feel happy and enjoy working with each other
- To ensure that our children feel valued and are supported in developing a healthy self-esteem and confidence to make their own informed choices
- To actively promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and religions
- To instil in our children a sense of commitment, responsibility and resilience to equip them with the appropriate skills for the next stage in their education

Our strategy is to help every child reach their academic potential within a broad curriculum that encourages participation in sports and the arts and develops self-esteem in our pupils. The School aims to provide a good-quality education at a price that is affordable for as many local families as possible. Fees charged are below those charged by all other fee-paying schools in the area.

We offer bursaries to allow access to the School for those local families that cannot afford our fees. This is means-tested and available to children joining in Years 3 & 4 who could contribute to the School academically or in another capacity. In the year under review, one child applied took up a bursary from September 2021 and another was granted a means-tested bursary to start at Kew College Prep in September 2022. Kew College Prep also funded a full bursary place for a child at a local secondary school starting in September 2021.

Volunteers

Parents of younger children assist on School outings on an ad hoc basis. Other volunteers include our parent body who offer social events to the children and the wider school community.

Objectives for the year under review

During the period under review our objectives were to promote excellence through a curriculum that is both challenging and creative, to foster the children's desire to become independent learners and critical thinkers, to expand our provision of after school clubs and care, to work towards the provision of school lunches for all school pupils, to work towards the provision of full-time nursery places, to continue to upgrade the premises.

Strategies to achieve the year's objectives

To maintain a high level of academic achievement we assess the children regularly, using both internal and external scales and compare ourselves against the national average. We identify children needing support and those who require further challenge and differentiate the work accordingly. Those requiring extra support receive it from their class teachers, from the Teaching Assistants and where necessary, in our Learning Enrichment Department, in close liaison with parents and class teachers. We ensure that we are up-to-date with the latest developments in educational practice and keep pace with new classroom technology. We use IAPS and other educational organisations to keep us abreast of new practices. Teaching is regularly monitored and training put in place. Children's work is regularly monitored to ensure quality and progress. Participation in music, sports and arts is encouraged within lessons and by the provision of extra-curricular opportunities, and pupils' successes are celebrated in class or in assemblies. When appointing new teaching staff, we conduct rigorous assessment of their skills and a thorough induction programme is put in place. Our older children are nurtured and well-prepared for entrance exams to senior schools and they enter the process with confidence. The School's popularity is fed by word of mouth and by the very good achievements of our Year 6 in their entrance exams to senior school. Wraparound care was implemented this year and was welcomed by our many two working parent families. Delivered hot lunches were also introduced in September 2022 which was a welcome addition to the school offer. Links with local organisations are being maintained and further built upon.

The School launched a new website and upgraded all brand-based and advertising initiatives, including social media via a new marketing department. The School's name was also changed to Kew College 'Prep' to accurately reflect the age range which we serve.

STRATEGIC REPORT

REVIEW OF ACHIEVEMENTS AND PERFORMANCE

Review of activities

The School provides education in Kew to boys and girls from the ages of 3 – 11 years. The School continued to thrive during the year with numbers remaining strong.

Whilst a few families relocated away from London because of the pandemic, pupil numbers remained high. During the year the School had on average 278 (2021: 291) pupils of which 26 were part-time nursery pupils.

Kew College Prep is regarded as a very secure foundation for entry to senior schools. It can be considered to be one of the best preparatory schools in the area. The School regularly sends pupils to a broad cross-section of the West London day schools. This year pupils have been awarded places to a broad range of schools including Lady Eleanor Holles School, St Pauls Girls' and Boys' Schools, Kings College School and many others. Children were awarded scholarships to Epsom College, Francis Holland School, Haberdasher's Aske School, Hampton School, Kingston Grammar School, Putney High School, Radnor House, St Augustine's Priory, St Benedict's School, Surbiton High School.

Kew College Prep offers a wide range of sports and competes regularly with schools in West London. Sports teams continued to enjoy swimming, netball, football, rugby, hockey and athletics competitions. Pupils are taught PE/Games and dance with specialist coaches and teachers. Much of the formal Games programme is taught off site at specialist sports facilities.

Children at the School excel in music, art and drama and participate in various events and after school clubs. A large number of children take individual music lessons in School, which comprise woodwind, brass, strings, piano, guitar and drums and individual singing lessons are also taken. This year some of these lessons were delivered online and some in School. The various ensemble groups and choirs rehearse each week and perform to a high level. LAMDA sessions for children in the Junior House continued this year and the children were very successful in their LAMDA examinations in the summer.

A wide variety of extra-curricular clubs are provided each week, provided by Kew College staff and outside providers. Clubs include choirs, Music Technology, Dance, Sports, Computer coding, Arts and Crafts, Digital Photography and other interests, including Touch Typing. In addition, a breakfast club and after-school care was introduced from after half term in February 2022.

Infant Nativity plays were performed for parents at the end of the Autumn term and plays by four year groups were performed at the end on the Summer Term, with the Year 6 performance taking place in the theatre at the near-by Musical Museum, which could comfortably accommodate all those who wanted to be in the audience and provide a most professional dramatic environment.

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

STRATEGIC REPORT (continued)

The School participation in community events - the intergenerational project with a local care home – moved to a remote version last year, and continued in this format in the year under review.

We are delighted to report that a suitable application was received for a second bursary in the summer, and a child started at Kew College Prep in September 2022. During the year the School also provided a bursary at a secondary school.

Building Improvements

Improvements continued at 24-26 Cumberland Road in the summer, with the full refurbishment of the top floor of 26 Cumberland Road which now contains three offices (previously two offices and the former staff room).

Voluntary Fund Raising

Through our PSHEE studies, our pupils are taught to think about those less fortunate than themselves. They are encouraged to raise funds for charities with an emphasis on local charities or those with a particular meaning to the School community. Pupils present their charity of choice to the School and the charity that the whole School will support for the year is chosen by democratic election. The charity for 2021/22 was Great Ormond Street Hospital. Fundraising raised £27,500 for the charity. In addition, Harvest Festival donations of food are given to the local Salvation Army, the Poppy Appeal is supported, the Giving Tree at Christmas supports children in care, giving gifts to those children who would not otherwise receive a gift.

The Kew College Prep Friends (KCF) is an organisation run by parents of Kew College Prep pupils. KCF organise social and fund-raising activities in and out of School for children and parents. Fund raising was facilitated by events such as the Summer Fair, Quiz Night, Film Nights and children enjoy events such as discos, Santa's Grotto, cake sales etc. KCF paid for 50% of Year 5 and 6 iPads, the Year 6 leaver's pens and 50% of the Year 6 Young Enterprise project. Substantial funds are also raised for the School's elected charity. We would like to express our thanks and appreciation to KCF for their work for the School and the School community.

The School has not made any fundraising appeals to the general public during the year, and is unlikely to do so in the future. There has been no outsourced fund raising via professional fundraisers or other third parties. As a result the School is not registered with the fundraising regulator and received no fundraising complaints in the year.

FUTURE PLANS

The School's future plans include the following objectives:

- To promote excellence through the curriculum by continually evaluating our teaching to ensure pupils are offered a curriculum that is both challenging and creative;
- To continue to foster the children's desire to become independent learners and critical thinkers;
- To look at new ways of involving the school with the local community;
- To ensure the new school lunch offering is a success, and to work towards ways of improving the offer;
- To work towards the provision of full-time nursery places;
- To plan and implement further improvements of the premises to provide dining facilities and more nursery space.

FINANCIAL REVIEW

Financial activities and results

The surplus for the year was £293,405 (2021 £204,969). Income for the year amounted to £3,721,551, an increase of £92,035. This arose from higher fees, including fees for residential outings, offset by lower pupil numbers. Expenditure increased by £3,599 due to most costs rising, including staffing costs, off-set by lower property costs.

The balance sheet includes £569,861 of advance fees, due at the start of September and paid before the financial year end. Acceptance deposits, held until the child leaves the School, stood at £635,129 at the end of the year. Unrestricted reserves at the end of the year were £7,145,294.

As a charity, the parents of the pupils have the assurance that all the income of the School must be applied for educational purposes. As an Educational Charity the School enjoys a tax exemption on the educational activities and on the investment income. As a Charity, the School is also entitled to an 80% reduction on the business rates on the property occupied for the charitable purposes. The financial benefits received from the tax exemptions are all applied for educational purposes.

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

STRATEGIC REPORT (continued)

The School is unable to reclaim input VAT on its expenditure.

Reserves policy

At 31 August 2022, the charity had total reserves of £7,180,358 (2021: £6,886,953). Of these, £35,064 (2021: £34,235) were restricted and therefore not available for the general purposes of the charity.

Unrestricted funds of £7,145,294 (2021: £6,852,718) are represented by functional assets used in the furtherance of the School's objectives and as a result the School has no free reserves. The policy is to achieve an annual surplus before depreciation of 10% of income. The policy is to continue building up reserves by means of annual operating surpluses and management of our investment assets, supplemented by occasional donations.

Funding

The School had a loan of £1,341,657 outstanding at 31 August 2022, provided by National Westminster Bank on which the interest is at a floating rate. The board is confident that the School has adequate cover for its working capital requirements.

Borrowing is secured by a charge over the School's assets and the endowment by the School's founder of the main School buildings provide more than sufficient security for all foreseeable borrowing requirements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The School is governed by the Articles of Association, last updated on 10 February 2020.

Recruitment and Training of Governors

The School's Governors are appointed at a Meeting of the Governors on the basis of nominations received from members of the Board of Governors. Nominations are based on eligibility, personal competence and specialist skills.

New Governors are inducted into the workings of the School with an information pack, a personal meeting with the Chair of Governors, and by a visit to the School and Head. Governors attend training sessions as and when required. During the year Governors attended training sessions or undertook online training covering Safeguarding, Safer Recruitment and Developing the Leadership Team.

New Governors are elected by the Board of Governors and serve until the earlier of retirement or when they volunteer to retire. One third (or the number nearest one third) of the Governors must retire at each Annual General Meeting, those longest in office retiring first and the choice between any of equal service being made by drawing lots. Retiring Governors shall be eligible for re-appointment for consecutive periods not exceeding in aggregate nine years from the date of their original appointment but thereafter Governors shall not be eligible for reappointment until one year after their retirement. A 'year' means the period between one Annual General Meeting and the next.

Conflicts of interest are monitored to ensure that they do not influence the management of the School.

Organisational Structure

The Kew College Governors, as the charity Trustees of the School, are legally responsible for overseeing the strategic development and the overall management and control of the School and meet at least three times a year. The work of implementing their policies was carried out by two sub-committees: the Resources Committee and the Education & Welfare Committee. These committees meet at least once a term and report to the main governing body. A staff Health and Safety Committee also meets termly and reports to the Resources Committee.

The day-to-day running of the School is delegated to the Head, supported by her Senior Leadership team, including the Bursar. Other members of the Senior Leadership team are the Deputy Head and other senior teachers. The Head and Bursar attend meetings of the full Governing Board and the two committees.

Remuneration for the Head and the Bursar is set by the Board, and that of the rest of the senior management team is set by the Head and the Bursar within the budget approved by the Board. The policy objective is to ensure appropriate incentives to encourage enhanced performance in a fair and responsible manner, rewarding for individual contributions to the School's

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

STRATEGIC REPORT (continued)

success. The appropriateness and relevance of the remuneration policy is reviewed annually by the Board of Governors, including reference to comparisons with other independent schools to ensure that Kew College remains sensitive to the broader issues of pay and employment conditions elsewhere.

The Governors give of their time freely and no remuneration was paid in the year. No Governors or person connected with a Governor received any benefits. Before the end of the year one new governor who is a parent at the School was appointed, and four further appointments of new governors who are parents were made during the Autumn 2021 term.

Principal Risks and Uncertainties

The Kew College Board of Governors is responsible for the management of the risks faced by the School. A risk register is maintained. Risks are considered at Board meetings at least once a year.

Pupil numbers have remained high in the School but Nursery numbers have fallen. At February half term there were 273 pupils of which 25 were nursery pupils. Nursery pupils for September 2023 are also low. A limited number of full time nursery places have been made available from September.

The Governors are satisfied that major risks have been identified and that all reasonable steps are taken to mitigate identified risks. The Governors believe that the School is provided with sufficient resources in the event of adverse conditions. The Board is confident that the School has adequate cover for its working capital requirements.

The other main risks that the Governors have identified and the plans to manage those risks are:

Reputation – the School's success is built on its reputation for the education and wellbeing of our pupils.

We manage our reputation for high quality education provision and success at entrance exams to secondary schools by attracting excellent teaching staff, who enjoy a culture of professional support through training and development, positive appraisal and well-resourced classrooms.

We manage our reputation for the wellbeing of our pupils through an ethos that ensures that our pupils are happy and thrive in our School, built around our safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of personal, social and health and safety related issues.

Cost Risk and Political Risk – our ability to continue to operate as a School is reliant on being able to maintain costs at an affordable level. This is threatened by various economic and political developments such as the potential withdrawal of Charitable business rate relief from independent school, the introduction of taxes, and the possibility of further increase in Teachers' Pensions employers' rate in the future.

We manage this risk by keeping up-to-date with advice available from several professional bodies working in the independent schools sector such as the ISBA, IAPS, ISC and AGBIS, setting a prudent budget, and maintaining a strong banking relationship that ensures that additional cash will be available for unexpected cost increases.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately mitigated.

AUDITORS

A resolution to confirm the continuing appointment of Haysmacintyre LLP as the company's auditor will be proposed at the Annual General Meeting on 7 March 2023.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Kew College for the purposes of company law) are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102. Company law requires the Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and 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

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

STRATEGIC REPORT (continued)

are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Governors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as we are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Governor's Report, which incorporates the Strategic Report, was approved by the Governors on 7 March 2023 and signed on their behalf by:

.....
Dylan Jones
Chairman

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

KEW COLLEGE

Opinion

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

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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 Governors' Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Governors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' Report (which incorporates the strategic report and the directors' report).

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

KEW COLLEGE (continued)

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on pages 6-7, 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 and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the Education (Independent School Standards) Regulations 2014, health and safety, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, and considered other factors such as payroll tax.

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

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular those posted at the year end; and
- Challenging assumptions and judgements made by management in their accounting estimates

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

KEW COLLEGE (continued)

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.

Tracey Young (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor
Date:

10 Queen Street Place
London
EC4R 1AG

KEW COLLEGE

STATEMENT OF FINANCIAL ACTIVITIES
(Including Income and Expenditure Account)

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
INCOME FROM:					
Charitable Activities					
School fees receivable	4	3,601,520	-	3,601,520	3,574,471
Other educational income	5	107,511	-	107,511	44,767
Investment income		977	-	977	173
Donations and Grants	6	1,459	10,084	11,543	10,105
TOTAL INCOME		<u>3,711,467</u>	<u>10,084</u>	<u>3,721,551</u>	<u>3,629,516</u>
EXPENDITURE ON:					
Raising funds		33,422	-	33,422	31,313
Charitable activities		3,385,469	9,255	3,394,724	3,393,234
TOTAL EXPENDITURE	7	<u>3,418,891</u>	<u>9,255</u>	<u>3,428,146</u>	<u>3,424,547</u>
NET INCOME		<u>292,576</u>	<u>829</u>	<u>293,405</u>	<u>204,969</u>
Net movement in funds		<u>292,576</u>	<u>829</u>	<u>293,405</u>	<u>204,969</u>
Balance brought forward	14	<u>6,852,718</u>	<u>34,235</u>	<u>6,886,953</u>	<u>6,681,984</u>
BALANCE CARRIED FORWARD	14	<u><u>7,145,294</u></u>	<u><u>35,064</u></u>	<u><u>7,180,358</u></u>	<u><u>6,886,953</u></u>

All activities relate to continuing operations.

The notes from pages 14 to 25 form part of these financial statements.

The Statements of Financial Activities includes all gains and losses recognised in the year.

The Statement of Financial Activities for the comparative period is presented in note 19.

KEW COLLEGE

STATEMENT OF FINANCIAL POSITION

AS AT 31 AUGUST 2022

Company Number 01678837

	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	9		7,974,735		7,999,603
CURRENT ASSETS					
Debtors	10	51,761		44,213	
Cash and cash equivalents	11	2,017,142		1,578,286	
			<u>2,068,903</u>		<u>1,622,499</u>
CREDITORS: amounts falling due within one year	12	<u>(1,045,905)</u>		<u>(903,430)</u>	
NET CURRENT ASSETS			<u>1,022,998</u>		<u>719,069</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>8,997,733</u>		<u>8,718,672</u>
CREDITORS: Amounts falling due after one year	13		<u>(1,817,375)</u>		<u>(1,831,719)</u>
NET ASSETS			<u><u>7,180,358</u></u>		<u><u>6,886,953</u></u>
FUNDS					
Unrestricted funds					
Revaluation fund	14		2,207,550		2,239,250
General fund	14		4,937,744		4,613,468
Restricted fund	14		35,064		34,235
			<u>7,180,358</u>		<u>6,886,953</u>

The financial statements were approved and authorised for issue by the Board of Governors on 7 March 2023 and signed on its behalf by

.....
Dylan Jones
Chairman

The notes on pages 14 to 25 form part of these financial statements.

KEW COLLEGE

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Net movement in funds		293,405	204,969
Investment income		(977)	(173)
Depreciation charge		203,824	223,857
(Increase)/decrease in debtors		(7,549)	7,248
Increase in creditors		214,701	237,587
Net cash provided by operating activities		<u>703,404</u>	<u>673,488</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(178,956)	(203,595)
Investment income		977	173
Net cash used in investing activities		<u>(177,979)</u>	<u>(203,422)</u>
Cash flows from financing activities			
Repayment of debt finance		(86,570)	(86,032)
Net cash used in financing activities		<u>(86,570)</u>	<u>(86,032)</u>
Net increase in cash and cash equivalents		438,856	384,034
Cash and cash equivalents at the beginning of the year		1,578,286	1,194,252
Cash and cash equivalents at the end of the year	11	<u><u>2,017,142</u></u>	<u><u>1,578,286</u></u>

Analysis of movements in net debt

	At 1 September 2021 £	Cash flow £	Non-cash movements £	At 31 August 2022 £
Cash	1,578,286	438,856	-	2,017,142
Loan falling due within one year	(88,712)	86,570	(74,060)	(76,202)
Loan falling due after more than one year	(1,339,515)	-	74,060	(1,265,455)
Total	<u><u>150,059</u></u>	<u><u>525,426</u></u>	<u><u>-</u></u>	<u><u>675,485</u></u>

1. GENERAL INFORMATION

The charity is a company limited by guarantee, incorporated in England and Wales and registered with the Charity Commission. The address of the registered office is 24-26 Cumberland Road, Kew, Richmond, Surrey, TW9 3HQ.

Every member of the charity is liable under the Memorandum and Articles of Association to contribute, in the event of winding up or failure to meet liabilities, a sum not exceeding £1.

At 31 August 2022 the number of guarantor members was 10 and at the date of the approval of these accounts, the number of guarantor members was 9.

Kew College was incorporated on 17 November 1982 (company number 01678837) and registered as a charity on 5 January 1982 (charity number 286059).

2. ACCOUNTING POLICIES

2.1 Accounting convention

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 (“FRS102”) – effective 1 January 2019.

2.2 Going Concern

Pupil numbers within the School have remained very strong but there have been a disappointing fall in pupils in the Nursery, and to a lesser extent in the Kindergarten classes. The School is looking at various options to meet the needs of parents of EYFS children and of all parental needs. Before and after-school care is being offered from February half term 2022 and the School is exploring ways of introducing school lunches. A Marketing and Communications Officer is being sought. Having reviewed the funding facilities available to the School together with the expected ongoing demand for places and the School’s future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider there were no material uncertainties over the School’s financial viability. Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Governors’ Responsibilities on pages 6 and 7.

2.3 School fees

Fees receivable and charges for services and use of premises are accounted for in the year in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the School, but include contributions received from restricted funds for hardship.

2.4 Investment income

Investment income from bank balances is accounted for on an accruals basis.

2.5 Donations income

Donations receivable for the general purposes of the School are credited to unrestricted funds. Donations for restrictive purposes are used in accordance with specific restrictions imposed by donors or that have been raised by the School for particular purposes are credited to restricted funds. Grant income from the Coronavirus Job Retention Scheme is recognised in the same period as the related employment costs are incurred. Donations are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

2.6 Grant income

Grants received for specific purposes are used for the purposes for which they are granted. Grants received for non-specific purposes are used for general purposes.

2.7 Expenditure

Liabilities are recognised as expenditure where there is a legal or constructive obligation committing the School to the expenditure. All expenditure is accounted for on an accruals basis and includes, where applicable, value added tax which is irrecoverable.

Costs of charitable activities are the costs applied by the School in undertaking its work and achieving its charitable objectives, as opposed to the cost of raising funds to finance these objectives. Charitable activities are all the expenditure expended by the School in the delivery of the curriculum and educative services, including its programme that is directed at the achievement of the charitable aims and objectives. Such costs include direct costs of the charitable activities.

Support costs represent indirect costs relating to the School's charitable activities. Support costs, include governance costs.

Governance costs are the costs associated with the governance arrangements of the School that relate to the general running of the School, as opposed to those costs associated with fundraising or charitable activities. Included within this category are costs associated with the strategic planning for its future development, the training of the Kew College Governors, constitutional and statutory requirements.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or deemed cost, net of depreciation and any provision for impairment.

Tangible fixed assets costing more than £150 are capitalised and included at cost, or in the case of land and buildings at valuation, including any incidental costs of acquisition.

Depreciation is provided on all tangible fixed assets, except land, at rates calculated to write off the cost on a straight-line basis over the expected useful economic life as follows;

Computer equipment:	3 years
Furniture and fittings:	4 years
Equipment:	4 years
Buildings:	50 years

No depreciation is provided on land.

The valuation of freehold land and buildings on transition to FRS 102 at September 2014 has been taken as the deemed cost. Prior to transition to FRS 102 the freehold land and buildings were stated at valuation and were revalued on a regular basis.

2.9 Debtors

Fee 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. A specific provision is made for debts for which recoverability is in doubt.

2.10 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Creditors and provision

Creditors and provisions are recognised where the charitable company 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. Fees received in advance of education to be provided in future periods are held in liabilities until either taken to income in the term when used, or else refunded.

2.12 Financial instruments

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

2.13 Fund accounting

Unrestricted funds are those that are available for use at the discretion of the Board of Governors in furtherance of the general objectives of the School and which have not been designated for other purposes. Revaluation funds, included within unrestricted funds, represent the accumulation of gains and losses on revaluation of freehold land and buildings in the School's use.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by donors or that have been raised by the School for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim of each restricted fund is set out in the notes to the financial statements.

2.14 Pensions

Teaching staff employed by the School are eligible for membership of the Teachers' Pension Scheme. This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the school accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The School operates a defined contribution pension scheme for those members of staff who are not eligible to join the Teachers' Pension Scheme. The assets of the scheme are held separately from those of the School in an independently administered fund. The pension cost charge represents contributions payable by the School to the fund.

2.15 Corporation tax

Kew College is a registered charity and its income and gains are exempt from corporation tax.

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

4. CHARITABLE ACTIVITIES – FEES RECEIVABLE	2022	2021		
	£	£		
Fees receivable consist of:				
School fees	3,617,568	3,576,157		
Less: fee discounts and concessions	(16,048)	(2,200)		
	<u>3,601,520</u>	<u>3,573,957</u>		
Add back: bursaries and other awards paid for by restricted funds	-	514		
	<u>3,601,520</u>	<u>3,574,471</u>		
Fees discounts and concessions were made to 1 pupil (2021: 1). 1 means tested bursary was awarded.				
5. CHARITABLE ACTIVITIES – OTHER EDUCATIONAL INCOME	2022	2021		
	£	£		
Registration fees	6,825	6,375		
Fees for clubs	27,471	11,849		
School trips	54,805	-		
Additional lessons	16,200	15,122		
Other	2,210	11,421		
	<u>107,511</u>	<u>44,767</u>		
6. DONATIONS AND GRANTS	2022	2021		
	£	£		
Kew College Friends	5,452	4,034		
EYFS grant	4,632	-		
Furlough grant	1,459	6,071		
	<u>11,543</u>	<u>10,105</u>		
7. TOTAL EXPENDITURE	Staff Costs	Other	Depreciation	2022
	£	£	£	£
Raising funds				
Finance costs (see below)	-	33,422	-	33,422
Charitable Activities				
Teaching costs	1,960,767	281,391	-	2,242,158
Welfare costs	-	23,045	-	23,045
Premises costs	-	304,518	203,824	508,342
Support costs	394,035	227,144	-	621,179
	<u>2,354,802</u>	<u>836,098</u>	<u>203,824</u>	<u>3,394,724</u>
	<u>2,354,802</u>	<u>869,520</u>	<u>203,824</u>	<u>3,428,146</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

	2022 £	2021 £
7a Finance costs		
Interest on bank loans	32,217	30,086
Bank account service charges	1,205	1,227
	<u>33,422</u>	<u>31,313</u>
7b Governance costs included in support costs		
Remuneration to auditor for audit services	13,720	13,300
Trustees' training courses	1,233	-
Trustees' travel & subsistence	2,566	-
Professional advice and other costs	946	376
	<u>18,465</u>	<u>13,676</u>

TOTAL EXPENDITURE (2021)	Staff Costs £	Other £	Depreciation £	2021 £
Raising funds				
Finance costs (see below)	-	31,313	-	31,313
Charitable Activities				
Teaching costs	1,944,762	196,036	-	2,140,798
Welfare costs	-	25,845	-	25,845
Premises costs	-	407,536	223,857	631,393
Support costs	385,004	210,194	-	595,198
	<u>2,329,766</u>	<u>839,611</u>	<u>223,857</u>	<u>3,393,234</u>
	<u>2,329,766</u>	<u>870,924</u>	<u>223,857</u>	<u>3,424,547</u>

8. STAFF COSTS	2022 £	2021 £
Salaries	1,880,243	1,852,142
Social security costs	178,450	174,711
Pension costs (note 16)	296,109	302,913
	<u>2,354,802</u>	<u>2,329,766</u>

Aggregate employee benefits were paid to key management personnel during the year of £212,027 (2021: £240,419).

The number of employees whose emoluments exceeded £60,000 for the year is as follows:

	Number	Number
£60,001 - £70,000	1	-
£70,001 - £80,000	1	1
£80,001 - £90,000	1	-
£90,001 - £100,000	-	-
£100,001 - £110,000	-	1
	<u>3</u>	<u>1</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

	2022 Number	2021 Number
The average number of staff during the year was:		
Teachers and assistants	41	45
Administration	9	9
	<u>50</u>	<u>54</u>

9. TANGIBLE FIXED ASSETS	Freehold Land & Buildings £	Furniture & Equipment £	Total £
Cost or deemed cost			
At 1 September 2021	8,634,636	752,292	9,386,928
Additions	109,642	69,314	178,956
Disposals	-	(90,396)	(90,396)
	<u>8,744,278</u>	<u>731,210</u>	<u>9,475,488</u>
Depreciation			
At 1 September 2021	755,685	631,640	1,387,325
Charge for the year	126,250	77,574	203,824
Disposals	-	(90,396)	(90,396)
	<u>881,935</u>	<u>618,818</u>	<u>1,500,753</u>
Net Book Value			
At 31 August 2022	<u>7,862,343</u>	<u>112,392</u>	<u>7,974,735</u>
At 31 August 2021	<u>7,878,951</u>	<u>120,652</u>	<u>7,999,603</u>

The freehold land and buildings at 24/26 Cumberland Road, 30 Cumberland Road and at 59 Leyborne Park were revalued on 31 August 2014 by Gerald Eves Chartered Surveyors and Property Consultants. Valuation of 24/26 Cumberland Road and 59 Leyborne Park were on an open market existing use and valuation of 30 Cumberland Road was on the basis of educational use as part of the existing School. Value for the combined properties was £6,600,000.

The historical cost of the freehold land and buildings as at 31 August 2022 was £6,173,514.

10. DEBTORS	2022 £	2021 £
Fees owing	11,037	1,017
Prepayments	38,273	42,814
Other debtors	2,451	382
	<u>51,761</u>	<u>44,213</u>

11 CASH AND CASH EQUIVALENTS	2022 £	2021 £
Cash at bank	2,017,142	1,578,286
	<u>2,017,142</u>	<u>1,578,286</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

12. CREDITORS: amounts falling due within one year	2022 £	2021 £
Bank loans (secured)	76,202	88,712
Trade creditors	153,501	99,420
Other taxes and social security costs	45,290	45,261
Deferred income	569,861	460,855
Accruals	82,136	100,398
Other creditors	35,706	44,229
Deposits	83,209	64,555
	<u>1,045,905</u>	<u>903,430</u>

Deferred income relates to fees received in advance of the Autumn term

Analysis of deferred income

Deferred income at 1 September	460,855	335,868
Applied during the year	569,861	460,855
Released during the year	(460,855)	(335,868)
Deferred income at 31 August	<u>569,861</u>	<u>460,855</u>

13. CREDITORS: amounts falling due after one year	2022 £	2021 £
Bank loans (secured)	1,265,455	1,339,515
Deposits	551,920	492,204
	<u>1,817,375</u>	<u>1,831,719</u>
Bank loans maturity analysis		
In less than one year	76,202	88,712
In more than one year but not more than two years	65,652	88,875
In more than two years but not more than five years	1,199,803	1,250,640
	<u>1,341,657</u>	<u>1,428,227</u>

The bank loan is secured on the company's freehold land and buildings.

A new loan of £1,805,000 taken with National Westminster Bank in October 2016 is repayable in 7 years and interest is charged at a floating rate of 1.8% over Base Rate.

14. STATEMENT OF FUNDS

Unrestricted funds are the accumulation of surpluses, less deficits, on the income and expenditure account, together with the profits, less losses, on the sales of unrestricted fixed assets, bequests for the general purposes of the School and various grants towards fixed assets.

Unrestricted funds	General Fund £	Revaluation Reserve £	Total 2022 £
Balance at 1 September 2021	4,613,468	2,239,250	6,852,718
Movement in funds for the year	324,276	(31,700)	292,576
	<u>4,937,744</u>	<u>2,207,550</u>	<u>7,145,294</u>
Unrestricted funds	General Fund £	Revaluation Reserve £	Total 2021 £
Balance at 1 September 2020	4,376,803	2,270,946	6,647,749
Movement in funds for the year	236,665	(31,696)	204,969
	<u>4,613,468</u>	<u>2,239,250</u>	<u>6,852,718</u>

The accumulated funds of the charity include restricted funds comprising of the following unexpended balances of grants, donations, gifts and legacies to be applied for specific purposes:

Restricted funds	Balance at 1 September 2021 £	Income £	Expenditure £	Balance at 31 August 2022 £
Kew College Friends	471	5,452	(5,452)	471
Travel Plan	7,077	-	-	7,077
Hardship fund	26,462	-	-	26,462
Bursary fund	225	-	-	225
EYFS	-	4,632	(3,803)	829
	<u>34,235</u>	<u>10,084</u>	<u>(9,255)</u>	<u>35,064</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

Restricted funds	Balance at 1 September 2020 £	Income £	Expenditure £	Balance at 31 August 2021 £
Kew College Friends	470	4,034	(4,034)	470
Travel Plan	7,077	-	-	7,077
Hardship fund	26,463	-	-	26,463
Bursary fund	225	-	-	225
EYFS	-	1,428	(1,428)	-
	<u>34,235</u>	<u>5,462</u>	<u>(5,462)</u>	<u>34,235</u>

The purposes of the restricted funds are as follows;

Kew College Friends

The restricted fund represents donations from Kew College Friends, an organisation run by parents of pupils at Kew College, to purchase specific equipment for the School.

Travel Plan

The restricted fund represents capital grants from London Borough of Richmond upon Thames for the construction of a shelter located outside the school and other capital spending to discourage car travel.

Donations – hardship fund

The Hardship fund represents donations for the establishment of a hardship fund.

EYFS

The restricted fund represents various funding from London Borough of Richmond upon Thames for expenditure on specific areas for the benefit of Early Years Foundation Stage children.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund £	Revaluation Reserve £	Restricted Fund £	Total Fund £
Tangible fixed assets	5,767,185	2,207,550	-	7,974,735
Net current liabilities	987,934	-	35,064	1,022,998
Creditors due after more than one year	(1,817,375)	-	-	(1,817,375)
Balance at 31 August 2022	<u>4,937,744</u>	<u>2,207,550</u>	<u>35,064</u>	<u>7,180,358</u>
	General Fund £	Revaluation Reserve £	Restricted Fund £	Total Fund £
Tangible fixed assets	5,760,353	2,239,250	-	7,999,603
Net current liabilities	684,834	-	34,235	719,069
Creditors due after more than one year	(1,831,719)	-	-	(1,831,719)
Balance at 31 August 2021	<u>4,613,468</u>	<u>2,239,250</u>	<u>34,235</u>	<u>6,886,953</u>

16. PENSION COSTS

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 £224,373 (2021: £231,547) and at the year-end £25,134 (2021 - £26,274) 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 that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2022 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2021, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

The 2016 cost control valuations have since been completed in January 2022, and the results indicated that there would be no changes to benefits or member contributions required. The results of the cost cap valuation are not used to set the employer contribution rate, and HM Treasury has confirmed that any changes to the employer contribution rate resulting from the 2020 valuations will take effect in April 2024.

Until the 2020 valuation is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

The School operates a pension scheme for non-teaching staff which is a defined contribution scheme with employees contributing a minimum of 3% and the School 5% and up to 8% of matched funding (2021: 5% and 8% respectively). The total contributions payable by the School in the year were £71,736 (2021: £71,366). As at 31 August 2022 amounts totalling £9,743. (2021: £11,495) were due to the Scheme and are included within other creditors.

KEW COLLEGE**NOTES TO THE FINANCIAL STATEMENTS (continued)****FOR THE YEAR ENDED 31 AUGUST 2022**

	2022	2021
	£	£
The pension charge in these accounts represents:		
Contributions to teachers' superannuation scheme	224,373	231,547
Contributions to stakeholders' pension schemes	71,736	71,366
	<u>296,109</u>	<u>302,913</u>

17. RELATED PARTY TRANSACTIONS

Neither the Trustees nor any other persons connected with them received any remuneration, benefits in kind from the School during the year (2021: £nil). During the year under review, three trustees received reimbursement of expenses for travel and accommodation to the sum of £2,566 (2021: nil). Five trustees had children at the School. One trustee owed £250 in respect of fees at the year end. There were no other related party transactions.

18. CAPITAL COMMITMENT

At 31 August 2022 capital commitments were nil (2021: £nil).

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

19. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES (2021)

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
INCOME FROM:				
Charitable Activities				
School fees receivable	4	3,574,471	-	3,574,471
Other educational income	5	43,339	1,428	44,767
Investment income		173	-	173
Donations and Grants	6	6,071	4,034	10,105
TOTAL INCOME		<u>3,624,054</u>	<u>5,462</u>	<u>3,629,516</u>
EXPENDITURE ON:				
Raising funds		31,313	-	31,313
Charitable activities		3,387,772	5,462	3,393,234
TOTAL EXPENDITURE	7	<u>3,419,085</u>	<u>5,462</u>	<u>3,424,547</u>
NET INCOME/(EXPENDITURE)		204,969	-	204,969
Net movement in funds		<u>204,969</u>	<u>-</u>	<u>204,969</u>
Balance brought forward	14	<u>6,647,749</u>	<u>34,235</u>	<u>6,681,984</u>
BALANCE CARRIED FORWARD	14	<u><u>6,852,718</u></u>	<u><u>34,235</u></u>	<u><u>6,886,953</u></u>

KEW COLLEGE

England & Wales - Charity number 286059

Accounts

Company Registration No.01678837 (England and Wales)
Charity Registration No.286059

KEW COLLEGE
(A company limited by guarantee)

GOVERNORS' REPORT AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

KEW COLLEGE

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KEW COLLEGE

REFERENCE AND ADMINISTRATIVE DETAILS

OF THE CHARITY, ITS GOVERNORS AND ADVISORS

Governors

The following Governors, who are the Directors and Trustees of the charitable company, have held office since 1 September 2020 and served throughout the period under review except where indicated:

Philippa Cawthorne (appointed 6 July 2021)
Susan Bourne (resigned 31 December 2020)
Aylsa Geeson (resigned 9 July 2021)
David Imrie Chairman
Dylan Jones
Russell McCluskey (appointed 28 June 2021)
Gerald McGregor (resigned 31 December 2021)
Zohya Pavlu (appointed 3 September 2021)
Elias Scafidas (appointed 24 September 2021)
Sarah Squire (appointed 13 October 2021)
Julia Takach (appointed 1 September 2021)
Paula Vanninen
Simon Williams (appointed 3 November 2021)

Key management personnel

All are members of the Senior Management Team

Marianne Austin – Head
Joanna Brackenbury – Bursar

Head

Marianne Austin (retired 31 August 2021)
Jane Bond (appointed 1 September 2021)

Bursar, Company Secretary and Clerk to the Governors

Joanna Brackenbury

Address

24-26 Cumberland Road, Kew Gardens, Surrey TW9 3HQ

Web site

www.kewcollege.com

ADVISORS

Auditors

Haysmacintyre LLP, 10 Queen Street Place, London, EC4R 1AG

Bankers

National Westminster Bank Plc, 22 George Street, Richmond, Surrey, TW9 1JW

Registered charity number

286059

Registration company number

01678837

KEW COLLEGE

CHAIR'S STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2021

In my statement written in March 2021 for the annual report and accounts for the year ending 31st August 2020 I wrote with great excitement about the school reopening its doors to pupils and staff following a second closure in January 2021. In truth I did not think that in my statement for this annual report and accounts that I would be referring to the continuing impact of COVID-19 on the Kew College community but unfortunately, I am.

Again, I have to say how proud I and all my colleagues on the Board of Governors of Kew College are of all our staff both teaching and support, for everything that each one of them has done to ensure that all the children were safe and felt secure being back in school full time. Part of responsibilities which I share with other Governors is to undertake practice interviews with year 6 pupils to help prepare them for their interviews for secondary school places. I also spoke to a range of pupils as part of my annual review of safeguarding at the school. It was wonderful to hear from the pupils how grateful they were for the online learning during the closures of the school but how glad they were to be back in school with their classmates and their teachers.

It is a testament to the quality of the teaching at the school and the resilience of the pupils that the year 6 senior school results were outstanding. The overwhelming majority of our pupils achieved a place at their first-choice secondary school and overall, 34 scholarships were awarded. An amazing achievement by any standard.

I would like to thank parents for their ongoing support for the school particularly during these very difficult times. I can assure the parent body that the Governors value this very close relationship and do not take it for granted. It is very special. I am pleased to say that 5 parents joined the Governors in Autumn 2021 and their knowledge and skills have already enriched our discussions at meetings of the Board, but I shall say more in next year's annual report.

During the year two Governors retired from the Board. Susan Bourne and Aylsa Geeson have given outstanding service to the school on educational and human resource issues. I will miss them both and their wise counsel. I would particularly wish to thank them for their key roles in the appointment process of the new Head, Mrs Jane Bond. During the year we welcomed two new Governors to the Board. Philippa Cawthorne Headmistress of Bassett House School and Russell McCluskey Director of Sport at Kings College School Wimbledon. I would like to thank all Governors for all the support they give me as Chair.

I conclude my statement with the retirement of Mrs Marianne Austin at the end of the year after 19 years of outstanding and dedicated service to the school as a class teacher, Deputy Head, and the last 9 years as Head. Mrs Austin has been the key driver in the delivery of the high-quality education and excellent pastoral care for which Kew College is deservedly known. She has ensured that the school is a happy and caring community where pupils and staff are united by a set of shared values of compassion and kindness for others.

On behalf of the Governors, I wish Mrs Austin and her husband all the very best for their future in the west country.

David Imrie
Chairman

KEW COLLEGE

GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

The Governors, who also act as Directors of the company and Trustees of Kew College ("the School"), present their report and the financial statements for the year ended 31 August 2021.

REFERENCE AND ADMINISTRATIVE INFORMATION

The School, a registered charity, is a company limited by guarantee. The School was registered with the Charity Commissioners under charity number 286059 on the 5 January 1983. The Governors and executive officers, principal address of the School and of the professional advisors are listed on page 1. The School was incorporated on 17 November 1982 with the company number 01678837.

OBJECTIVES AND ACTIVITIES

Charitable objectives

The objectives of the School are the advancement of education and in particular, carrying on Kew College in Kew, Surrey and such other schools as shall be thought fit.

In setting the aims and objectives and planning the activities, the Governors have given careful consideration to the Charity Commission guidance on public benefit.

The School's immediate beneficiaries are children who attend our fee-paying school. The local community benefits from the pressure taken off over-subscribed schools in the maintained sector. The wider community benefits from the well-rounded individuals who leave our School with an enthusiasm for learning, and also benefits by the School lowering the burden on the state of the cost of the children's education that would otherwise be borne by the state.

Aims and objectives

Kew College is a non-selective, family oriented, co-educational school for children from Nursery to Year 6.

We aim:

- To provide our children with a well-balanced, broad and enriching educational experience at a high level
- To create a friendly and caring environment that is relaxed but purposeful and in which children feel happy and enjoy working with each other
- To ensure that our children feel valued and are supported in developing a healthy self-esteem and confidence to make their own informed choices
- To actively promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and religions
- To instil in our children a sense of commitment, responsibility and resilience to equip them with the appropriate skills for the next stage in their education

Our strategy is to help every child reach their academic potential within a broad curriculum that encourages participation in sports and the arts and develops self-esteem in our pupils. The School aims to provide a good-quality education at a price that is affordable for as many local families as possible. Fees charged are below those charged by all other fee-paying schools in the area.

We offer bursaries to allow access to the School for those local families that cannot afford our fees. This is means-tested and available to children joining in Years 3 & 4 who could contribute to the School academically or in another capacity. In the year under review, one child applied and was granted a means-tested bursary to start at Kew College in September 2021. Kew College also funded a full bursary place for a child at a local secondary school starting in September 2021.

Volunteers

Parents of younger children assist on School outings on an ad hoc basis. Other volunteers include our parent body who offer social events to the children and the wider school community.

Objectives for the year under review

During the period under review our objectives were to promote excellence through a curriculum that is both challenging and creative, to foster the children's desire to become independent learners and critical thinkers, to expand our provision of after school clubs and care, to promote wellbeing of pupils and staff, to look for more opportunities for community engagement, to expand use of pupil IT across the curriculum, to continue with improvements to the buildings and to continue to seek applications for free or subsidised places.

Strategies to achieve the year's objectives

To maintain a high level of academic achievement we assess the children regularly, using both internal and external scales and compare ourselves against the national average. We identify children needing support and those who require further challenge and differentiate the work accordingly. Those requiring extra support receive it from their class teachers, from the Teaching Assistants and where necessary, in our Learning Enrichment Department, in close liaison with parents and class teachers. We ensure we are up-to-date with the latest developments in educational practice and keep pace with new classroom technology. We use IAPS and other educational organisations to keep us abreast of new practices. Teaching is regularly monitored. Children's work is regularly monitored to ensure quality and progress. Participation in music, sports and arts is encouraged within lessons and by the provision of extra-curricular opportunities, and pupils' successes are celebrated in class or in assemblies. When appointing new teaching staff, we conduct rigorous assessment of their skills. Our older children are nurtured and well-prepared for entrance exams to senior schools and they enter the process with confidence. The School's popularity is fed by word of mouth and by the very good achievements of our Year 6 in their entrance exams to senior school. Plans for the introduction of after-school care had to be delayed due to COVID-19 restrictions. Links with local organisations made during the previous year were continued but weekly visits by our kindergarten children to a local residents' home switched to remote 'visits' as the COVID-19 pandemic made face-to-face visits unsafe. To promote bursaries, we have continued to advertise online and in local libraries and other places throughout the borough.

STRATEGIC REPORT

REVIEW OF ACHIEVEMENTS AND PERFORMANCE

Review of activities

The School provides education in Kew to boys and girls from the ages of 3 – 11 years. The School continued to thrive during the year with numbers remaining strong. In common with all schools, Kew College closed to pupils during the Spring term when the country went into partial lockdown to reduce the spread of COVID-19. Children of key workers continued to attend for their education and care throughout the lockdown period. Learning switched to online learning through the Microsoft TEAMS medium as had happened during the first lockdown in March 2020, and our teachers again rose to the challenge.

Whilst a few families relocated away from London because of the pandemic, pupil numbers remained high. During the year the School had on average 291 (2020: 289) pupils of which 35 were part-time nursery pupils.

Kew College is regarded as a very secure foundation for entry to senior schools. It can be considered to be one of the best preparatory schools in the area. The School regularly sends pupils to a broad cross-section of the West London day schools. This year pupils have been awarded scholarships to Epsom College, Francis Holland School, Hampton School, Ibstock Place School, King's College School Wimbledon, Kingston Grammar School, Lady Eleanor Holles School, Notting Hill and Ealing High School, Putney High School, Radnor House, Reed's School, St Catherine's School, Surbiton High School and Wimbledon High School.

Kew College offers a wide range of sports and competes regularly with schools in West London. This year no swimming galas took place but sports teams continued to enjoy Netball, Football, Rugby, Hockey and Athletics competitions. Pupils are taught PE/Games and Dance with specialist coaches and teachers. For September 2020 additional outside facilities were organised to reduce contact between year group 'bubbles'. During the lockdown, swimming stopped, but PE and Dance continued to be included in the online learning.

Children at the School excel in Music, Art and Drama and participate in various events and after school clubs. A large number of children take individual Music lessons in School, which comprise woodwind, brass, strings, piano, guitar and drums. This year some of these lessons were delivered online and some in School. The four ensemble groups and the choirs which rehearse each week were not able to continue during the lockdown, but singing did take place. LAMDA sessions for children in the Junior House continued online during the year and the children were very successful in their LAMDA examinations in the summer.

A wide variety of extra-curricular clubs are provided each week, provided by Kew College staff and outside providers. These had to be suspended at various times during the year. Clubs include choirs, Music Technology, Dance, Sports, Computer coding, Arts and Crafts, Digital Photography and other interests, including Touch Typing. In all they ran for about half the year when COVID-19 restrictions allowed and each club was restricted to a single year group.

Infant Nativity plays were performed for parents at the end of the Autumn term and plays by four year groups were performed at the end of the Summer Term, all with smaller audiences than normal.

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2021

STRATEGIC REPORT (continued)

The School participation in community events for the year were suspended, but in the summer term, a remote version of the intergenerational project with a local care home took place each week.

We are delighted to report that a suitable application was received for bursary in the summer, and a child started at Kew College in September 2021. The plans for the School to provide a bursary at a secondary school were finalised in the summer and a place funded for a child starting at the secondary school in September 2021.

Building Improvements

Improvements continued at 24-26 Cumberland Road in the summer, with the full refurbishment of four classrooms and two small offices.

Voluntary Fund Raising

Through our PSHEE studies, our pupils are taught to think about those less fortunate than themselves. They are encouraged to raise funds for charities with an emphasis on local charities or those with a particular meaning to the School community. Pupils present their charity of choice to the School and the charity that the whole School will support for the year is chosen by democratic election. The charity for 2020/21 was Centrepoin Homeless Charity, the same as the previous year because of the reduced opportunities for fundraising due to COVID-19 lockdowns and restrictions. Fundraising raised £2,500 for the charity to add to £10,000 raised last year. In addition, Harvest Festival donations of food are given to the local Salvation Army, the Poppy Appeal is supported, the Giving Tree at Christmas supports children in care, giving gifts to those children who would not otherwise receive a gift.

The Kew College Friends (KCF) is an organisation run by parents of Kew College pupils. KCF organise social and fundraising activities in and out of School for children and parents. Fund raising was curtailed by the COVID-19 restrictions and the annual Summer Fair was again unable to take place. Funds raised are donated to the School for specific purposes and in the year under review KCF Paid for a new piano for the hall, contributed to the cost of our Leavers books and half the cost of a reduced STRIDE business workshop for Year 6. Funds are also raised for the School's elected charity. We would like to express our thanks and appreciation to KCF for their work for the School and the School community.

The School has not made any fundraising appeals to the general public during the year, and is unlikely to do so in the future. There has been no outsourced fund raising via professional fundraisers or other third parties. As a result the School is not registered with the fundraising regulator and received no fundraising complaints in the year.

FUTURE PLANS

The School's future plans include the following objectives although we recognise that the ongoing COVID-19 pandemic may restrict what we can do, particularly with after school clubs and care and with involvement in the local community:

- To promote excellence through the curriculum by continually evaluating our teaching to ensure pupils are offered a curriculum that is both challenging and creative;
- To continue to foster the children's desire to become independent learners and critical thinkers;
- To extend our provision of after school clubs and care and resume community involvement;
- To work towards the provision of school lunches for all school pupils;
- To work towards the provision of full-time nursery places;
- To continue to upgrade the premises.

FINANCIAL REVIEW

Financial activities and results

The surplus for the year was £204,969 (2020 £119,684). Income for the year amounted to £3,629,516, an increase of £92,477. This arose from higher fees offset by lower pupil numbers and lower other income since no chargeable residential outings took place and the school was restricted in the number of clubs sessions it could offer. Expenditure increased by £7,192 due to higher property repairs and maintenance costs, and higher IT costs off-set by lower staff costs.

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2021

STRATEGIC REPORT (continued)

The balance sheet includes £460,855 of advance fees, due at the start of September and paid before the financial year end. Acceptance deposits, held until the child leaves the School, stood at £556,759 at the end of the year. Unrestricted reserves at the end of the year were £6,852,718.

As a charity, the parents of the pupils have the assurance that all the income of the School must be applied for educational purposes. As an Educational Charity the School enjoys a tax exemption on the educational activities and on the investment income. As a Charity, the School is also entitled to an 80% reduction on the business rates on the property occupied for the charitable purposes. The financial benefits received from the tax exemptions are all applied for educational purposes.

The School is unable to reclaim input VAT on its expenditure.

Reserves policy

At 31 August 2021, the charity had total reserves of £6,886,953 (2020: £6,681,984). Of these, £34,235 (2020: £34,235) were restricted and therefore not available for the general purposes of the charity.

Unrestricted funds of £6,852,718 (2020: £6,647,749) are represented by functional assets used in the furtherance of the School's objectives and as a result the School has no free reserves. The policy is to achieve an annual surplus before depreciation of 10% of income. The policy is to continue building up reserves by means of annual operating surpluses and management of our investment assets, supplemented by occasional donations.

Funding

The School had a loan of £1,428,227 outstanding at 31 August 2021, provided by National Westminster Bank on which the interest is at a floating rate. The board is confident that the School has adequate cover for its working capital requirements.

Borrowing is secured by a charge over the School's assets and the endowment by the School's founder of the main School buildings provide more than sufficient security for all foreseeable borrowing requirements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The School is governed by the Articles of Association, last updated on 10 February 2020.

Recruitment and Training of Governors

The School's Governors are appointed at a Meeting of the Governors on the basis of nominations received from members of the Board of Governors. Nominations are based on eligibility, personal competence and specialist skills.

New Governors are inducted into the workings of the School with an information pack, a personal meeting with the Chair of Governors, and by a visit to the School and Head. Governors attend training sessions as and when required. During the year Governors attended training sessions or undertook online training covering Safeguarding, Safer Recruitment and Developing the Leadership Team.

New Governors are elected by the Board of Governors and serve until the earlier of retirement or when they volunteer to retire. One third (or the number nearest one third) of the Governors must retire at each Annual General Meeting, those longest in office retiring first and the choice between any of equal service being made by drawing lots. Retiring Governors shall be eligible for re-appointment for consecutive periods not exceeding in aggregate nine years from the date of their original appointment but thereafter Governors shall not be eligible for reappointment until one year after their retirement. A 'year' means the period between one Annual General Meeting and the next.

Conflicts of interest are monitored to ensure that they do not influence the management of the School.

Organisational Structure

The Kew College Governors, as the charity Trustees of the School, are legally responsible for overseeing the strategic development and the overall management and control of the School and meet at least three times a year. The work of implementing their policies was carried out by two sub-committees: the Resources Committee and the Education & Welfare Committee. These committees meet at least once a term and report to the main governing body. A staff Health and Safety Committee also meets termly and reports to the Resources Committee.

STRATEGIC REPORT (continued)

The day-to-day running of the School is delegated to the Head, supported by her Senior Leadership team, including the Bursar. Other members of the Senior Leadership team are the Deputy Head and other senior teachers. The Head and Bursar attend meetings of the full Governing Board and the two committees.

Remuneration for the Head and the Bursar is set by the Board, and that of the rest of the senior management team is set by the Head and the Bursar within the budget approved by the Board. The policy objective is to ensure appropriate incentives to encourage enhanced performance in a fair and responsible manner, rewarding for individual contributions to the School's success. The appropriateness and relevance of the remuneration policy is reviewed annually by the Board of Governors, including reference to comparisons with other independent schools to ensure that Kew College remains sensitive to the broader issues of pay and employment conditions elsewhere.

The Governors give of their time freely and no remuneration was paid in the year. No Governors or person connected with a Governor received any benefits. Before the end of the year one new governor who is a parent at the School was appointed, and four further appointments of new governors who are parents were made during the Autumn 2021 term.

Principal Risks and Uncertainties

The Kew College Board of Governors is responsible for the management of the risks faced by the School. A risk register is maintained. Risks are considered at Board meetings at least once a year.

The continuing COVID-19 pandemic remains a challenge for the School during 2021-22. School opened fully for pupils at the start of the Autumn term, and government guidance is being followed. The School has continued to hire additional external space for recreation and Games, to halve the number of children on coaches. Pupil numbers have remained high in the School but Nursery numbers have fallen. At February half term there were 276 pupils of which 22 were nursery pupils. Nursery pupils for September 2022 are also low, with a significant number of parents wanting a full school day for their nursery children. The School is exploring options for addressing parental needs in future.

The Governors are satisfied that major risks have been identified and that all reasonable steps are taken to mitigate identified risks. The Governors believe that the School is provided with sufficient resources in the event of adverse conditions. The Board is confident that the School has adequate cover for its working capital requirements.

The other main risks that the Governors have identified and the plans to manage those risks are:

Reputation – the School's success is built on its reputation for the education and wellbeing of our pupils.

We manage our reputation for high quality education provision and success at entrance exams to secondary schools by attracting excellent teaching staff, who enjoy a culture of professional support through training and development, positive appraisal and well-resourced classrooms.

We manage our reputation for the wellbeing of our pupils through an ethos that ensures that our pupils are happy and thrive in our School, built around our safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of personal, social and health and safety related issues.

Cost Risk and Political Risk – our ability to continue to operate as a School is reliant on being able to maintain costs at an affordable level. This is threatened by various economic and political developments such as the potential withdrawal of Charitable business rate relief from independent school, the introduction of taxes, and the possibility of further increase in Teachers' Pensions employers' rate in the future.

We manage this risk by keeping up-to-date with advice available from several professional bodies working in the independent schools sector such as the ISBA, IAPS, ISC and AGBIS, setting a prudent budget, and maintaining a strong banking relationship that ensures that additional cash will be available for unexpected cost increases.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately mitigated.

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2021

STRATEGIC REPORT (continued)

AUDITORS

A resolution to confirm the continuing appointment of Haysmacintyre LLP as the company's auditor will be proposed at the Annual General Meeting on 2 March 2022.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Kew College for the purposes of company law) are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Governors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as we are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Governor's Report, which incorporates the Strategic Report, was approved by the Governors on 2 March 2022 and signed on their behalf by:

.....
D.J. Imrie
Chairman

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

KEW COLLEGE

Opinion

We have audited the financial statements of Kew College for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Cash Flow Statements and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Governors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

KEW COLLEGE (continued)

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 8, 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 and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to independent school regulations, safeguarding regulations, health and safety requirements, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, and considered other factors such as payroll tax.

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

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular those posted at year end; 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: 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.

Tracey Young (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditors
2 March 2022

10 Queen Street Place
London
EC4R 1AG

KEW COLLEGE

STATEMENT OF FINANCIAL ACTIVITIES
(Including Income and Expenditure Account)

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOME FROM:					
Charitable Activities					
School fees receivable	4	3,574,471	-	3,574,471	3,381,630
Other educational income	5	43,339	1,428	44,767	47,630
Investment income		173	-	173	3,079
Donations and Grants	6	6,071	4,034	10,105	104,700
TOTAL INCOME		<u>3,624,054</u>	<u>5,462</u>	<u>3,629,516</u>	<u>3,537,039</u>
EXPENDITURE ON:					
Raising funds		31,313	-	31,313	34,363
Charitable activities		3,387,772	5,462	3,393,234	3,382,992
TOTAL EXPENDITURE	7	<u>3,419,085</u>	<u>5,462</u>	<u>3,424,547</u>	<u>3,417,355</u>
NET INCOME/(EXPENDITURE)		<u>204,969</u>	-	<u>204,969</u>	<u>119,684</u>
Net movement in funds		<u>204,969</u>	-	<u>204,969</u>	<u>119,684</u>
Balance brought forward	14	<u>6,647,749</u>	<u>34,235</u>	<u>6,681,984</u>	<u>6,562,300</u>
BALANCE CARRIED FORWARD	14	<u><u>6,852,718</u></u>	<u><u>34,235</u></u>	<u><u>6,886,953</u></u>	<u><u>6,681,984</u></u>

All activities relate to continuing operations.

The notes from pages 14 to 25 form part of these financial statements.

The Statements of Financial Activities includes all gains and losses recognised in the year.

The Statement of Financial Activities for the comparative period is presented in note 19.

KEW COLLEGE

STATEMENT OF FINANCIAL POSITION

AS AT 31 AUGUST 2021

Company Number 01678837

	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	9		7,999,603		8,019,865
CURRENT ASSETS					
Debtors	10	44,213		51,461	
Cash and cash equivalents	11	1,578,286		1,194,252	
			<u>1,622,499</u>		<u>1,245,713</u>
CREDITORS: amounts falling due within one year	12	<u>(903,430)</u>		<u>(679,381)</u>	
NET CURRENT ASSETS			<u>719,069</u>		<u>566,332</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>8,718,672</u>		<u>8,586,197</u>
CREDITORS: Amounts falling due after one year	13		<u>(1,831,719)</u>		<u>(1,904,213)</u>
NET ASSETS			<u><u>6,886,953</u></u>		<u><u>6,681,984</u></u>
FUNDS					
Unrestricted funds					
Revaluation fund	14		2,239,250		2,270,946
General fund	14		4,613,468		4,376,803
Restricted fund	14		34,235		34,235
			<u>6,886,953</u>		<u>6,681,984</u>

The financial statements were approved and authorised for issue by the Board of Governors on 2 March 2022 and signed on its behalf by

.....
D.J.Imrie
Chairman

The notes on pages 14 to 25 form part of these financial statements.

KEW COLLEGE

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Net movement in funds		204,969	119,684
Investment income		(173)	(3,079)
Depreciation charge		223,857	243,694
Decrease/(increase) in debtors		7,248	(11,373)
Increase/(decrease) in creditors		237,587	(149,894)
Net cash provided by operating activities		<u>673,488</u>	<u>199,032</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(203,595)	(23,041)
Investment income		173	3,079
Net cash used in investing activities		<u>(203,422)</u>	<u>(19,962)</u>
Cash flows from financing activities			
Repayment of debt finance		(86,032)	(77,041)
Net cash used in financing activities		<u>(86,032)</u>	<u>(77,041)</u>
Net increase in cash and cash equivalents		384,034	102,029
Cash and cash equivalents at the beginning of the year		1,194,252	1,092,223
Cash and cash equivalents at the end of the year	11	<u><u>1,578,286</u></u>	<u><u>1,194,252</u></u>

Analysis of movements in net debt

	At 1 September 2020 £	Cash flow £	Non-cash movements £	At 31 August 2021 £
Cash	1,194,252	384,034	-	1,578,286
Loan falling due within one year	(89,440)	86,032	(85,304)	(88,712)
Loan falling due after more than one year	(1,424,819)	-	85,304	(1,339,515)
Total	<u><u>(320,007)</u></u>	<u><u>470,066</u></u>	<u><u>-</u></u>	<u><u>150,059</u></u>

1. GENERAL INFORMATION

The charity is a company limited by guarantee, incorporated in England and Wales and registered with the Charity Commission. The address of the registered office is 24-26 Cumberland Road, Kew, Richmond, Surrey, TW9 3HQ.

Every member of the charity is liable under the Memorandum and Articles of Association to contribute, in the event of winding up or failure to meet liabilities, a sum not exceeding £1.

At 31 August 2021 the number of guarantor members was 7 and at the date of the approval of these accounts, the number of guarantor members was 10.

Kew College was incorporated on 17 November 1982 (company number 01678837) and registered as a charity on 5 January 1982 (charity number 286059).

2. ACCOUNTING POLICIES

2.1 Accounting convention

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 (“FRS102”) – effective 1 January 2019.

2.2 Going Concern

Pupil numbers within the School have remained very strong but there have been a disappointing fall in pupils in the Nursery, and to a lesser extent in the Kindergarten classes. The School is looking at various options to meet the needs of parents of EYFS children and of all parental needs. Before and after-school care is being offered from February half term 2022 and the School is exploring ways of introducing school lunches. A Marketing and Communications Officer is being sought. Having reviewed the funding facilities available to the School together with the expected ongoing demand for places and the School’s future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider there were no material uncertainties over the School’s financial viability. Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Governors’ Responsibilities on page 8.

2.3 School fees

Fees receivable and charges for services and use of premises are accounted for in the year in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the School, but include contributions received from restricted funds for hardship.

2.4 Investment income

Investment income from bank balances is accounted for on an accruals basis.

2.5 Donations income

Donations receivable for the general purposes of the School are credited to unrestricted funds. Donations for restrictive purposes are used in accordance with specific restrictions imposed by donors or that have been raised by the School for particular purposes are credited to restricted funds. Grant income from the Coronavirus Job Retention Scheme is recognised in the same period as the related employment costs are incurred. Donations are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

2.6 Grant income

Grants received for specific purposes are used for the purposes for which they are granted. Grants received for non-specific purposes are used for general purposes.

2.7 Expenditure

Liabilities are recognised as expenditure where there is a legal or constructive obligation committing the School to the expenditure. All expenditure is accounted for on an accruals basis and includes, where applicable, value added tax which is irrecoverable.

Costs of charitable activities are the costs applied by the School in undertaking its work and achieving its charitable objectives, as opposed to the cost of raising funds to finance these objectives. Charitable activities are all the expenditure expended by the School in the delivery of the curriculum and educative services, including its programme that is directed at the achievement of the charitable aims and objectives. Such costs include direct costs of the charitable activities.

Support costs represent indirect costs relating to the School's charitable activities. Support costs, including governance costs.

Governance costs are the costs associated with the governance arrangements of the School that relate to the general running of the School, as opposed to those costs associated with fundraising or charitable activities. Included within this category are costs associated with the strategic planning for its future development, the training of the Kew College Governors, constitutional and statutory requirements.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or deemed cost, net of depreciation and any provision for impairment.

Tangible fixed assets costing more than £150 are capitalised and included at cost, or in the case of land and buildings at valuation, including any incidental costs of acquisition.

Depreciation is provided on all tangible fixed assets, except land, at rates calculated to write off the cost on a straight-line basis over the expected useful economic life as follows;

Computer equipment:	3 years
Furniture and fittings:	4 years
Equipment:	4 years
Buildings:	50 years

No depreciation is provided on land.

The valuation of freehold land and buildings on transition to FRS 102 at September 2014 has been taken as the deemed cost. Prior to transition to FRS 102 the freehold land and buildings were stated at valuation and were revalued on a regular basis.

2.9 Debtors

Fee 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. A specific provision is made for debts for which recoverability is in doubt.

2.10 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Creditors and provision

Creditors and provisions are recognised where the charitable company 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. Fees received in advance of education to be provided in future periods are held in liabilities until either taken to income in the term when used, or else refunded.

2.12 Financial instruments

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

2.13 Fund accounting

Unrestricted funds are those that are available for use at the discretion of the Board of Governors in furtherance of the general objectives of the School and which have not been designated for other purposes. Revaluation funds, included within unrestricted funds, represent the accumulation of gains and losses on revaluation of freehold land and buildings in the School's use.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by donors or that have been raised by the School for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim of each restricted fund is set out in the notes to the financial statements.

2.14 Pensions

Teaching staff employed by the School are eligible for membership of the Teachers' Pension Scheme. This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the school accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The School operates a defined contribution pension scheme for those members of staff who are not eligible to join the Teachers' Pension Scheme. The assets of the scheme are held separately from those of the School in an independently administered fund. The pension cost charge represents contributions payable by the School to the fund.

2.15 Corporation tax

Kew College is a registered charity and its income and gains are exempt from corporation tax.

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2021

4. CHARITABLE ACTIVITIES – FEES RECEIVABLE	2021	2020
	£	£
Fees receivable consist of:		
School fees	3,576,157	3,381,630
Less: fee discounts and concessions	(2,200)	(12,280)
	<u>3,573,957</u>	<u>3,369,350</u>
 Add back: bursaries and other awards paid for by restricted funds	 514	 12,280
	<u><u>3,574,471</u></u>	<u><u>3,381,630</u></u>

Fees discounts and concessions were made to 1 pupil (2020: 10). No means tested bursaries were awarded.

5. CHARITABLE ACTIVITIES – OTHER EDUCATIONAL INCOME	2021	2020
	£	£
Registration fees	6,375	5,400
Fees for clubs	11,849	13,466
School trips	-	5,475
Additional lessons	15,122	12,189
Other	11,421	11,100
	<u>44,767</u>	<u>47,630</u>

6. DONATIONS AND GRANTS	2021	2020
	£	£
Kew College Friends	4,034	21,575
Hardship fund	-	1,765
Furlough grant	6,071	81,360
	<u>10,105</u>	<u>104,700</u>

7. TOTAL EXPENDITURE	Staff Costs	Other	Depreciation	2021
	£	£	£	£
Raising funds				
Finance costs (see below)	-	31,313	-	31,313
Charitable Activities				
Teaching costs	1,944,762	196,036	-	2,140,798
Welfare costs	-	25,845	-	25,845
Premises costs	-	407,536	223,857	631,393
Support costs	385,004	210,194	-	595,198
	<u>2,329,766</u>	<u>839,611</u>	<u>223,857</u>	<u>3,393,234</u>
	<u><u>2,329,766</u></u>	<u><u>870,924</u></u>	<u><u>223,857</u></u>	<u><u>3,424,547</u></u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2021

	2021 £	2020 £
7a Finance costs		
Interest on bank loans	30,086	33,086
Bank account service charges	1,227	1,277
	<u>31,313</u>	<u>34,363</u>
7b Governance costs included in support costs		
Remuneration to auditor for audit services	13,300	13,390
Trustees' training courses	-	1,325
Trustees' travel & subsistence	-	2,569
Professional advice and other costs	376	948
	<u>13,676</u>	<u>18,232</u>

TOTAL EXPENDITURE (2020)	Staff Costs £	Other £	Depreciation £	2020 £
Raising funds				
Finance costs (see below)	-	34,363	-	34,363
Charitable Activities				
Teaching costs	1,977,568	215,458	-	2,193,026
Welfare costs	-	18,905	-	18,905
Premises costs	-	374,924	243,694	618,618
Support costs	381,182	158,981	-	540,163
Grants	-	12,280	-	12,280
	<u>2,358,750</u>	<u>780,548</u>	<u>243,694</u>	<u>3,382,992</u>
	<u>2,358,750</u>	<u>814,911</u>	<u>243,694</u>	<u>3,417,355</u>

8. STAFF COSTS	2021 £	2020 £
Salaries	1,852,142	1,848,693
Social security costs	174,711	187,245
Pension costs (note 16)	302,913	322,812
	<u>2,329,766</u>	<u>2,358,750</u>

Aggregate employee benefits were paid to key management personnel during the year of £240,419 (2020: £222,502).

The number of employees whose emoluments exceeded £60,000 for the year is as follows:

	Number	Number
£60,001 - £70,000	-	-
£70,001 - £80,000	1	1
£90,001 - £100,000	-	1
£100,001 - £110,000	1	-

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2021

	2021	2020
	Number	Number
The average number of staff during the year was:		
Teachers and assistants	45	43
Administration	9	9
	<u>54</u>	<u>52</u>
	<u><u>54</u></u>	<u><u>52</u></u>

9. TANGIBLE FIXED ASSETS	Freehold Land & Buildings	Furniture & Equipment	Total
	£	£	£
Cost or deemed cost			
At 1 September 2020	8,515,070	723,542	9,238,612
Additions	119,566	84,029	203,595
Disposals	-	(55,279)	(55,279)
	<u>8,634,636</u>	<u>752,292</u>	<u>9,386,928</u>
At 31 August 2021	<u>8,634,636</u>	<u>752,292</u>	<u>9,386,928</u>
Depreciation			
At 1 September 2020	631,586	587,161	1,218,747
Charge for the year	124,099	99,758	223,857
Disposals	-	(55,279)	(55,279)
	<u>755,685</u>	<u>631,640</u>	<u>1,387,325</u>
At 31 August 2021	<u>755,685</u>	<u>631,640</u>	<u>1,387,325</u>
Net Book Value			
At 31 August 2021	<u>7,878,951</u>	<u>120,652</u>	<u>7,999,603</u>
	<u><u>7,878,951</u></u>	<u><u>120,652</u></u>	<u><u>7,999,603</u></u>
At 31 August 2020	<u>7,883,484</u>	<u>136,381</u>	<u>8,019,865</u>
	<u><u>7,883,484</u></u>	<u><u>136,381</u></u>	<u><u>8,019,865</u></u>

The freehold land and buildings at 24/26 Cumberland Road, 30 Cumberland Road and at 59 Leyborne Park were revalued on 31 August 2014 by Gerald Eves Chartered Surveyors and Property Consultants. Valuation of 24/26 Cumberland Road and 59 Leyborne Park were on an open market existing use and valuation of 30 Cumberland Road was on the basis of educational use as part of the existing School. Value for the combined properties was £6,600,000.

The historical cost of the freehold land and buildings as at 31 August 2021 was £6,173,514.

10. DEBTORS	2021	2020
	£	£
Fees owing	1,017	860
Prepayments	42,814	40,918
Other debtors	382	9,683
	<u>44,213</u>	<u>51,461</u>
	<u><u>44,213</u></u>	<u><u>51,461</u></u>

11 CASH AND CASH EQUIVALENTS	2021	2020
	£	£
Cash at bank	1,578,286	1,194,252
	<u>1,578,286</u>	<u>1,194,252</u>
	<u><u>1,578,286</u></u>	<u><u>1,194,252</u></u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2021

12. CREDITORS: amounts falling due within one year	2021 £	2020 £
Bank loans (secured)	88,712	89,440
Trade creditors	99,420	52,580
Other taxes and social security costs	45,261	43,918
Deferred income	460,855	335,868
Accruals	100,398	49,215
Other creditors	44,229	43,805
Deposits	64,555	64,555
	<u>903,430</u>	<u>679,381</u>

Deferred income relates to fees received in advance of the Autumn term

Analysis of deferred income

Deferred income at 1 September	335,868	476,712
Applied during the year	460,855	335,868
Released during the year	(335,868)	(476,712)
Deferred income at 31 August	<u>460,855</u>	<u>335,868</u>

13. CREDITORS: amounts falling due after one year	2021 £	2020 £
Bank loans (secured)	1,339,515	1,424,819
Deposits	492,204	479,394
	<u>1,831,719</u>	<u>1,904,213</u>
Bank loans maturity analysis		
In less than one year	88,712	89,440
In more than one year but not more than two years	88,875	91,094
In more than two years but not more than five years	1,250,640	1,333,725
	<u>1,428,227</u>	<u>1,514,259</u>

The bank loan is secured on the company's freehold land and buildings.

A new loan of £1,805,000 taken with National Westminster Bank in October 2016 is repayable in 7 years and interest is charged at a floating rate of 1.8% over Base Rate.

14. STATEMENT OF FUNDS

Unrestricted funds are the accumulation of surpluses, less deficits, on the income and expenditure account, together with the profits, less losses, on the sales of unrestricted fixed assets, bequests for the general purposes of the School and various grants towards fixed assets.

Unrestricted funds	General Fund £	Revaluation Reserve £	Total 2021 £
Balance at 1 September 2020	4,376,803	2,270,946	6,647,749
Movement in funds for the year	236,665	(31,696)	204,969
	<u>4,613,468</u>	<u>2,239,250</u>	<u>6,852,718</u>
Unrestricted funds	General Fund £	Revaluation Reserve £	Total 2020 £
Balance at 1 September 2020	4,118,916	2,397,730	6,516,646
Movement in funds for the year	162,799	(31,696)	131,103
Transfer	95,088	(95,088)	-
	<u>4,376,803</u>	<u>2,270,946</u>	<u>6,647,749</u>

Fund transfer relates to the excess depreciation over historic cost which relates to revaluation which should have been charged to the revaluation reserve between 2017 and 2019.

The accumulated funds of the charity include restricted funds comprising of the following unexpended balances of grants, donations, gifts and legacies to be applied for specific purposes:

Restricted funds	Balance at 1 September 2020 £	Income £	Expenditure £	Balance at 31 August 2021 £
Kew College Friends	470	4,034	(4,034)	470
Travel Plan	7,077	-	-	7,077
Hardship fund	26,463	-	-	26,463
Bursary fund	225	-	-	225
EYFS	-	1,428	(1,428)	-
	<u>34,235</u>	<u>5,462</u>	<u>(5,462)</u>	<u>34,235</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2021

Restricted funds	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
Kew College Friends	470	21,575	(21,575)	470
Travel Plan	7,077	-	-	7,077
Hardship fund	37,126	1,765	(12,428)	26,463
Bursary fund	225	-	-	225
EYFS	756	3,476	(4,232)	-
	<u>45,654</u>	<u>26,816</u>	<u>(38,235)</u>	<u>34,235</u>

The purposes of the restricted funds are as follows;

Kew College Friends

The restricted fund represents donations from Kew College Friends, an organisation run by parents of pupils at Kew College, to purchase specific equipment for the School.

Travel Plan

The restricted fund represents capital grants from London Borough of Richmond upon Thames for the construction of a shelter located outside the school and other capital spending to discourage car travel.

Donations – hardship fund

The Hardship fund represents donations for the establishment of a hardship fund.

EYFS

The restricted fund represents various funding from London Borough of Richmond upon Thames for expenditure on specific areas for the benefit of Early Years Foundation Stage children.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund £	Revaluation Reserve £	Restricted Fund £	Total Fund £
Tangible fixed assets	5,760,353	2,239,250	-	7,999,603
Net current liabilities	684,834	-	34,235	719,069
Creditors due after more than one year	(1,831,719)	-	-	(1,831,719)
Balance at 31 August 2021	<u>4,613,468</u>	<u>2,239,250</u>	<u>34,235</u>	<u>6,886,953</u>
	General Fund £	Revaluation Reserve £	Restricted Fund £	Total Fund £
Tangible fixed assets	5,748,919	2,270,946	-	8,019,865
Net current liabilities	532,097	-	34,235	566,332
Creditors due after more than one year	(1,904,213)	-	-	(1,904,213)
Balance at 31 August 2020	<u>4,376,803</u>	<u>2,270,946</u>	<u>34,235</u>	<u>6,681,984</u>

16. PENSION COSTS

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 £231,547 (2020: £252,307) and at the year-end £26,274 (2020 - £28,815) 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 that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements

The School operates a pension scheme for non-teaching staff which is a defined contribution scheme with employees contributing a minimum of 3% and the School 5% and up to 8% of matched funding (2020: 5% and 8% respectively). The total contributions payable by the School in the year were £71,366 (2020: £70,505). As at 31 August 2021 amounts totalling £11,495 (2020: £11,827) were due to the Scheme and are included within other creditors.

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2021

	2021	2020
	£	£
The pension charge in these accounts represents:		
Contributions to teachers' superannuation scheme	231,547	252,307
Contributions to stakeholders pension schemes	71,366	70,505
	<u>302,913</u>	<u>322,812</u>

17. RELATED PARTY TRANSACTIONS

Neither the Trustees nor any other persons connected with them received any remuneration or benefits in kind from the School during the year (2020: £nil). There were no other related party transactions.

18. CAPITAL COMMITMENT

At 31 August 2021 capital commitments were nil (2020: £nil).

19. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES (2020)

	Notes	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
INCOME FROM:				
Charitable Activities				
School fees receivable	4	3,381,630	-	3,381,630
Other educational income	5	44,154	3,476	47,630
Investment income		3,079	-	3,079
Donations	6	81,360	23,340	104,700
TOTAL INCOME		<u>3,510,223</u>	<u>26,816</u>	<u>3,537,039</u>
EXPENDITURE ON:				
Raising funds		34,363	-	34,363
Charitable activities		3,344,757	38,235	3,382,992
TOTAL EXPENDITURE	7	<u>3,379,120</u>	<u>38,235</u>	<u>3,417,355</u>
NET INCOME/(EXPENDITURE)		131,103	(11,419)	119,684
Net movement in funds		<u>131,103</u>	<u>(11,419)</u>	<u>119,684</u>
Balance brought forward	14	<u>6,516,646</u>	<u>45,654</u>	<u>6,562,300</u>
BALANCE CARRIED FORWARD	14	<u><u>6,647,749</u></u>	<u><u>34,235</u></u>	<u><u>6,681,984</u></u>

KEW COLLEGE

England & Wales - Charity number 286059

Accounts

Company Registration No.01678837 (England and Wales)
Charity Registration No.286059

KEW COLLEGE
(A company limited by guarantee)

GOVERNORS' REPORT AND
FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

KEW COLLEGE

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KEW COLLEGE

REFERENCE AND ADMINISTRATIVE DETAILS

OF THE CHARITY, ITS GOVERNORS AND ADVISORS

Governors

The following Governors, who are the Directors and Trustees of the charitable company, have held office since 1 September 2019 and served throughout the period under review except where indicated:

Serena Alexander (resigned 5 March 2020)
Susan Bourne (resigned 31 December 2020)
Aylsa Geeson
David Imrie Chairman
Dylan Jones (appointed 18 November 2019)
Gerald McGregor
Paula Vanninen

Key management personnel

All are members of the Senior Management Team

Marianne Austin – Head
Joanna Brackenbury – Bursar

Head

Marianne Austin

Bursar, Company Secretary and Clerk to the Governors

Joanna Brackenbury

Address

24-26 Cumberland Road, Kew Gardens, Surrey TW9 3HQ

Web site

www.kewcollege.com

ADVISORS

Auditors

Haymacintyre LLP, 10 Queen Street Place, London, EC4R 1AG

Bankers

National Westminster Bank Plc, 22 George Street, Richmond, Surrey, TW9 1JW

Registered charity number

286059

Registration company number

01678837

KEW COLLEGE

CHAIR'S STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2020

At the time of writing this statement, Kew College is looking forward to welcoming back into School all of its pupils and staff on 8 March, following a second closure of schools since the start of the term on 5 January 2021. The past year has been a challenging one for the whole school community – the pupils, the staff and the parents. On behalf of all the Governors I would like to thank the staff and the parents for the tremendous effort they have all had to make to try to make life as normal as possible for our pupils in such abnormal times, and to our pupils for adapting to the new way of schooling. Our pupils have adapted well and we, the Governors, have heard of some wonderful examples of their enthusiasm.

Our teaching staff made huge efforts to learn the skills needed to deliver online lessons and I am very proud of how they rose to the challenges. Our pupils have suffered from being separated from their friends, and home-schooling has been a challenge to parents. I know that many of our parents are continuing to balance the demands of parenting, home-schooling and working. At the start of the first lockdown, I and my fellow-Governors took the decision to discount school fees for the summer 2020 term. These discounts reduced total income by £141,510, and further support was given to five families suffering financial difficulties. As Governors, we are responsible for looking after the financial security of the School. A commitment was made to parents in the summer term not to review school fees until the school was able to open. Accordingly, fees were frozen until February 2021 half term.

It was wonderful to open the School to all in the autumn 2020 term, and so disappointing to have to close again on 5 January. This annual report and accounts look back over the year from September 2019, but it is difficult to look back to a pre-COVID time. Our pupils are the reason that our staff strive so hard to make lessons normal, to keep their classes together as a community. They are the reason that our parents have done all that they can to help their pupils with home learning, and to help them to adapt to this new way of keeping in touch with friends. The staff cannot wait to welcome them all back into School and we all fervently hope that our School will remain open from 8 March, with no further enforced closures.

Mrs Austin will be retiring at the end of the 2020/21 year and Governors worked tirelessly in the summer term to identify and appoint a worthy successor to Mrs Austin, Mrs Jane Bond. More will be said about Mrs Austin's outstanding contribution in next year's annual report.

I would like to thank my fellow-Governors for their support of me, and for their support of the Head and her team through the past eleven months, and for their continuing support.

David Imrie

David Imrie
Chairman

Date: 2 March 2021

KEW COLLEGE

GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2020

The Governors, who also act as Directors of the company and Trustees of Kew College ("the School"), present their report and the financial statements for the year ended 31 August 2020.

REFERENCE AND ADMINISTRATIVE INFORMATION

The School, a registered charity, is a company limited by guarantee. The School was registered with the Charity Commissioners under charity number 286059 on the 5 January 1983. The Governors and executive officers, principal address of the School and of the professional advisors are listed on page 1. The School was incorporated on 17 November 1982 with the company number 01678837.

OBJECTIVES AND ACTIVITIES

Charitable objectives

The objectives of the School are the advancement of education and in particular, carrying on Kew College in Kew, Surrey and such other schools as shall be thought fit.

In setting the aims and objectives and planning the activities, the Governors have given careful consideration to the Charity Commission guidance on public benefit.

The School's immediate beneficiaries are children who attend our fee-paying school. The local community benefits from the pressure taken off over-subscribed schools in the maintained sector. The wider community benefits from the well-rounded individuals who leave our School with an enthusiasm for learning, and also benefits by the School lowering the burden on the state of the cost of the children's education that would otherwise be borne by the state.

Aims and objectives

Kew College is a non-selective, family oriented, co-educational school for children from Nursery to Year 6.

We aim:

- To provide our children with a well-balanced, broad and enriching educational experience at a high level
- To create a friendly and caring environment that is relaxed but purposeful and in which children feel happy and enjoy working with each other
- To ensure that our children feel valued and are supported in developing a healthy self-esteem and confidence to make their own informed choices
- To actively promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and religions
- To instil in our children a sense of commitment, responsibility and resilience to equip them with the appropriate skills for the next stage in their education

Our strategy is to help every child reach their academic potential within a broad curriculum that encourages participation in sports and the arts and develops self-esteem in our pupils. The School aims to provide a good-quality education at a price that is affordable for as many local families as possible. Fees charged are below those charged by all other fee-paying schools in the area.

We offer bursaries to allow access to the School for those local families that cannot afford our fees. This is means-tested and available to children joining in Years 3 & 4 who could contribute to the School academically or in another capacity. In the year under review, no child had applied for a means-tested bursary. Five existing families received assistance from the Hardship Fund.

Volunteers

Parents of younger children assist on School outings on an ad hoc basis. Other volunteers include our parent body who offer social events to the children and the wider school community.

Objectives for the year under review

During the period under review our objectives were to continue to refurbish the original School buildings at 24-26 Cumberland Road to provide improved facilities for pupils and staff, to offer excellence throughout the curriculum, to foster independent learning and critical thinking, to promote the wellbeing of pupils and staff, to improve communication with parents, to look for more opportunities for community engagement and to continue to seek applications for free or subsidised places.

Strategies to achieve the year's objectives

To maintain a high level of academic achievement we assess the children regularly, using both internal and external scales and compare ourselves against the national average. We identify children needing support and those who require further challenge, and differentiate the work accordingly. Those requiring extra support receive it from their class teachers, from the Teaching Assistants and where necessary, in our Learning Enrichment Department, in close liaison with parents and class teachers. We ensure we are up-to-date with the latest developments in educational practice and keep pace with new classroom technology. We use IAPS and other educational organisations to keep us abreast of new practices. Teaching is regularly monitored. Children's work is regularly monitored to ensure quality and progress. Participation in music, sports and arts is encouraged within lessons and by the provision of extra-curricular opportunities, and pupils' successes are celebrated in class or in assemblies. When appointing new teaching staff, we conduct rigorous assessment of their skills. Our older children are nurtured and well-prepared for entrance exams to senior schools and they enter the process with confidence. The School's popularity is fed by word of mouth and by the very good achievements of our Year 6 in their entrance exams to senior school. Links with local organisations made during the previous year were continued. Weekly visits by our nursery children to a local residents home took place until the COVID-19 pandemic made this unsafe. A remote afternoon tea for older people was organised by Kew College in the summer term by providing individual tea boxes with a message from a pupil. Recipients were nominated by the Kew Neighbourhood Association who organised the deliveries. To promote bursaries, we have continued to advertise online and in local libraries and other places throughout the borough.

STRATEGIC REPORT

REVIEW OF ACHIEVEMENTS AND PERFORMANCE

Review of activities

The School provides education in Kew to boys and girls from the ages of 3 – 11 years. The School continued to thrive during the year and the roll has remained high. In common with all schools, Kew College closed to pupils from 23 March when the country went into lockdown to reduce the spread of COVID-19; the children of key workers continued to attend for their education and care throughout the lockdown period. Learning switched to online learning through the Microsoft TEAMS medium and our teachers rose to the challenge, devoting their Easter break to preparing lessons on the new technology for the summer term. Learning was delivered through a mixture of recorded lessons and live lessons across the curriculum and both teaching and learning remained at a high level. In June we welcomed back some children to school in line with government guidance, and taking into account the physical constraints of our buildings. The government's target year groups received several sessions a week and all children were invited in for at least two sessions before the summer holiday.

Whilst a few families relocated away from London because of the pandemic, pupil numbers remained high, and the popularity of the School continues to be reflected in the high number of applications for places that are still being received. During the year the School had on average 289 (2019: 290) pupils of which 37 were part-time nursery pupils.

Kew College is regarded as a very secure foundation for entry to senior schools. It can be considered to be one of the best preparatory schools in the area. The School regularly sends pupils to a broad cross section of the West London day schools. This year pupils have been awarded scholarships to, Hampton School, Headington School, King's College School Wimbledon, Radnor House School, St Benedict's School, St Catherine's School and Surbiton High School.

Kew College offers a wide range of sports and competes regularly with schools in West London. Our sports teams continue to enjoy success in Swimming Galas and numerous Netball, Football, Rugby, Hockey and Athletics competitions. Pupils are taught PE/Games and Dance with specialist coaches and teachers. During the lockdown, swimming and team games stopped, but PE and Dance continued to be included in the online learning. For September 2020 additional outside facilities have been organised

Children at the School excel in Music, Art and Drama and participate in various events and after school clubs. A large number of children take individual Music lessons in School, which comprise woodwind, brass, strings, piano, guitar and drums. During the summer term many children continued with their lessons online. The four ensemble groups and the choirs which rehearse each week were not able to continue during the lockdown, but singing was included in the online learning. Fortunately the regular end of term concert in the Spring Term took place before lockdown and included performances from the ensemble groups as well as individual recitals. The School continues to provide LAMDA sessions to children in the Junior House and these continued online during the lockdown period; the children were very successful in their LAMDA examinations in the summer.

STRATEGIC REPORT (continued)

A wide variety of extra-curricular clubs are provided each week, provided by Kew College staff and outside providers. Clubs include choirs, Music Technology, Dance, Sports, Computer coding, Chess, Arts and Crafts, Digital Photography and other interests, including Touch Typing. These also stopped during the lockdown period.

At the end of the Summer Term, pupils usually take part in end of year performances with the Year 6 play being performed on two consecutive evenings. School resumed for all year groups towards the end of term on a part time, rotational basis and Year 6 produced and filmed an end of term pantomime which was shared with their parents.

The School continues to take part in community events. Children sing at Kew Village Christmas Fair. Our Year 6 children wrote to elderly residents in the Borough, who this year were unable to come to Kew College for afternoon tea, which was instead delivered to them. Our Nursery children took part in an intergenerational project with a local care home, visiting the elderly residents weekly to play games and engage in other activities with them; children and residents both gained immensely from the lovely weekly interactions. This was suspended during lockdown. The School took part in swimming galas locally until the lockdown.

Unfortunately, no suitable applications were received for bursaries during the year. Permission was received from the Charities Commission for the School to provide a bursary at a secondary school; lockdown prevented the arrangements from being finalised in time for September 2020 and this is being actively pursued for September 2021.

Building Improvements

The national lockdown on 23 March including closure of schools meant that our capital expenditure programme for building improvements was cancelled and replaced with that element of the refurbishment that was essential repairs and maintenance. This included replacing the old and damaged bannisters, replacing some of the old sash windows and repairing part of the roof at 26 Cumberland Road.

Voluntary Fund Raising

Through our PSHEE studies, our pupils are taught to think about those less fortunate than themselves. They are encouraged to raise funds for charities with an emphasis on local charities or those with a particular meaning to the School community. Pupils present their charity of choice to the School and the charity that the whole School will support for the year is chosen by democratic election. The charity for 2019/20 was Centrepoint Homeless Charity – as lockdown prohibited fundraising through our usual activities such as the Summer Fair, it was decided that CentrePoint would remain the charity for 2020/2021. Fundraising so far has amassed £10,000 for the charity. In addition, Harvest Festival donations of food are given to the local Salvation Army, the Poppy Appeal is supported, the Giving Tree at Christmas supports children in care, giving gifts to those children who would not otherwise receive a gift, and a donation of £300 was given to support the Kew Village Christmas Lights.

The Kew College Friends (KCF) is an organisation run by parents of Kew College pupils. KCF organise social and fund-raising activities in and out of School for children and parents. Fund raising was curtailed by the lockdown as the annual Summer Fair was unable to take place. Funds raised are donated to the School for specific purposes and in the year under review, KCF bought trees and shrubs for a living screen at the front of the school. KCF contributed to the cost of our Leavers books and half the cost of a STRIDE business workshop for Year 6. Funds are also raised for the School's elected charity. We would like to express our thanks and appreciation to KCF for their work for the School and the School community.

The School has not made any fundraising appeals to the general public during the year, and is unlikely to do so in the future. There has been no outsourced fund raising via professional fundraisers or other third parties. As a result the School is not registered with the fundraising regulator and received no fundraising complaints in the year.

FUTURE PLANS

The School's future plans include the following objectives although we recognise that the ongoing COVID-19 pandemic may restrict what we can do, particularly with after school clubs and care and with involvement in the local community:

- To promote excellence though the curriculum by continually evaluating our teaching to ensure pupils are offered a curriculum that is both challenging and creative;
- To continue to foster the children's desire to become independent learners and critical thinkers;
- To extend our provision of after school clubs and care;

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

STRATEGIC REPORT (continued)

- To expand our sense of pastoral responsibility by continuing to promote the wellbeing of pupils and staff;
- To look for opportunities for our pupils to continue to be more involved in the local community;
- To introduce further opportunities for our pupils to use ICT across the curriculum;
- To continue to extend our provision of after-school clubs;
- To continue to refurbish the original school buildings at 24-26 Cumberland Road to provide improved facilities for pupils and staff;
- To provide a 100% bursary to a child throughout their seven years at a local coeducational secondary school.

FINANCIAL REVIEW

Financial activities and results

The surplus for the year was £119,684 (2019 £245,658). Income for the year amounted to £3,537,039, an increase of £80,202. This included higher fee income in the first two terms and higher pupil numbers offset by discounted fees and lower other income in the final term. Expenditure increased by £206,176, due to higher staff costs, higher property repairs and maintenance costs, and higher IT costs, including some associated with the COVID-19 school closure and online learning platform.

The balance sheet includes £335,868 of advance fees, due at the start of September and paid before the financial year end. Acceptance deposits, held until the child leaves the School, stood at £543,949 at the end of the year. Unrestricted reserves at the end of the year were £6,647,749.

As a charity, the parents of the pupils have the assurance that all the income of the School must be applied for educational purposes. As an Educational Charity the School enjoys a tax exemption on the educational activities and on the investment income. As a Charity, the School is also entitled to an 80% reduction on the business rates on the property occupied for the charitable purposes. The financial benefits received from the tax exemptions are all applied for educational purposes.

The School is unable to reclaim input VAT on its expenditure.

Reserves policy

At 31 August 2020, the charity had total reserves of £6,681,984 (2019: £6,562,300). Of these, £34,235 (2019: £45,654) were restricted and therefore not available for the general purposes of the charity.

Unrestricted funds of £6,647,749 (2019: £6,516,646) are represented by functional assets used in the furtherance of the School's objectives and as a result the School has no free reserves. The policy is to achieve an annual surplus before depreciation of 10% of income. The policy is to continue building up reserves by means of annual operating surpluses and management of our investment assets, supplemented by occasional donations.

Funding

The School had a loan of £1,514,259 outstanding at 31 August 2020, provided by National Westminster Bank on which the interest is at a floating rate. The board is confident that the School has adequate cover for its working capital requirements.

Borrowing is secured by a charge over the School's assets and the endowment by the School's founder of the main School buildings provide more than sufficient security for all foreseeable borrowing requirements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The School is governed by the Articles of Association, last updated on 10 February 2020.

Recruitment and Training of Governors

The School's Governors are appointed at a Meeting of the Governors on the basis of nominations received from members of the Board of Governors. Nominations are based on eligibility, personal competence and specialist skills.

STRATEGIC REPORT (continued)

New Governors are inducted into the workings of the School with an information pack, a personal meeting with the Chair of Governors, and by a visit to the School and Head. Governors attend training sessions as and when required. During the year Governors attended training sessions or undertook online training covering Safeguarding, Safer Recruitment and Developing the Leadership Team.

New Governors are elected by the Board of Governors and serve until the earlier of retirement or when they volunteer to retire. One third (or the number nearest one third) of the Governors must retire at each Annual General Meeting, those longest in office retiring first and the choice between any of equal service being made by drawing lots. Retiring Governors shall be eligible for re-appointment for consecutive periods not exceeding in aggregate nine years from the date of their original appointment but thereafter Governors shall not be eligible for reappointment until one year after their retirement. A 'year' means the period between one Annual General Meeting and the next.

Conflicts of interest are monitored to ensure that they do not influence the management of the School.

Organisational Structure

The Kew College Governors, as the charity Trustees of the School, are legally responsible for overseeing the strategic development and the overall management and control of the School and meet at least three times a year. The work of implementing their policies was carried out by two sub-committees: the Resources Committee and the Education & Welfare Committee. These committees meet at least once a term and report to the main governing body. A staff Health and Safety Committee also meets termly and reports to the Resources Committee.

The day-to-day running of the School is delegated to the Head, supported by her Senior Leadership team, including the Bursar. Other members of the Senior Leadership team are the Deputy Head and other senior teachers. The Head and Bursar attend meetings of the full Governing Board and the two committees.

Remuneration for the Head and the Bursar is set by the Board, and that of the rest of the senior management team is set by the Head and the Bursar within the budget approved by the Board. The policy objective is to ensure appropriate incentives to encourage enhanced performance in a fair and responsible manner, rewarding for individual contributions to the School's success. The appropriateness and relevance of the remuneration policy is reviewed annually by the Board of Governors, including reference to comparisons with other independent schools to ensure that Kew College remains sensitive to the broader issues of pay and employment conditions elsewhere.

The Governors give of their time freely and no remuneration was paid in the year. Travel and subsistence was paid to one Governor. No Governors or person connected with a Governor received any benefits.

Principal Risks and Uncertainties

The Kew College Board of Governors is responsible for the management of the risks faced by the School. A risk register is maintained. Risks are considered at Board meetings at least once a year.

The continuing COVID-19 pandemic remains a challenge for the School during 2020-21. School opened fully for pupils at the start of the Autumn term, with all recommended safety measures in place, such as keeping children in year group 'bubbles' to reduce contact between children, staggered start and finish times, staggered breaks, restrictions on staff mixing, use of clear screens in some areas and different arrangements for Games to halve the number of children on coaches. After-school clubs resumed in October but stopped at the start of the November lock-down. All schools were ordered to close by the government on 6 January, just before Kew College was due to open on 7 January and teaching switched to virtual provision via Microsoft Teams. The Nursery remained open in line with government guidance and children of critical workers and vulnerable children were offered the option to come into school; a small number of pupils exercised the option. School fees were frozen at 2019/20 rates for half the year from September 2020 to February half term 2021 with an increase thereafter. Discounts were offered during the first lockdown to pupils across the whole school with a larger discount for the EYFS pupils in recognition of the higher parental involvement necessary in their learning at this young age. Discounts were not offered for the closure in January 2021; the considerations in coming to this decision were the high level of teaching and learning provided, lack of cost savings and the need to maintain the financial security of the school. Pupil numbers have remained high and at February half term were 292.

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

STRATEGIC REPORT (continued)

The Governors are satisfied that major risks have been identified and that all reasonable steps are taken to mitigate identified risks. The Governors believe that the School is provided with sufficient resources in the event of adverse conditions. The Board is confident that the School has adequate cover for its working capital requirements.

The other main risks that the Governors have identified and the plans to manage those risks are:

Reputation – the School's success is built on its reputation for the education and wellbeing of our pupils.

We manage our reputation for high quality education provision and success at entrance exams to secondary schools by attracting excellent teaching staff, who enjoy a culture of professional support through training and development, positive appraisal and well-resourced classrooms.

We manage our reputation for the wellbeing of our pupils through an ethos that ensures that our pupils are happy and thrive in our School, built around our safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of personal, social and health and safety related issues.

Cost Risk and Political Risk – our ability to continue to operate as a School is reliant on being able to maintain costs at an affordable level. This is threatened by various economic and political developments such as the potential withdrawal of Charitable business rate relief from independent school, the introduction of taxes, and the possibility of further increase in Teachers' Pensions employers' rate in the future.

We manage this risk by keeping up-to-date with advice available from several professional bodies working in the independent schools sector such as the ISBA, IAPS, ISC and AGBIS, setting a prudent budget, and maintaining a strong banking relationship that ensures that additional cash will be available for unexpected cost increases.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately mitigated.

AUDITORS

A resolution to confirm the continuing appointment of Haysmacintyre LLP as the company's auditor will be proposed at the Annual General Meeting on 2 March 2021.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Kew College for the purposes of company law) are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Governors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

KEW COLLEGE

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

STRATEGIC REPORT (continued)

So far as we are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Governor's Report, which incorporates the Strategic Report, was approved by the Governors on 2 March 2021 and signed on their behalf by:

David Imrie

.....
D.J. Imrie
Chairman

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF KEW COLLEGE

Opinion

We have audited the financial statements of Kew College for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Cash Flow Statement and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 2020 and of its net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Responsibilities of Governors for the financial statements

As explained more fully in the Governors' responsibilities statement set out on pages 7 & 8, the Governors (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 Governors 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 Governors 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 Governors 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.

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Governors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Governors are responsible for the other information. The other information comprises the information included in the Governors' 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

KEW COLLEGE (continued)

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

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' Report (which incorporates the strategic report and the directors' report for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Governors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

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.



Tracey Young (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

2 March 2021

KEW COLLEGE

STATEMENT OF FINANCIAL ACTIVITIES
(Including Income and Expenditure Account)

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
INCOME FROM:					
Charitable Activities					
School fees receivable	4	3,381,630	-	3,381,630	3,341,983
Other educational income	5	44,154	3,476	47,630	100,466
Investment income		3,079	-	3,079	2,855
Donations and Grants	6	81,360	23,340	104,700	11,533
TOTAL INCOME		<u>3,510,223</u>	<u>26,816</u>	<u>3,537,039</u>	<u>3,456,837</u>
EXPENDITURE ON:					
Raising funds		34,363	-	34,363	43,192
Charitable activities		<u>3,344,757</u>	<u>38,235</u>	<u>3,382,992</u>	<u>3,167,987</u>
TOTAL EXPENDITURE	7	<u>3,379,120</u>	<u>38,235</u>	<u>3,417,355</u>	<u>3,211,179</u>
NET INCOME/(EXPENDITURE)		<u>131,103</u>	<u>(11,419)</u>	<u>119,684</u>	<u>245,658</u>
Net movement in funds		131,103	(11,419)	119,684	245,658
Balance brought forward	14	<u>6,516,646</u>	<u>45,654</u>	<u>6,562,300</u>	<u>6,316,642</u>
BALANCE CARRIED FORWARD	14	<u><u>6,647,749</u></u>	<u><u>34,235</u></u>	<u><u>6,681,984</u></u>	<u><u>6,562,300</u></u>

All activities relate to continuing operations.

The notes from pages 15 to 26 form part of these financial statements.

The Statements of Financial Activities includes all gains and losses recognised in the year.

The Statement of Financial Activities for the comparative period is presented in note 19.

KEW COLLEGE

STATEMENT OF FINANCIAL POSITION

AS AT 31 AUGUST 2020

Company Number 01678837

	Notes	2020 £	2019 £
FIXED ASSETS			
Tangible fixed assets	9	8,019,865	8,240,518
CURRENT ASSETS			
Debtors	10	51,461	40,088
Cash and cash equivalents	11	1,194,252	1,091,798
		<u>1,245,713</u>	<u>1,131,886</u>
CREDITORS: amounts falling due within one year	12	<u>(679,381)</u>	<u>(801,468)</u>
NET CURRENT ASSETS		<u>566,332</u>	<u>330,418</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>8,586,197</u>	<u>8,570,936</u>
CREDITORS: Amounts falling due after one year	13	<u>(1,904,213)</u>	<u>(2,008,636)</u>
NET ASSETS		<u><u>6,681,984</u></u>	<u><u>6,562,300</u></u>
FUNDS			
Unrestricted funds			
Revaluation fund	14	2,270,946	2,397,730
General fund	14	4,376,803	4,118,916
Restricted fund	14	34,235	45,654
		<u>6,681,984</u>	<u>6,562,300</u>

The financial statements were approved and authorised for issue by the Board of Governors on 2 March 2021 and signed on its behalf by

David Imrie

.....
D.J.Imrie
Chairman

The notes on pages 15 to 26 form part of these financial statements.

KEW COLLEGE

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	2020 £	2019 £
Cash flows from operating activities			
Net movement in funds		119,684	245,658
Investment income		(3,079)	(2,855)
Depreciation charge		243,694	249,910
Loss on disposals		-	219
Decrease/(increase) in debtors		(11,373)	119
Increase/(decrease) in creditors		(149,894)	67,774
Net cash provided by operating activities		<u>199,032</u>	<u>560,825</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(23,041)	(142,073)
Investment income		3,079	2,855
Net cash used in investing activities		<u>(19,962)</u>	<u>(139,218)</u>
Cash flows from financing activities			
Repayment of debt finance		(77,041)	(72,437)
Net cash used in financing activities		<u>(77,041)</u>	<u>(72,437)</u>
Net increase/(decrease) in cash and cash equivalents		102,029	349,170
Cash and cash equivalents at the beginning of the year		1,092,223	743,053
Cash and cash equivalents at the end of the year	11	<u><u>1,194,252</u></u>	<u><u>1,092,223</u></u>

Analysis of movements in net debt

	At 1 September 2019 £	Cash flow £	Non-cash movements £	At 31 August 2020 £
Cash	1,092,223	102,029	-	1,194,252
Overdraft facility	(425)	425	-	-
	<u>1,091,798</u>	<u>102,454</u>	<u>-</u>	<u>1,194,252</u>
Loan falling due within one year	(74,568)	-	(14,872)	(89,440)
Loan falling due after more than one year	(1,516,732)	-	91,913	(1,424,819)
Total	<u>(499,502)</u>	<u>102,454</u>	<u>77,041</u>	<u>(320,007)</u>

1. GENERAL INFORMATION

The charity is a company limited by guarantee, incorporated in England and Wales and registered with the Charity Commission. The address of the registered office is 24-26 Cumberland Road, Kew, Richmond, Surrey, TW9 3HQ.

Every member of the charity is liable under the Memorandum and Articles of Association to contribute, in the event of winding up or failure to meet liabilities, a sum not exceeding £1.

At 31 August 2020 the number of guarantor members was 6 and at the date of the approval of these accounts, the number of guarantor members was 5.

Kew College was incorporated on 17 November 1982 (company number 01678837) and registered as a charity on 5 January 1982 (charity number 286059).

2. ACCOUNTING POLICIES

2.1 Accounting convention

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 ("FRS102") – effective 1 January 2019.

2.2 Going Concern

Pupil numbers remained strong throughout the year despite the pressures on family finances of the COVID-19 pandemic. Some cost-savings were made, and cash was conserved by scaling back on capital investment. Pupil numbers have continued to remain high and were 291 at February 2021 half term. Having reviewed the funding facilities available to the School together with the expected ongoing demand for places and the School's future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the School's financial viability. Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Governors' Responsibilities on pages 8 & 9.

2.3 School fees

Fees receivable and charges for services and use of premises are accounted for in the year in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the School, but include contributions received from restricted funds for hardship.

2.4 Investment income

Investment income from bank balances is accounted for on an accruals basis.

2.5 Donations income

Donations receivable for the general purposes of the School are credited to unrestricted funds. Donations for restrictive purposes are used in accordance with specific restrictions imposed by donors or that have been raised by the School for particular purposes are credited to restricted funds. Grant income from the Coronavirus Job Retention Scheme is recognised in the same period as the related employment costs are incurred. Donations are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

2.6 Grant income

Grants received for specific purposes are used for the purposes for which they are granted. Grants received for non-specific purposes are used for general purposes.

2.7 Expenditure

Liabilities are recognised as expenditure where there is a legal or constructive obligation committing the School to the expenditure. All expenditure is accounted for on an accruals basis and includes, where applicable, value added tax which is irrecoverable.

Costs of charitable activities are the costs applied by the School in undertaking its work and achieving its charitable objectives, as opposed to the cost of raising funds to finance these objectives. Charitable activities are all the expenditure

expended by the School in the delivery of the curriculum and educative services, including its programme that is directed at the achievement of the charitable aims and objectives. Such costs include direct costs of the charitable activities.

Support costs represent indirect costs relating to the School's charitable activities. Support costs, including governance costs.

Governance costs are the costs associated with the governance arrangements of the School that relate to the general running of the School, as opposed to those costs associated with fundraising or charitable activities. Included within this category are costs associated with the strategic planning for its future development, the training of the Kew College Governors, constitutional and statutory requirements.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or deemed cost, net of depreciation and any provision for impairment.

Tangible fixed assets costing more than £150 are capitalised and included at cost, or in the case of land and buildings at valuation, including any incidental costs of acquisition.

Depreciation is provided on all tangible fixed assets, except land, at rates calculated to write off the cost on a straight-line basis over the expected useful economic life as follows;

Computer equipment:	3 years
Furniture and fittings:	4 years
Equipment:	4 years
Buildings:	50 years

No depreciation is provided on land.

The valuation of freehold land and buildings on transition to FRS 102 at September 2014 has been taken as the deemed cost. Prior to transition to FRS 102 the freehold land and buildings were stated at valuation and were revalued on a regular basis.

2.9 Debtors

Fee 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. A specific provision is made for debts for which recoverability is in doubt.

2.10 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Creditors and provision

Creditors and provisions are recognised where the charitable company 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. Fees received in advance of education to be provided in future periods are held in liabilities until either taken to income in the term when used, or else refunded.

2.12 Financial instruments

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

2.13 Fund accounting

Unrestricted funds are those that are available for use at the discretion of the Board of Governors in furtherance of the general objectives of the School and which have not been designated for other purposes. Revaluation funds, included within unrestricted funds, represent the accumulation of gains and losses on revaluation of freehold land and buildings in the School's use.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by donors or that have been raised by the School for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim of each restricted fund is set out in the notes to the financial statements.

2. ACCOUNTING POLICIES (continued)

2.14 Pensions

Teaching staff employed by the School are eligible for membership of the Teachers' Pension Scheme. This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the school accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The School operates a defined contribution pension scheme for those members of staff who are not eligible to join the Teachers' Pension Scheme. The assets of the scheme are held separately from those of the School in an independently administered fund. The pension cost charge represents contributions payable by the School to the fund.

2.15 Corporation tax

Kew College is a registered charity and its income and gains are exempt from corporation tax.

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

4. CHARITABLE ACTIVITIES – FEES RECEIVABLE	2020	2019
	£	£
Fees receivable consist of:		
School fees	3,381,630	3,344,020
Less: fee discounts and concessions	(12,280)	(2,566)
	<u>3,369,350</u>	<u>3,341,454</u>
Add back: bursaries and other awards paid for by restricted funds	12,280	529
	<u>3,381,630</u>	<u>3,341,983</u>

In the summer 2020 term, school fees were discounted by a total of £141,510 to acknowledge the impact of the COVID-19 pandemic on parents.

Fees discounts and concessions were made to 10 pupils (2019: 1). No means tested bursaries were awarded.

5. CHARITABLE ACTIVITIES – OTHER EDUCATIONAL INCOME	2020	2019
	£	£
Registration fees	5,400	5,925
Fees for clubs	13,466	16,307
School trips	5,475	55,825
Additional lessons	12,189	10,521
Other	11,100	11,888
	<u>47,630</u>	<u>100,466</u>

6. DONATIONS AND GRANTS	2020	2019
	£	£
Kew College Friends	21,575	9,013
Hardship fund	1,765	2,520
Furlough grant	81,360	-
	<u>104,700</u>	<u>11,533</u>

7. TOTAL EXPENDITURE	Staff Costs	Other	Depreciation	2020
	£	£	£	£
Raising funds				
Finance costs (see below)	-	34,363	-	34,363
Charitable Activities				
Teaching costs	1,977,568	215,458	-	2,193,026
Welfare costs	-	18,905	-	18,905
Premises costs	-	374,924	243,694	618,618
Support costs	381,182	158,981	-	540,163
Grants	-	12,280	-	12,280
	<u>2,358,750</u>	<u>780,548</u>	<u>243,694</u>	<u>3,382,992</u>
	<u>2,358,750</u>	<u>814,911</u>	<u>243,694</u>	<u>3,417,355</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

	2020	2019
	£	£
7a Finance costs		
Interest on bank loans	33,086	41,836
Bank account service charges	1,277	1,356
	<u>34,363</u>	<u>43,192</u>
7b Governance costs included in support costs		
Remuneration to auditor for audit services	13,390	11,710
Trustees' training courses	1,325	508
Trustees' travel & subsistence	2,569	3,284
Professional advice and other costs	948	740
	<u>18,232</u>	<u>16,242</u>

TOTAL EXPENDITURE (2019)	Staff Costs	Other	Depreciation	2019
	£	£	£	£
Raising funds				
Finance costs (see below)	-	43,192	-	43,192
Charitable Activities				
Teaching costs	1,813,406	314,319	-	2,127,725
Welfare costs	-	21,607	-	21,607
Premises costs	-	262,792	249,910	512,702
Support costs	343,103	162,321	-	505,424
Grants	-	529	-	529
	<u>2,156,509</u>	<u>761,568</u>	<u>249,910</u>	<u>3,167,987</u>
	<u>2,156,509</u>	<u>804,760</u>	<u>249,910</u>	<u>3,211,179</u>

8. STAFF COSTS	2020	2019
	£	£
Salaries	1,848,693	1,763,347
Social security costs	187,245	166,451
Pension costs (note 16)	322,812	226,711
	<u>2,358,750</u>	<u>2,156,509</u>

Aggregate employee benefits were paid to key management personnel during the year of £222,502 (2019: £210,789).

The number of employees whose emoluments exceeded £60,000 for the year is as follows:

	Number	Number
£60,001 - £70,000	-	1
£70,001 - £80,000	1	1
£90,001 - £100,000	1	1
	<u>1</u>	<u>1</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

	2020	2019
	Number	Number
The average number of staff during the year was:		
Teachers and assistants	43	42
Administration	9	8
	<u>52</u>	<u>50</u>

9. TANGIBLE FIXED ASSETS	Freehold Land & Buildings	Furniture & Equipment	Total
	£	£	£
Cost or deemed cost			
At 1 September 2019	8,515,070	761,164	9,276,234
Additions	-	23,041	23,041
Disposals	-	(60,663)	(60,663)
	<u>8,515,070</u>	<u>723,542</u>	<u>9,238,612</u>
At 31 August 2020	8,515,070	723,542	9,238,612
Depreciation			
At 1 September 2019	508,285	527,431	1,035,716
Charge for the year	123,301	120,393	243,694
Disposals	-	(60,663)	(60,663)
	<u>631,586</u>	<u>587,161</u>	<u>1,218,747</u>
At 31 August 2020	631,586	587,161	1,218,747
Net Book Value			
At 31 August 2020	<u>7,883,484</u>	<u>136,381</u>	<u>8,019,865</u>
At 31 August 2019	<u>8,006,785</u>	<u>233,733</u>	<u>8,240,518</u>

The freehold land and buildings at 24/26 Cumberland Road, 30 Cumberland Road and at 59 Leyborne Park were revalued on 31 August 2014 by Gerald Eves Chartered Surveyors and Property Consultants. Valuation of 24/26 Cumberland Road and 59 Leyborne Park were on an open market existing use and valuation of 30 Cumberland Road was on the basis of educational use as part of the existing School. Value for the combined properties was £6,600,000.

The historical cost of the freehold land and buildings as at 31 August 2020 was £6,053,948.

10. DEBTORS	2020	2019
	£	£
Fees owing	860	200
Prepayments	40,918	39,640
Other debtors	9,683	248
	<u>51,461</u>	<u>40,088</u>

11 CASH AND CASH EQUIVALENTS	2020	2019
	£	£
Cash at bank	1,194,252	1,092,223
Overdraft	-	(425)
	<u>1,194,252</u>	<u>1,091,798</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

12. CREDITORS: amounts falling due within one year	2020	2019
	£	£
Bank overdraft and credit card	-	632
Bank loans (secured)	89,440	74,568
Trade creditors	52,580	103,064
Other taxes and social security costs	43,918	43,551
Deferred income	335,868	476,712
Accruals	49,215	30,366
Other creditors	43,805	32,534
Deposits	64,555	40,466
	<u>679,381</u>	<u>801,893</u>
Deferred income relates to fees received in advance of the Autumn term		
<i>Analysis of deferred income</i>		
Deferred income at 1 September	476,712	403,202
Applied during the year	335,868	476,712
Released during the year	(476,712)	(403,202)
Deferred income at 31 August	<u>335,868</u>	<u>476,712</u>
13. CREDITORS: amounts falling due after one year	2020	2019
	£	£
Bank loans (secured)	1,424,819	1,516,732
Deposits	479,394	491,904
	<u>1,904,213</u>	<u>2,008,636</u>
Bank loans maturity analysis		
In less than one year	89,440	74,568
In more than one year but not more than two years	91,094	73,384
In more than two years but not more than five years	1,333,725	1,443,348
	<u>1,514,259</u>	<u>1,591,300</u>

The bank loans and overdraft are secured on the company's freehold land and buildings.

A new loan of £1,805,000 taken with National Westminster Bank in October 2016 is repayable in 7 years and interest is charged at a floating rate of 1.8% over Base Rate.

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

14. STATEMENT OF FUNDS

Unrestricted funds are the accumulation of surpluses, less deficits, on the income and expenditure account, together with the profits, less losses, on the sales of unrestricted fixed assets, bequests for the general purposes of the School and various grants towards fixed assets.

Unrestricted funds	General Fund	Revaluation Reserve	Total 2020
	£	£	£
Balance at 1 September 2019	4,118,916	2,397,730	6,516,646
Movement in funds for the year	162,799	(31,696)	131,103
Transfer	95,088	(95,088)	-
	<u>4,376,803</u>	<u>2,270,946</u>	<u>6,647,749</u>

Fund transfer relates to the excess depreciation over historic cost which relates to revaluation which should have been charged to the revaluation reserve between 2017 and 2019.

Unrestricted funds	General Fund	Revaluation Reserve	Total 2019
	£	£	£
Balance at 1 September 2018	3,872,332	2,397,730	6,270,062
Movement in funds for the year	246,584	-	246,584
	<u>4,118,916</u>	<u>2,397,730</u>	<u>6,516,646</u>

The accumulated funds of the charity include restricted funds comprising of the following unexpended balances of grants, donations, gifts and legacies to be applied for specific purposes:

Restricted funds	Balance at 1 September 2019	Income	Expenditure	Balance at 31 August 2020
	£	£	£	£
Kew College Friends	470	21,575	(21,575)	470
Travel Plan	7,077	-	-	7,077
Hardship fund	37,126	1,765	(12,428)	26,463
Bursary fund	225	-	-	225
EYFS	756	3,476	(4,232)	-
	<u>45,654</u>	<u>26,816</u>	<u>(38,235)</u>	<u>34,235</u>

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

Restricted funds	Balance at 1 September 2018 £	Income £	Expenditure £	Balance at 31 August 2019 £
Kew College Friends	4,143	9,013	(12,686)	470
Travel Plan	7,077	-	-	7,077
Hardship fund	35,135	2,520	(529)	37,126
Bursary fund	225	-	-	225
EYFS	-	3,564	(2,808)	756
	<u>46,580</u>	<u>15,097</u>	<u>(16,023)</u>	<u>45,654</u>

The purposes of the restricted funds are as follows;

Kew College Friends

The restricted fund represents donations from Kew College Friends, an organisation run by parents of pupils at Kew College, to purchase specific equipment for the School.

Travel Plan

The restricted fund represents capital grants from London Borough of Richmond upon Thames for the construction of a shelter located outside the school and other capital spending to discourage car travel.

Donations – hardship fund

The Hardship fund represents donations for the establishment of a hardship fund.

EYFS

The restricted fund represents various funding from London Borough of Richmond upon Thames for expenditure on specific areas for the benefit of Early Years Foundation Stage children.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund £	Revaluation Reserve £	Restricted Fund £	Total Fund £
Tangible fixed assets	5,748,919	2,270,946	-	8,019,865
Net current liabilities	532,097	-	34,235	566,332
Creditors due after more than one year	(1,904,213)	-	-	(1,904,213)
Balance at 31 August 2020	<u>4,376,803</u>	<u>2,270,946</u>	<u>34,235</u>	<u>6,681,984</u>
	General Fund £	Revaluation Reserve £	Restricted Fund £	Total Fund £
Tangible fixed assets	5,842,788	2,397,730	-	8,240,518
Net current liabilities	284,764	-	45,654	330,418
Creditors due after more than one year	(2,008,636)	-	-	(2,008,636)
Balance at 31 August 2019	<u>4,118,916</u>	<u>2,397,730</u>	<u>45,654</u>	<u>6,562,300</u>

16. PENSION COSTS

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 £252,307 (2019: £179,088) and at the year-end £28,815 (2019 - £22,971) 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 that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements

The School operates a pension scheme for non-teaching staff which is a defined contribution scheme with employees contributing a minimum of 3% and the School 5% and up to 8% of matched funding (2019: 0% and 5% respectively). The total contributions payable by the School in the year were £70,505 (2019: £47,623). As at 31 August 2020 amounts totalling £11,827 (2019: £8,088) were due to the Scheme and are included within other creditors.

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

	2020	2019
	£	£
The pension charge in these accounts represents:		
Contributions to teachers' superannuation scheme	252,307	179,088
Contributions to stakeholders pension schemes	70,505	47,623
	<u>322,812</u>	<u>226,711</u>

17. RELATED PARTY TRANSACTIONS

Neither the Trustees nor any other persons connected with them received any remuneration, benefits in kind from the School during the year (2019: £nil). During the year under review, one trustee received reimbursement of expenses for travel and accommodation to the sum of £2,569 (2019: £3,284 – two trustees). No governors have children at the School. There were no other related party transactions.

18. CAPITAL COMMITMENT

At 31 August 2020 capital commitments were nil (2019: £nil).

KEW COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

19. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES (2019)

	Notes	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £
INCOME FROM:				
Charitable Activities				
School fees receivable	4	3,341,983	-	3,341,983
Other educational income	5	96,902	3,564	100,466
Investment income		2,855	-	2,855
Donations	6	-	11,533	11,533
TOTAL INCOME		<u>3,441,740</u>	<u>15,097</u>	<u>3,456,837</u>
EXPENDITURE ON:				
Raising funds		43,192	-	43,192
Charitable activities		3,151,964	16,023	3,167,987
TOTAL EXPENDITURE	7	<u>3,195,156</u>	<u>16,023</u>	<u>3,211,179</u>
NET INCOME		246,584	(926)	245,658
Net movement in funds		246,584	(926)	245,658
Balance brought forward	14	6,270,062	46,580	6,316,642
BALANCE CARRIED FORWARD	14	<u>6,516,646</u>	<u>45,654</u>	<u>6,562,300</u>