

**The Sacred Hearts
Sisters 1983
Charitable Fund**

Annual Report and Accounts

31 March 2024

Charity Registration Number
287232

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Reference and administrative details of the charity, its trustees and advisers

Trustees	Sister Rosemary Clerkin Sister Kathleen Corbett Sister Elizabeth Dawson Sister Mary Catherine Macinnes Sister Julie Rose
The General Treasurer	Sister Elizabeth Dawson
Principal address	Chigwell Convent 803 Chigwell Road Woodford Bridge Essex IG8 8AU
Telephone	020 8504 1624
Website	www.sacredheartsjm.org
Charity registration number	287232
Auditor	Buzzacott LLP 130 Wood Street London EC2V 6DL
Bankers	HSBC plc 91 High Street Brentwood Essex CM1 4RU
Solicitors	Stone King LLP Upper Borough Court (UBC) Upper Borough Walls Bath BA1 1RG
Insurance Brokers	PIB Insurance Brokers Limited Poppleton Grange Low Poppleton Lane York YO26 6GZ

The trustees present their statutory report together with the accounts of the Sacred Hearts Sisters 1983 Charitable Fund (the charity) for the year ended 31 March 2024.

The accounts have been prepared in accordance with the accounting policies set out on pages 27 to 31 and comply with applicable United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The principles set out in Statement of Recommended Practice on "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)".

Introduction

The Congregation of the Sisters of the Sacred Hearts of Jesus and Mary (the Congregation) is an International Roman Catholic Religious Congregation supporting 101 sisters worldwide. It was founded in France in 1866. The United Kingdom Congregation became an independent entity in 1903 and has its headquarters at Chigwell Convent in Essex.

The sisters have, over the years, engaged in a variety of services for the poor and deprived, and serve in the United Kingdom, Ireland, USA, Zambia, Uganda, El Salvador and the Philippines.

The Vision and Mission Statement of the Sisters is:

"Joyful co-creators sharing God's unconditional love in our wounded world"

"We, the Sisters of the Sacred Hearts of Jesus and Mary,

urged by the compassion of Christ

and responsive to the anguish of Peoples and Planet,

are called to help shape Communities

of Gentleness, Justice and Peace

that witness to the healing, liberating and empowering

love of God."

Mission

The Sacred Hearts Sisters 1983 Charitable Trust continues to support the main activity of education and running two schools, St John's Special School, Chigwell and Pield Heath House School, Uxbridge.

Activities, achievements, specific objectives and relevant policies

Education

The trustees are responsible for both schools providing education and care of pupils with special needs. Both schools throughout the year, following on from last year, continue to have discussions with external partners, local diocese and the Catholic Education Service in terms of future governance and leadership.

Pield Heath House School, Uxbridge

Pield Heath House School is a non-maintained, co-educational school for young people with special educational needs between the ages of 7 and 19 years, recognised by the Department for Education and under the trusteeship of The Sacred Hearts Sisters 1983 Charitable Fund.



The school offers day, residential and respite provision to young people with moderate to severe learning difficulties, autistic spectrum disorders and associated speech, language and communication difficulties within a warm and caring environment where daily life is underpinned by Christian principles.

Since its foundation in 1901, Pield Heath House School has helped young people with learning difficulties to develop their full potential. They have a highly skilled and deeply committed team that prides itself on providing a holistic approach to education, within a caring, spiritual environment where every young person is of equal importance, valued for what they are and encouraged to reach their maximum potential. The staff are passionate in their work with the young people to encourage their progress, celebrate their achievements and inspire confidence in their futures, in close partnership with parents and carers. The school's main purpose is to maximise students' life experience to enable their independence and inclusion in the wider community.

During the financial year 2023-24 the number of students reduced from 100 in September 2023 to 98 in March 2024 due to relocation and a student leaving due to medical reasons. The majority of students continue to come from Hillingdon Local Authority. All students have an Education Health and Care Plan which outlines their needs and the provision required to meet those individual needs. Students' needs range from moderate to severe and complex learning needs and difficulties in speech language and communication and sensory processing needs. Students referred are increasingly complex in need requiring staff with specialised knowledge and experience and an increase in the number of support staff required.

As of 31 March 2024, students attending the school came from the following Local Authorities:

Barnet	Brent	Bucks	Hertfordshire	Harrow	Hillingdon	Hounslow	Slough	Other
2	4	2	2	6	63	13	4	2

Activities, achievements, specific objectives and relevant policies (continued)

Education (continued)

Field Heath House School, Uxbridge (continued)



The school continues to offer a broad and balanced curriculum. The Curriculum Intent is to “Prepare for life beyond school” and the three curriculum pathways are designed to lead to each pupil’s most likely destination when they leave. Pathway 1 or the pre-formal curriculum, for those with most complex needs, Pathway 2 or semi-formal curriculum for those who need a mixture of developmental and formal curricula and Pathway 3 or formal curriculum for those who are likely to move on to training and employment.

Staff have devised assessment frameworks to complement these and the use of Evidence for Learning, an application to track the progress of children and young people towards outcomes as set out in their Education, Health and Care Plans (EHCPs). The applications parent portal facilitates engagement with families which continues to improve since its introduction. Students achieve accreditation in ASDAN Transition Challenge, ASDAN Bronze Award, Functional Skills Entry Level OCR 1, 2 or 3 and Art Entry Level Exams. The school uses Positive Behaviour Support (PBS), a values-led, person-centred approach that seeks to understand behaviours and change systems and culture. ‘The Thrive Approach’, a social and emotional assessment and intervention programme continues to inform EHCP. The school employs a full-time occupational therapist and a speech therapist, and has capacity for 2 OT’s and 3 Speech and Language Therapists.

Pathway 2 and 3 students continue to develop important vocational and transferable work-based skills.

Activities, achievements, specific objectives and relevant policies (continued)

Education (continued)

Pield Heath House School, Uxbridge (continued)



Students value their work placements at The Well, the school Community Café and look forward to developing their employability skills during their allocated times serving the school customers.

Students are encouraged and supported to understand sustainability which is a key element across the curriculum and the school's newly formed Eco Committee encourages many of the cross-curriculum projects involving recycling of materials, home growing and handmade items.

Pathway three students attend successful work experience in the hospitality department at Brunel University and attend external college links, in preparation for their transition to Post 19.



Activities, achievements, specific objectives and relevant policies (continued)

Education (continued)

Field Heath House School, Uxbridge (continued)

Personnel

A review of the administration and operations started in July 2024. The purpose of this consultation process was to review cost effectiveness and enhanced financial procedures within a more sustainable financial model.

The Data Administrator and Facilities Manager roles were made redundant and a School Administrator was appointed in October 2023. In September 2023 a caretaker was appointed and a Finance Officer in January 2023.

The new structure included the appointment of a Finance Manager and an Operations Manager in the place of the School Business Manager.

The school continues to rely heavily on supply for support staff. A few supply staff have been appointed permanently. An Assistant Principal and an English Lead were also appointed.

School improvements

- ◆ New external gates which enables controlled community access to the Cycle Track were installed. This also provided restricted access by students to the area for the deliveries to school.
- ◆ Carpets were replaced in one classroom as part of a longer-term plan to improve classroom environment.
- ◆ Fire Doors were replaced as part of the Health and Safety Plan
- ◆ The kitchenette in the Sixth Form was re-purposed and refurbished as the new temporary "Well Community Café"
- ◆ Informal curriculum was reviewed and Attention Autism and Sensory Story book training with teachers took place.



Activities, achievements, specific objectives and relevant policies (continued)

Education (continued)

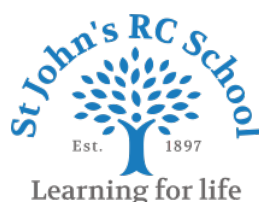
Pield Heath House School, Uxbridge (continued)

Future Plans

- ◆ To review impact of restructure and monitoring of finance processes and control
- ◆ To explore the potential of a model for commissioning student places with Local Authorities
- ◆ To develop links with LA's to explore potential of developing the residential provision
- ◆ Reduce reliance on supply agencies for support staff through recruitment



St John's Special School, Chigwell



St John's RC School is a non-maintained special school offering day provision for pupils aged 5 to 19 with a wide range of needs including moderate to severe learning difficulties, autistic spectrum disorder (ASD) and those with associated speech, language and communication difficulties. The school continues to be very popular with parents and Local Education Authorities (LEAs), with 99 pupils on roll. Based in Woodford Green, Essex the school has students from across the county as well as the London Boroughs. Although a Roman Catholic school, St John's welcomes pupils from all faiths and backgrounds.

Since September 2015, St John's has been in partnership with New City College and provides a 19-25 provision for those students who are not quite ready for mainstream

Activities, achievements, specific objectives and relevant policies (continued)

Education (continued)

St John's Special School, Chigwell (continued)

college aiming to bridge this gap by meeting their individual needs. The post-19 provision continues to be very successful.

St John's continues to be a very popular school with parents and local authorities with 100 pupils on role. The School caters for the educational needs of pupils with moderate to severe learning difficulties relating to communication and behaviour.

The number of students with language and communication difficulties is still increasing and we have a large percentage of students with Autism and downs syndrome.

Currently the following local Education Authorities (LEAs) place children at St John's:

Redbridge	Enfield	Newham	Waltham Forest	Tower Hamlets	Hackney	Essex	Other
47	10	6	15	9	3	4	4

Progress

The School continues to offer a broad and balanced curriculum, which meets the needs of our young people and promotes preparation for adulthood. The curriculum is very diverse and offers a range of subjects that are delivered in such a way that students can experience success and enjoyment whilst learning important life skills.

We like the students to experience activities off site as well as on the premises trying to make the best use of our outdoor spaces. We have been very lucky in the past two years having the use of a tennis coach provided free from Essex county council for one day a week. We continue to offer horticulture as part of the curriculum and our Forest schools is proving very popular with all of the students.

The school still uses Lambourne end centre for outdoor learning where the students take part in the food for thought programme of study as well as having taster sessions in animal husbandry.



Activities, achievements, specific objectives and relevant policies (continued)

Education (continued)

St John's Special School, Chigwell (continued)

Progress (continued)

The sailing at Fairlop waters is equally as popular and this year all of the key stage 4 and 5 students have been given the opportunity to experience sailing or canoeing.

The students below are working outside collecting soil from the compost, sieving the soil ready to plant vegetables. The photograph below shows one of the students preparing the vegetables in Food Technology that have been ground in the school garden.

The sixth form students who follow the more formal curriculum have all completed their BTEC accreditation and the formal curriculum students in key stage 4 completed their Asdan and AQA awards.

The students below are working at Lambourne end activity centre, they are encouraged to work with the livestock and all the students take part in the "Food for thought", programme of study, which involves them preparing the ground for growing fruit and vegetables.

Sometimes they just have fun in the activity areas.



Activities, achievements, specific objectives and relevant policies (continued)

Education (continued)

St John's Special School, Chigwell (continued)

Pupils

The school currently has 98 pupils on role from 11 different local authorities. We receive a number of referrals throughout the year and we are currently full for September 2024, depending on confirmation of funding. We have a number of referrals for placements on a daily basis but obviously as we are currently at capacity we have a waiting list of pupils wishing to attend the school.

Personnel

The staff turnover continues to remain quite low, we have a few members of staff retiring this year but have successfully recruited replacements. We do still rely heavily on agency staff to cover staff absences both planned and unplanned but this does frequently work in our favour as we offer permanent positions to those staff who work well with our students and staff.

In total we now employ 105 staff across the school and Post 19 college.

School improvements

We haven't undertaken any major improvements this year other than decorating some areas of the school

Future Plans

The School continues to develop and invest in facilities, buildings and people. This requires financial resources and so the trustees, governors and senior management are content with the level of free reserves which they consider adequate but not excessive.

The school computers are now quite old and we are in the process of revamping all of the PCs this is a big under taking and is a major and necessary investment that needs to be made by the school. The school server will potentially also require updating in the near future.

Employees

Both schools strive to be equal opportunities employers and apply objective criteria to assess merit. They aim to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, race, colour, nationality, religion, ethnic or national origin, gender, marital status, sexual orientation or disability.

Selection criteria and procedures are reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees are given equal opportunity and, where appropriate and possible, special training to enable them to progress both within and outside the organisation.

Financial review

Results for the year

A summary of the year's results can be found on page 24 of this report and accounts.

The statement of financial activities shows net expenditure and a decrease in funds during the year of £363,567 (2023 – net decrease of £63,418) with total income amounting to £9,622,537 (2023 – £9,290,641) and expenditure totalling £9,986,104 (2023 – £9,354,059).

Total income includes £9,440,784 (2023 – £9,224,216) of education fees and related charges generated by the charity's educational establishments.

Other income includes donations and sundry income in the year.

Total expenditure comprises expenditure on the charity's schools and educational establishments of £9,986,104 (2023 – £9,354,059). The majority of expenditure relates to staff costs at the two schools which totalled £8,012,403 (2023 – £7,447,609).

Deducting expenditure from income for the year gives a net expenditure figure for the year of £363,567 (2023 – net expenditure £63,418). One of the reasons for this deficit in the year relates to the increase in staff costs, it is hoped that a restructure of staffing at Pield Heath House School during 2023-2024 and a 12.5% increase in fees will help to avoid a deficit in the year ahead.

Reserves policy and financial position

Reserves policy

The trustees of the charity have examined the need for free reserves i.e. those unrestricted funds not invested in tangible fixed assets, designated for specific purposes or otherwise committed. The trustees consider that, given the nature of the charity's work going forward in respect to education, the level of free reserves should be between 3 and 6 months' projected expenditure.

Financial position

The charity balance sheet shows total reserves of £6,145,474 (2023 – £6,509,041).

Included in this figure was an amount of £657,492 (2023 – £750,531) which was restricted. These monies had either been raised for, and their use restricted to specific purposes, or they comprised donations subject to donor imposed conditions. Full details of these restricted funds can be found in note 13 to the accounts, together with an analysis of movements in the year.

The tangible fixed assets fund totals £1,765,792 (2023 – £1,926,612) and is represented by those tangible fixed assets not financed out of restricted funds.

The balance of general funds at 31 March 2024 was £3,722,190 (2023 – £3,831,898). These funds are deemed sufficient by the trustees being consistent with the reserves policy set out above.

Governance, structure and management

Governance

In terms of Civil law, the charity is governed by a trust deed dated 23 May 1983 and is a registered charity, Charity Registration No. 287232. The trustees of the charity are appointed by the Congregational Leader (the Congregational Leader is appointed in terms of canon law and is elected every six years at a General Chapter which is a meeting of representatives from all areas of the Congregation). All trustees are members of the Congregation and have a detailed knowledge of the work of the charity and of its structure. On being appointed, new trustees spend some time with those trustees leaving office. They also meet with the Congregation's Professional advisers in order to obtain a full briefing of their responsibilities and the charity's position. They have also attended appropriate study days..

During the year all or some of the trustees attended:

- ◆ Safeguarding Children in the Catholic Church (CSAS)
- ◆ National Board for Safeguarding Children in the Catholic Church in Ireland (NBSCCI)
- ◆ Trustee training sessions put on by Buzzacott LLP and DE Ford, Insurance Brokers Limited

The names of the trustees who served during the year are set out as part of the reference and administrative details on page 1 of this annual report and accounts. Brief biographical details on each of the trustees in office at the date on which this report was signed are given below:

Sister Kathleen Corbett

Sister Kathleen entered the Congregation in September 1964. After qualifying as a State Registered Nurse she worked as a theatre nurse in St Winefred's Hospital Cardiff from 1974 until 1978. She joined the staff of our Convalescent Home in Kelton, Aigurth, Liverpool and worked there until 1985. She followed a course in tropical medicine and obtained a certificate in Tropical Medicine at Liverpool School of Tropical Medicine, University of Liverpool. In 1986 she was missioned to Zambia where she worked for twenty years.

On returning to the UK she obtained a Certificate in Further Education at the University of Wales. She returned to Zambia and was appointed Principal of the School of Nursing in Chilonga Hospital. She remained in post until she was made Matron of Chilonga Hospital, Mpika, Zambia.

Sister Kathleen was then appointed to the role of superior/administrator of our mission in Mbala, Zambia. She attended a Training for Formation programme in Kalundu Study Centre, Lusaka and has, since 1989 been involved in administration and formation within the Congregation. She spent two years in Uganda doing Pastoral Ministry in Mukono. Returning to the UK in 2009 she took up the post of Superior in our Residential Care Home in Herne Bay. Since 2009 she has been involved in the formation programme of our newer members. She was elected to the Leadership Team in August 2014.

Governance, structure and management (continued)

Governance (continued)

Sister Rosemary Clerkin

Sister Rosemary Clerkin entered the Congregation in November 1953. Having completed her Novitiate training she trained as a teacher at Notre Dame College of Education in Liverpool (1956–1958) and subsequently taught in St. Mary's School Pembroke Dock Wales (1958–1966). In 1968, having completed a Diploma in the Teaching of Maladjusted children & Young people at the Institute of Education, University College London, she taught for four years in St. Laurence's Home Office Approved School for girls in Frant Sussex.

She was appointed Principal of Allerton Priory School for Girls with Special Educational Needs (1972–1978). Sister Rosemary was appointed to the Congregation's Formation Programme in 1990 and in 1990 became Superior of Sacred Heart Convent Dagenham. During this time she set up a Day Centre with Nursery for Refugees & Asylum seekers, since known as Harmony House. From 1996–2008 she was a member of the Leadership Team. Since then she has been a member of the Field Heath community in Uxbridge, where she continues research into the Congregation's history.

Sister Elizabeth Dawson

Sister Elizabeth Dawson entered the Congregation in January 1965. After qualifying as a teacher in 1974 she taught at St John's Special School, gaining a diploma in teaching Special Needs in 1978. In 1985 Sister Elizabeth transferred to Pontville Residential Special School in Ormskirk, Lancashire where she was head teacher.

In 1995, Sister Elizabeth went to Zambia and for five years lectured at the Zambian Institute of Special Education (ZAMISE), an in-service College for teachers training to teach children with special educational needs. From 2000, she was engaged in developing Bauleni Street Kids Project which caters for children and young people who are orphaned, vulnerable or disabled. In August 2008, she was elected as Congregational Leader.

After completing her term of office in August 2014 Sister Elizabeth went to Cebu, Philippines where she initiated a 'Home/School Education Programme' for children and young people with complex disabilities who were not able to attend a special education provided by the state.

She returned to England in December 2016 to take up the role of Community Leader in Marian House, Uxbridge, a community for our senior sisters. In March 2022 she was appointed Treasurer General for the Congregation and returned to live in the Chigwell Community.

Governance, structure and management (continued)

Governance (continued)

Sister Mary Cathie MacInnes

Sister Mary Cathie entered the Congregation in the year 2000 from the island of Eriskay in the Western Isles. Before joining the Congregation Sister Mary Cathie worked in the retail business and on the domestic care side of the local Hospital. In 2000 when she left the Western Isles she worked in Pield Heath Special School, gaining experience in teaching youngsters with special educational needs. In 2003 Sister Mary Cathie attended Uxbridge College where she attained a PCET in 2005 for her future role teaching Post 16 adults with Special Educational Needs. In 2006, Sister Mary Cathie was then missioned to Zambia where she opened a Unit for Post 16 Adults with Educational Needs and later in 2009 she became a Director of the Pastoral Needs of the School. In 2013 Sister Mary Cathie returned to the UK to fulfil a pastoral role in a parish in the East End of London until 2015. In 2015 she joined the Community in the Congregation's House of Prayer in North Wales where she continues her pastoral care in the local community and is involved in the running of the House of Prayer as a member of a Team of 6.

Sister Julie Rose

Sister Julie entered the Congregation in 1986 having already obtained her teaching certificate from St Mary's, Strawberry Hill, in 1979 and her diploma in Special Needs in 1984 from the North East London Polytechnic Barking. She gained her MA in Education from Brunel University in 2006. She has taught in St John's Special School, Chigwell and for many years was the Principal of Pield Heath Special School. Sister Julie served on the Congregational Leadership Team from 2002 until 2014 and during that time was a trustee of the UK Charity and Director of the Irish Trust and continued to be the Co-ordinator for the 2 Special Schools.

Sister Julie was elected as Congregational Leader at the Chapter in 2021, prior to her election as Congregational Leader she was the Executive Principal of both special schools, supporting trustees and governors in strategic planning and governance.

Trustees' responsibilities

The trustees are responsible for preparing the trustees' report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these accounts, the trustees are required to:

- ♦ select suitable accounting policies and then apply them consistently;
- ♦ observe the methods and principles in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102);

Governance, structure and management (continued)

Trustees' responsibilities (continued)

- ◆ make judgements and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- ◆ prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011, the applicable Charity (Accounts and Reports) Regulations and the provisions of the charity's trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Key management

The trustees consider that they together with the Headteachers of the schools, comprise the key management of the charity in charge of directing and controlling, running and operating the charity on a day to day basis.

All trustees are members of the Congregation they receive no remuneration or reimbursement of expenses in connection with their duties as trustees or key management.

The pay of the Headteachers of the schools is reviewed by the governors and is based on the school Teachers Pay and Conditions Document and Statutory Regulations affecting the employment and conduct of teaching staff, and for associate staff the National Joint Council for Local Government Services Terms and Conditions.

Structure and management reporting

The trustees are ultimately responsible for the policies, activities and assets of the charity. They meet regularly to review developments with regard to the charity or its activities and make any important decisions. When necessary, the trustees seek advice and support from the charity's professional advisers. The day-to-day management of the charity's activities, and the implementation of policies, is delegated to the senior staff and Governors.

Governance, structure and management (continued)

Working with other organisations

The charity has worked closely with other organisations, charities and public bodies. Working together enhances communication and understanding thus enabling our services and ministries to provide more efficiently and effectively and avoids the duplication of effort. Some of the organisations with which the charity has cooperated during the year are as follows:

- ◆ Roman Catholic Diocese of Westminster and Brentwood;
- ◆ Local Authorities where the schools are situated;
- ◆ National Association of Special Schools;
- ◆ “Network” safeguarding group of religious Congregations.

Public Benefit

Both the charity and the religious Congregation are called to serve by the words of the founder of the Congregation, Father Victor Braun:

“There are two things in life, Jesus Christ and the poorest of God’s people”

The main area in which the charity has provided public benefit is in its educational activities. While the Congregation is no longer able to provide teaching by Sisters in the UK, the work of our schools, all focused on pupils with special needs, continues to produce excellent results. All pupils are assessed by Local Authorities.

Both schools maintain a Catholic ethos, whilst welcoming pupils from all faiths and religious backgrounds. Members of the Congregation, all with many years of specialist experience, voluntarily serve on the schools’ boards of governors, providing guidance and assistance as required.

One Sister was Executive Principal of the two schools (until 31 March 2022) and attended all Governors’ meetings, interviews and deals with all legal matters pertaining to employment and training of staff. She reported to the trustees every three months. This Sister became the Congregational Leader and trustee on the 2 February 2022 and is still attending all Governors meetings to be able to report back to the remaining trustees.

Risk management

In line with the requirement for trustees to undertake a risk assessment exercise and report on the same in their annual report, the trustees have looked at the risks and have reviewed the measures already in place, or needing to be put in place, to deal with them.

The trustees and governors continue to review and update the risks as well as the documents and procedures in place.

Governance, structure and management (continued)

Risk management (continued)

The trustees have identified the following main areas of risk which may impact on the charity:

- ◆ Governance and management
- ◆ Safeguarding
- ◆ Financial
- ◆ Reputational
- ◆ Operational

Governance and management

- ◆ The leadership of the charity endeavour to lead by example so that they can be seen to be authentically living out our Mission Statement and the Founding Vision of our Founder Father Victor Braun.
- ◆ We have engaged lay members of staff who are aware of our ethos.

Safeguarding

- ◆ We have adopted the safeguarding policies set out in the National Safeguarding Procedures Manual of the Catholic Church in England and Wales for Children and Adults at Risk, for our communities and places of work in the UK. We have a trustee who has comprehensive training in all matters pertaining to safeguarding.

Financial

- ◆ We have an Anti-Fraud, Bribery and Anti-Corruption Policy in place.

Reputational

- ◆ Media responses, prepared by a Public Relations specialist, are circulated to the charity should it be the target of adverse publicity.

Operational

- ◆ The trustees take very seriously the demands of Local Government Authorities. To ensure that in the schools the highest quality of care is provided in a safe environment there is a Health and Safety person who gives regular training sessions to the members of staff on the safe handling of food, equipment, moving and handling of people, moving and handling of objects.
- ◆ Ofsted carry out inspections of the schools at very short notice.
- ◆ Leadership and senior management teams receive training in all aspects of Health and Safety so as to be aware of the risks and to put in place procedures to deal with them. Trustees meet with our Health & Safety Consultants on a regular basis. We also have a risk management consultant who advises us on new regulations and visits the premises that are used by the public on a regular basis.

Governance, structure and management (continued)

Risk management (continued)

Operational (continued)

Having assessed the major risks to which the charity is exposed, the trustees believe that by monitoring reserve levels, by ensuring controls exist over key financial systems and by examining the operational and business risks faced by the charity, they have established effective systems to mitigate those risks.

Fundraising statement

We manage our own fundraising activities and do not employ the services of a Professional Fundraiser. Any complaints about the quality of our fundraising activities are thoroughly investigated so that we find ways to improve the service. During the year ending 31 March 2024 we have not received any complaints.

Some of our funding comes from voluntary donations. The trustees are vigilant in applying the donations according to the wishes of the donors. The charity applies best practice to protect donors' data and never sells data, it never swaps data with other organisations, and ensures that its communication preferences can be changed at any time.

Summary and acknowledgements

This report is a brief summary of the work of the charity during the year to 31 March 2024. The accompanying accounts with this report show the movement of funds in the year ended 31 March 2024.

The trustees wish to record their recognition of the professionalism and commitment of all their staff, volunteers and the individual members of the Congregation who are involved with the schools. Their dedication and positive approach are very much appreciated.

We wish also to record our thanks to the professional bodies on whose advice and expertise we rely.

Approved by the trustees and signed on their behalf by:

Sister Julie Rose

Trustee

Approved by the trustees on: 18 December 2024

Independent auditor's report to the trustees of The Sacred Hearts Sisters 1983 Charitable Fund

Opinion

We have audited the accounts of The Sacred Hearts Sisters 1983 Charitable Fund (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the accounts. 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 accounts:

- ◆ give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources 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 Charities Act 2011.

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 accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts 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 accounts, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the accounts is appropriate.

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

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

Other information

The other information comprises the information included in the Annual Report and Accounts, including the trustees' report, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- ◆ the information given in the trustees' report is inconsistent in any material respect with the accounts; or
- ◆ sufficient accounting records have not been kept; or
- ◆ the accounts are not in agreement with the accounting records; or
- ◆ we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 14 to 15, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

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:

- ◆ The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ◆ We identified the laws and regulations applicable to the charitable company through discussions with management, and from our commercial knowledge and experience of the sector;
- ◆ The identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit;
- ◆ We obtained an understanding of the legal and regulatory frameworks applicable to the charity and the sector in which it operates. We determined that the following laws and regulations were most significant: Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011; and
- ◆ we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management, inspecting legal correspondence and reviewing trustee meeting minutes and reports from regulatory bodies.

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

- ◆ making enquiries of management and those charged with governance as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

Auditor's responsibilities for the audit of the financial statements (continued)

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

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions;
- ◆ tested the authorisation of expenditure as part of our substantive testing thereon;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ◆ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

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

- ◆ agreeing financial statement disclosures to underlying supporting documentation;
- ◆ reading the minutes of trustee meetings;
- ◆ enquiring of management and those charged with governance as to actual and potential litigation and claims; and
- ◆ reviewing any available correspondence with the Charity Commission and other regulators.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the accounts 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 charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Buzzacott LLP
Statutory Auditor
130 Wood Street
London
EC2V 6DL

Date: 20 December 2024

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities Year to 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Unrestricted funds £	Restricted funds £	Total funds 2023 £
Income from:							
Donations and legacies	1	6,167	10,637	16,804	5,349	5,083	10,432
Bank interest		34,000	—	34,000	—	—	—
Charitable activities							
. Provision of education	2	8,963,692	477,092	9,440,784	8,767,197	457,019	9,224,216
Other sources							
. Surplus on disposal of fixed assets		6,547	—	6,547	—	—	—
. Miscellaneous income	3	102,421	21,981	124,402	46,075	9,918	55,993
Total income		9,112,827	509,710	9,622,537	8,818,621	472,020	9,290,641
Expenditure on:							
Charitable activities							
. Provision of education	4	9,383,355	602,749	9,986,104	8,919,813	434,246	9,354,059
Total expenditure		9,383,355	602,749	9,986,104	8,919,813	434,246	9,354,059
Net (expenditure) income and net movement in funds	7	(270,528)	(93,039)	(363,567)	(101,192)	37,774	(63,418)
Reconciliation of funds:							
Fund balances brought forward at 1 April 2023		5,758,510	750,531	6,509,041	5,859,702	712,757	6,572,459
Fund balances carried forward at 31 March 2024		5,487,982	657,492	6,145,474	5,758,510	750,531	6,509,041

All recognised gains and losses are included in the above statement of financial activities.

All of the charity's activities in the above two financial periods derived from continuing operations.

Balance sheet 31 March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	10		2,347,692		2,531,065
Current assets					
Debtors	11	578,189		548,840	
Cash at bank and in hand		3,636,306		<u>3,831,526</u>	
		4,214,495		<u>4,380,366</u>	
Liabilities:					
Creditors: amounts falling due within one year	12	(416,713)		<u>(402,390)</u>	
Net current assets			3,797,782		3,977,976
Total net assets			<u>6,145,474</u>		<u>6,509,041</u>
The funds of the charity					
Restricted funds	13		657,492		750,531
Unrestricted funds					
. Tangible fixed assets fund	14	1,765,792		1,926,612	
. General fund		3,722,190		<u>3,831,898</u>	
			5,487,982		<u>5,758,510</u>
			<u>6,145,474</u>		<u>6,509,041</u>

Approved by the trustees and signed on their behalf by:

Sister Julie Rose

Trustee

Approved on: 18 December 2024

Statement of cash flows Year to 31 March 2024

	Notes	2024 £	2023 £
Cash flows from operating activities:			
Net cash (used in) provided by operating activities	A	(86,950)	517,485
Cash flows from investing activities:			
Interest received		34,000	—
Purchase of tangible fixed assets		(148,819)	(266,876)
Proceeds from disposal of fixed assets		6,549	—
Net cash used in investing activities		(108,270)	(266,876)
Change in cash and cash equivalents in the year		(195,220)	250,609
Cash and cash equivalents at 1 April 2023	B	3,831,526	3,580,917
Cash and cash equivalents at 31 March 2024	B	3,636,306	3,831,526

Notes to the statement of cash flows for the year to 31 March 2024.

A Reconciliation of net movement in funds to net cash provided by operating activities

	2024 £	2023 £
Net movement in funds (as per the statement of financial activities)	(363,567)	(63,418)
Adjustments for:		
Depreciation charge	327,673	350,559
Bank interest	(34,000)	—
Net (surplus) loss on disposal of tangible fixed assets	(6,547)	11,946
(Increase) decrease in debtors	(30,399)	469,215
Increase (decrease) in creditors	19,890	(250,817)
Net cash (used in) provided by operating activities	(86,950)	517,485

B Analysis of net debt i.e. cash and cash equivalents

	2023 £	2023 £
Cash at bank and in hand	3,636,306	3,831,526
Total cash and cash equivalents	3,636,306	3,831,526

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are laid out below.

Basis of preparation

These accounts have been prepared for the year to 31 March 2024 with comparative information provided in respect to the year to 31 March 2023.

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these accounts.

The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The accounts are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement

Preparation of the accounts requires the trustees and management to make significant judgments and estimates.

The items in the accounts where these judgements and estimates have been made include:

- ◆ Assessing the recoverability of fees receivable in respect to charitable activities and the consequent need for any provision for doubtful debts, including amounts due from the London Borough of Hillingdon relating to prior accounting periods;
- ◆ Estimating the useful economic life of tangible fixed assets for the purposes of determining a depreciation rate; and
- ◆ Estimating future income and expenditure flows for the purpose of assessing going concern (see below).

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of at least one year from the date of approval of these accounts.

The trustees have concluded that the charity will have sufficient resources to meet its liabilities as they fall due.

Income recognition

Income is recognised in the period in which the charity has entitlement to the income, the amount of income can be measured reliably, and it is probable that the income will be received.

Income comprises donations, investment income and interest receivable, income from charitable activities and other income including the surplus on the disposal of tangible fixed assets and other property.

Donations are recognised when the charity has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is considered probable. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity, and it is probable that those conditions will be fulfilled in the reporting period.

In accordance with the Charities SORP FRS 102 volunteer time is not recognised.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Income from charitable activities comprises fees and related charges for the provision of education. In addition to fees and related charges in respect to the provision of education, the charity's two schools receive grants from the Department for Education and other trusts and foundations.

Income derived from the levying of fees and charges for the provision of education is measured at the fair value of the consideration received or receivable, excluding discounts and rebates.

Grants from government departments and other trusts and foundations have been included as income from charitable activities where these amount to a contract for services, but as donations where the money is given in response to an appeal or with greater freedom of use, for example monies for core funding.

Income from other sources includes the surplus on the disposal of tangible fixed assets and property assets and miscellaneous income. The surplus on the disposal of tangible fixed assets and property assets is measured at fair value being the difference between the disposal proceeds and the net book value of the assets at the time of sale less any costs associated with the disposal. Such income is accounted for on an accruals basis and is accrued for with effect from the date on which the income is receivable under a signed contract for sale.

Other miscellaneous income is measured at fair value and accounted for on an accruals basis.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings.

Expenditure on charitable activities includes all costs associated with furthering the charitable purposes of the charity through the provision of education. Such costs included in providing education at the charity's two schools for children with special needs include:-

- ◆ Teaching costs i.e. the cost of teaching and support staff salaries, including pensions and national insurance contribution, educational needs such as books and learning resources and activities.
- ◆ Welfare costs i.e. all domestic costs associated with the schools including employment costs, consumables and catering costs.
- ◆ Premises costs i.e. all costs associated with the premises, grounds and estate belonging to the charity and used for the purposes of education.
- ◆ Administration costs i.e. the costs which are directly attributable to the management of the charity's assets and organisational procedures.

All expenditure is stated inclusive of irrecoverable VAT.

Allocation of support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the charity (including audit costs) and costs in respect to its compliance with regulation and good practice.

Support costs and governance costs are apportioned directly to the activity to which they relate or an allocation is made based on the proportion of the direct expenditure on each activity.

Tangible fixed assets

- ◆ Other freehold land and buildings

The original land and buildings were financed and provided by the Congregation and as such the assets were transferred to the CIO at 31 March 2019. Expenditure to adapt and improve the buildings financed directly by the schools is capitalised in these accounts. Such improvements are depreciated at between 2% and 10% per annum.

The specialist cycle track at Pield Heath House School is depreciated at 5% per annum (i.e. over 20 years) on a straight line basis.

Major building improvements are capitalised and depreciated on a straight line basis at a rate of 10% per annum in order to write the improvements off over their estimated useful life to the charity.

- ◆ Furniture and equipment

Expenditure on the purchase and replacement of items of furniture and equipment, including computer equipment, with a cost in excess of £2,000 is capitalised and depreciated over a three to five year period on a straight line basis.

- ◆ Motor vehicles

Motor vehicles are capitalised and depreciated over a four year period on a straight line basis, in order to write off each vehicle over its estimated useful life.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short term deposits.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

Fund accounting

The general fund comprises those monies which may be used towards meeting the charitable objectives of the charity and which may be applied at the discretion of the trustees.

The tangible fixed assets fund represents the net book value of those tangible fixed assets which are not financed out of restricted funds or included in the schools and homes fund.

Fund accounting (continued)

The designated funds are monies set aside out of general funds and designated for specific purposes, although the trustees may ultimately use such funds for other purposes.

The restricted funds are monies raised for, and their use restricted to, a specific purpose, or donations subject to donor-imposed conditions.

Pension costs

Contributions in respect to defined benefit schemes are recognised in the statement of financial activities so as to spread the cost of pensions over employees' working lives.

Contributions in respect to defined contribution schemes are charged to the statement of financial activities in the year in which they are payable to the schemes.

Services provided by members of the Congregation

For the purpose of these accounts, no monetary value has been placed on the administrative and other services provided by the members of the Congregation who are trustees.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the lease term.

1 Donations and legacies

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Unrestricted funds £	Restricted funds £	Total funds 2023 £
Total funds: Donations	6,167	10,637	16,804	5,349	5,083	10,432

2 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Unrestricted funds £	Restricted funds £	Total funds 2023 £
Provision of education						
Education fees and charges	6,973,692	—	6,973,692	6,773,864	—	6,773,864
Grants, contracts and agreements						
.. Department for Education						
.. Base Funding	1,990,000	—	1,990,000	1,993,333	—	1,993,333
.. Standards Fund	—	—	—	—	16,184	16,184
.. Capital improvements grant	—	44,802	44,802	—	82,214	82,214
.. Conditions grant	—	39,761	39,761	—	39,363	39,363
.. Covid Catch up Premium	—	35,174	35,174	—	32,558	32,558
.. Early Careers Grant	—	945	945	—	—	—
.. Covid Vaccination grant	—	—	—	—	2,105	2,105
.. Covid Tutoring Grant	—	8,137	8,137	—	14,038	14,038
.. Covid Recovery Premium	—	41,124	41,124	—	31,871	31,871
.. Teachers' Pension Grant	—	42,847	42,847	—	103,055	103,055
.. PE Grant	—	20,837	20,837	—	7,000	7,000
.. Teachers' Pay Grant	—	169,556	169,556	—	55,035	55,035
.. Pupil Premium	—	73,909	73,909	—	73,596	73,596
	1,990,000	477,092	2,467,092	1,993,333	457,019	2,450,352
Total funds	8,963,692	477,092	9,440,784	8,767,197	457,019	9,224,216

3 Income from other sources

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Unrestricted funds £	Restricted funds £	Total funds 2023 £
Total funds: Other miscellaneous income	102,421	21,981	124,402	46,075	9,918	55,993

4 Provision of education

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Unrestricted funds £	Restricted funds £	Total funds 2023 £
Teaching	6,915,493	516,403	7,431,896	6,422,571	370,758	6,793,329
Welfare	588,454	40,823	629,277	670,142	25,619	695,761
Premises (including depreciation)	1,055,974	45,032	1,101,006	1,125,594	37,869	1,163,463
Management of the schools	771,674	491	772,165	662,990	—	662,990
Allocation of support costs (note 5)	51,760	—	51,760	38,516	—	38,516
Total funds	9,383,355	602,749	9,986,104	8,919,813	434,246	9,354,059

5 Support costs

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Unrestricted funds £	Restricted funds £	Total funds 2023 £
Legal and professional fees	2,040	—	2,040	—	—	—
Governance costs (note 6)	42,780	—	42,780	29,010	—	29,010
Miscellaneous expenditure	6,940	—	6,940	9,506	—	9,506
Total funds	51,760	—	51,760	38,516	—	38,516

6 Governance costs

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Unrestricted funds £	Restricted funds £	Total funds 2023 £
Total funds:						
Professional fees	42,780	—	42,780	29,010	—	29,010

7 Net (expenditure) income and net movement in funds

This is stated after charging:

	Total 2024 £	Total 2023 £
Staff costs (note 8)	8,012,403	7,447,609
Auditor's remuneration:		
· Statutory audit – overall accounts	4,500	4,230
· Non-statutory audit – schools	38,280	24,780
Depreciation	327,673	350,559
Operating lease rentals	40,181	32,371

8 Staff costs and remuneration of key management

	2024 £	2023 £
Staff costs during the year were as follows:		
Wages and salaries	5,650,452	5,273,724
Social security costs	530,697	500,232
Other pension costs	617,524	566,920
	6,798,673	6,340,876
Payments to agency staff	1,196,453	1,090,874
Apprenticeship levy	17,277	15,859
	8,012,403	7,447,609

Payments to agency staff reflect the cost of supply teaching staff and agency nurses used because of difficulties recruiting permanent employees as a result of the national shortage of such staff.

	2024 £	2023 £
Staff costs per function were as follows:		
Provision of education	8,012,403	7,447,609

8 Staff costs and remuneration of key management (continued)

There were five employees (2023 - five) who earned between £60,000 and £70,000 per annum, four employees (2023 - two) who earned between £70,001 and £80,000 per annum, and one employee (2023 - nil) who earned between £80,001 and £90,000 per annum (excluding employer's pension contributions but including taxable benefits) during the year. Employer's pension contributions into the defined benefit scheme for those employees totalled £152,231 (2023 - £114,251).

The average number of employees, analysed by function, was:

	2024 No.	2023 No.
Provision of education	195	198

During the year, the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis comprised the trustees and Headteachers of the schools. The total remuneration (including taxable benefits and employer's pension contributions) of the key management personnel for the year was £238,123 (2023 - £211,406).

No trustee received any remuneration in respect to their services during the year (2024 - £nil) nor any reimbursements of expenses (2024 - £nil).

9 Taxation

The Sacred Hearts Sisters 1983 Charitable Fund is a registered charity and, therefore, is not liable to income tax or corporation tax on income or gains derived from its charitable activities, as they fall within the various exemptions available to registered charities.

10 Tangible fixed assets

	Freehold building improvements £	Furniture & equipment £	Motor vehicles £	Total £
Cost				
At 1 April 2023	4,379,626	840,127	184,068	5,403,821
Additions	139,544	4,758	—	144,302
Disposals	—	—	(21,395)	(21,395)
At 31 March 2024	4,519,170	844,885	162,673	5,526,728
Depreciation				
At 1 April 2023	2,097,618	595,952	179,186	2,872,756
Charge for the year	219,843	102,957	4,873	327,673
On disposals	—	—	(21,393)	(21,393)
At 31 March 2024	2,317,461	698,909	162,666	3,179,036
Net book values				
At 31 March 2024	2,201,709	145,976	7	2,347,692
At 31 March 2023	2,282,008	244,175	4,882	2,531,065

10 Tangible fixed assets (continued)

The freehold to the original land and buildings which are occupied by the Schools is held by The Sisters of the Sacred Hearts of Jesus and Mary CIO. As a consequence, the original land and buildings are not included on the balance sheet of the charity.

11 Debtors

	2024 £	2023 £
Education fees and charges	472,211	465,220
Prepayments and accrued income	103,547	79,931
Other debtors	2,431	3,689
	578,189	548,840

12 Creditors: amounts falling due within one year

	2024 £	2023 £
Social security and other taxes	64,679	53,287
Accruals and deferred income	46,971	137,587
Expense creditors	284,139	211,516
Other creditors	20,924	—
	416,713	402,390

13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust to be applied for specific purposes:

	At 1 April 2023 £	Income £	Expenditure £	At 31 March 2024 £
Capital grants fund	252,703	44,802	(53,602)	243,903
St John's R.C. Special School development fund	22,798	—	(3,419)	19,379
Pield Heath House School appeal fund	87,175	—	(58,007)	29,168
Pield Heath House School cycle track and mobility training centre fund	145,124	—	(13,193)	131,931
Other restricted funds	242,731	464,908	(474,528)	233,111
	750,531	509,710	(602,749)	657,492

	At 1 April 2022 £	Income £	Expenditure £	At 31 March 2023 £
Capital grants fund	223,033	82,214	(52,544)	252,703
St John's R.C. Special School development fund	26,217	—	(3,419)	22,798
Pield Heath House School appeal fund	92,434	1,252	(6,511)	87,175
Pield Heath House School cycle track and mobility training centre fund	158,317	—	(13,193)	145,124
Other restricted funds	212,756	388,554	(358,579)	242,731
	712,757	472,020	(434,246)	750,531

13 Restricted funds (continued)

The specific purposes for which the funds are to be applied are as follows:

♦ Capital grants fund

This fund represented the liability of the trustees to repay to Government Departments any grants made from public funds towards the capital costs of buildings, additions or improvements thereto, such grants being subject to an undertaking to repay in the event of the asset ceasing to be used for the purpose for which the grant was made.

♦ St John's R.C. Special School development fund

This fund was established in 1994 to raise monies to enhance the development of St John's School.

♦ Pield Heath House School appeal fund

This fund was established as a separate fund on 3 November 1988. The fund consists of monies donated to the appeal specifically set up to raise and manage funds required to finance the redevelopment and maintenance of the school buildings, and any other improvements, which from time to time may be necessary. Appeal funds may also be used for any purpose connected with the school, its equipment and pupils, at the discretion of the appeal committee.

In the event that the appeal fund is dissolved for any reason, any assets remaining shall be given to the school for its general purposes.

In the event that the premises no longer function as a school, the monies may be used at the discretion of the trustees of the Sacred Hearts Sisters 1983 Charitable Fund.

Transfers from the fund represent expenditure on tangible fixed assets. When the asset is purchased, an amount equal to its cost is released to unrestricted funds.

♦ Pield Heath House School cycle track and mobility training centre fund

This fund represents the net book value of the specialist cycle track and mobility training centre at Pield Heath House School, Hillingdon, Middlesex which was constructed by Hillingdon Council with support from TfL and Marathon Trust.

♦ Other restricted funds

These funds comprise grants and donations received mainly in order to fund events at, and the purchase of equipment within, certain of the charity's homes and schools.

14 Tangible fixed assets fund

	Total 2024 £	Total 2023 £
At 1 April 2023	1,926,612	2,066,669
Net movement in year	(160,820)	(140,057)
At 31 March 2024	1,765,792	1,926,612

The tangible fixed assets fund represents the net book value of the charity's tangible fixed assets which have not been financed out of restricted funds or the schools and home fund. A decision was made to separate this fund from the other funds of the charity in recognition of the fact that the tangible fixed assets are essential to the day to day work of the charity and as such their value should not be regarded as funds that would be realisable with ease, in order to meet future contingencies.

15 Analysis of net assets between funds

	General fund £	Tangible fixed assets fund £	Restricted funds £	Total 2023 £
Fund balances at 31 March 2023 are represented by:				
Tangible fixed assets	—	1,765,792	581,900	2,347,692
Net current assets	3,722,190	—	75,592	3,797,782
Total net assets	3,722,190	1,765,792	657,492	6,145,474

	General fund £	Tangible fixed assets fund £	Restricted funds £	Total 2023 £
<i>Fund balances at 31 March 2023 are represented by:</i>				
<i>Tangible fixed assets</i>	—	1,926,612	604,453	2,531,065
<i>Net current assets</i>	3,831,898	—	146,078	3,977,976
<i>Total net assets</i>	<i>3,831,898</i>	<i>1,926,612</i>	<i>750,531</i>	<i>6,509,041</i>

16 Pension commitments

Retirement benefits for teachers are provided by a defined benefit scheme, the Teachers' Pension Scheme (TPS) and to other staff by a defined contribution scheme.

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools and other educational establishments. Membership is automatic for teachers at eligible institutions. Teachers are able to opt out of the TPS.

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

Valuation of the Teachers' Pension Scheme

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

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

- ◆ Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.

16 Pension commitments (continued)

- ♦ Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

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

The employer contributions payable to the Scheme for the year were £492,305 (2023 - £445,552).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (teacherspensions.co.uk).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The School is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the School has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The School has set out above, the information available on the scheme.

17 Operating lease commitments

At 31 March 2024, the charity had the following future minimum commitments under non-cancellable leases:

	Equipment	
	2024 £	2023 £
Operating lease payments due:		
. Within one year	39,395	30,210
. One to two years	18,483	29,061
. Two to five years	39,725	26,064
	97,603	85,335

18 Related party transactions

Certain of the trustees of the Charitable Trust are also trustees of the Sisters of the Sacred Hearts of Jesus and Mary CIO, (Charity Registration Number: 1179804).

During the year the Charitable Trust paid the CIO £6,884 (2023 - £9,323) towards staffing costs borne by the CIO in administering the Charitable Trust. The Charitable Trust paid the CIO £151,000 (2023 - £217,500) in the year as a rental for the two schools' buildings occupied under licence by the Charitable Trust.

There were no other related party transactions during the year which require disclosure (2023 - none).

19 Contingent liability

A contingent liability arises in respect of allegations concerning the standard of care provided to children at the Congregation's schools between approximately 1960 and 1980. The amount involved cannot be quantified, but the trustees deny any liability based on the facts available to them.

20 Ultimate control

The charity, which is constituted as a trust, was controlled throughout the period by the Sisters of the Sacred Hearts of Jesus and Mary by virtue of the fact that the members of the Congregation and/or the Superior General appoint the trustees. The Congregation within the United Kingdom does not hold any assets, incur liabilities or enter into transactions in its own right. Assets and liabilities of the Congregation in the United Kingdom are vested in the trustees of the charity, who undertake all transactions entered into in the course of the Congregation's charitable activities in the United Kingdom.

21 Post balance sheet events

Following the year end, Pield Heath House School received confirmation from its insurers that it will receive £100k from its insurers in relation to losses incurred in 2021/22

There were no other post balance sheet events requiring disclosure in the financial statements (2023 – none).