BETHANY SCHOOL

England & Wales · Charity number 307937

Details

Other names	BETHANY SCHOOL LIMITED
Status	Registered
Legal form	Charitable company
Company number	00624273
Registered	1962-11-14
Register	View on the Charity Commission register

Contact

Address	Bethany School Ltd Curtisden Green Goudhurst Cranbrook TN17 1LB
Phone	01580211273
Email	cmorey@bethanyschool.org.uk
Website	www.bethanyschool.org.uk

Activities

Objects: TO CARRY ON AT GOUDHURST, KENT, AND ELSEWHERE, A SCHOOL OR SCHOOLS FOR THE EDUCATION OF BOYS AND GIRLS, TO GIVE THEM GENERAL OR SPECIALISED INSTRUCTION OF THE HIGHEST CLASS, INCLUDING PROVISION FOR THE EDUCATION AND TRAINING OF INTENDING ENTRANTS TO ANY OF THE PUBLIC SCHOOLS OR COLLEGES, OR ANY OTHER SCHOOLS UNIVERSITIES OR EDUCATIONAL ESTABLISHMENTS.

Activities: To advance the education of boys and girls by the provision of a school or schools based on a strong Christian foundation and tolerant of other faiths

Classification

- **How:** Makes Grants To Individuals, Provides Services
- **What:** Education/training
- **Who:** Children/young People

Downloaded from opencharities.uk/ew/307937

Geography

- Kent

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£8,811,103	£8,945,298	£16,163,366	145
2024-08-31	£8,761,378	£8,933,207	£16,297,561	150
2023-08-31	£8,117,813	£8,435,156	£16,470,153	129
2022-08-31	£8,077,162	£7,473,942	£16,837,467	118
2021-08-31	£7,097,469	£6,491,505	£16,316,291	102
2020-08-31	£6,844,126	£6,674,241	£15,479,840	115

Trustees

Name	Role	Appointed
Jonathan Mark Fenn	Chair	2011-03-16
Alex Sharkey		2025-06-14
Amanda McKnight		2025-06-14
Andrew CUNNINGHAM		2015-08-06
Elizabeth Connell		2019-03-09
Justin Philip Keble Hobson		2025-03-15
Keith Buckland		2018-06-09
Lindsay Roberts		2017-11-01
Moira Duncombe		2025-06-14
NIGEL PHILIP KIMBER		2012-12-13
Peter Gerald Bateman		2024-11-16
ROGER COLLINGWOOD CLARK		2013-12-19
Sophie Hawkes		2025-06-14

Downloaded from opencharities.uk/ew/307937

Linked charities

- BETHANY SCHOOL APPEAL (1986) (307937-1)
- BETHANY SCHOOL CENTENARY FUND (307937-2)
- JANE TOMKINSON ART BURSARY (307937-3)

Downloaded from opencharities.uk/ew/307937

BETHANY SCHOOL

England & Wales - Charity number 307937

Accounts

REGISTERED COMPANY NUMBER: 00624273 (England and Wales)
REGISTERED CHARITY NUMBER: 307937

REPORT OF THE GOVERNORS AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

FOR

BETHANY SCHOOL

BETHANY SCHOOL

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

	Page
Report of the Governors	1 to 8
Report of the Independent Auditors	9 to 11
Statement of Financial Activities	12
Balance Sheet	13
Cash Flow Statement	14
Notes to the Cash Flow Statement	15
Notes to the Financial Statements	16 to 28

BETHANY SCHOOL

REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2025

The governors who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2025. The governors have adopted the provisions of 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) (effective 1 January 2019).

STRATEGIC REPORT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
00624273 (England and Wales)

Registered Charity number
307937

Registered office
Curtisden Green
Goudhurst
CRANBROOK
Kent
TN17 1LB

Trustees

The Governors, who are also the Directors for the purpose of company law, who served during the year were:

J M Fenn LLB	- Chairman
A Cunningham	- Vice Chairman
K Buckland BA FCA	- Treasurer
R C Clark BA MD (Ed)	
N P Kimber BSc FCA	
L Roberts	
E Connell	- resigned 31/08/25
D Shaw	- resigned 16/11/24
G Power	- resigned 22/11/25
A Scott	- resigned 15/03/25
M Kellett	- resigned 22/11/25
P Bateman	- appointed 16/11/24
J Hobson	- appointed 15/03/25
M Duncombe	- appointed 14/06/25
A Sharkey	- appointed 14/06/25
S Hawkes	- appointed 14/06/25
A McKnight	- appointed 14/06/25

Headmaster

F Healy BSc HDipEd NPQH

Bursar and Company Secretary

C Morey BA (Hons) ACA

REFERENCE AND ADMINISTRATIVE DETAILS

Auditors
TC Group
Statutory Auditors
The Courtyard,
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN

Solicitors
Warners Law LLP
16 South Park
Sevenoaks
Kent
TN13 1AN

Bankers
National Westminster Bank
2nd Floor
3 High Street
Maidstone
Kent
ME14 1HJ

STRUCTURE, GOVERNANCE AND MANAGEMENT

None of the Governors has any beneficial interest in the company. All the Governors are members of the company and guarantee to contribute £1 in the event of a winding up.

The Board of Governors meet once per term, with additional meetings when required. The main Sub Committee of the Governors is the Executive Committee, which was formed following an AGBIS review of Governance and replaces the Management Committee. The Executive Committee meets once a month to discuss the day to day matters concerned with the running of the School. Major items are passed to the Main Board for discussion, with the Executive Committee's recommendations. Currently J Fenn (Chairman), A Cunningham (Vice Chair), R Clark, K Buckland, N Kimber and P Bateman sit on this Committee, along with the Headmaster and Bursar.

Other permanent Sub Committees are the Education Committee, the Marketing Committee, ICT Committee and Estates Committee.

The day to day running of the School is delegated to the Senior Management Team, the members of which are: Headmaster, Deputy Head (Pastoral), Deputy Head (Academic), Bursar and Director of HR. The Headmaster and Bursar attend Governors and Executive Committee meetings. All the senior management team attends every full board meeting.

RECRUITMENT, INDUCTION AND TRAINING OF GOVERNORS.

Appointment and re-appointment of Governors

The Articles of Association allow for there to be between seven and twenty appointed Governors. There are currently ten governors on the Board. Governors are appointed by the existing Board members in the first instance and they are then formally elected at the next AGM. One-third of the Governors are re-elected each year.

RECRUITMENT, INDUCTION AND TRAINING OF GOVERNORS - continued

Training

During the year, the Governors were trained in safeguarding, Bullying & Harassment and cyber security and have undertaken online training using various Educare courses. All Governors are made aware of other briefing documents provided by AGBIS, ISBA and other recognised bodies.

SENIOR MANAGEMENT PAY POLICY

In line with pay for all staff, the Senior Management pay is determined by the Governors. In deciding the level of remuneration, the Committee take into account, amongst other things, the current market demand for teachers, the financial strength of the School, the economic outlook, the performance of the relevant individuals, and the 'going rate for remuneration' of senior management in the local independent school market. Details of key management personnel pay are shown in note 10 of the accounts.

EMPLOYMENT POLICY

The School is an equal opportunities employer. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs. Consultation with employees has continued at all levels with the aim of taking their views into account when decisions are made that are likely to affect their interests. A full staff survey of their views is conducted annually and points raised are discussed and where possible actioned.

CHARITABLE OBJECTS

The objects of the School as set out in the Articles of Association are to advance the education of boys and girls by the provision of a school or schools based on a strong Christian foundation and tolerant of other faiths. The Governors regard the reference to toleration of other faiths as including toleration of no faiths. They also regard the reference to boys and girls as extending to all children, however they identify themselves. In setting the School's objectives the Governors have given careful consideration to the Charity Commission's general guidance on public benefit.

AIMS AND OBJECTIVES

The School provides education to children and is committed to providing young people with an education for life in a changing world.

It is our policy for the School to help pupils achieve their highest academic potential as well as providing an extra-curricular programme which aims to develop life-long interests and to help build self-confidence and a desire to contribute to the community.

The School aims to play its part in the wider community including making facilities available to selected outside bodies, where possible and subject to any planning constraints.

The School aims to give means-tested financial assistance to the parents of some pupils who might otherwise find the full fee a limiting factor to sending their children to the School.

The School aims to build relationships with educational establishments in the Maintained Sector.

Whilst the physical development of the School is regulated by the planning authorities, the School is conscious of its impact on the local community and remains sympathetic to any relevant points made by them.

PRINCIPAL ACTIVITIES OF THE YEAR

As already stated, the School advances the education of children by the provision of a school based upon a strong Christian foundation and tolerant of other faiths.

ACHIEVEMENTS AND PERFORMANCE

In the 2024-25 school year there were an average of 346 pupils in the school (in 2023-24 there were 360) of whom 44 were boarders (in 2023 there were 62). Boarding pupils are primarily British, although there were a number from overseas countries and these were largely from Europe, Africa and the Far East.

It is clear that the school's promotion of wellbeing and happiness strikes a chord with prospective parents, coupled with the last ISI inspection result in April 2023 where the school was rated as Excellent in both academic and other achievements as well as pupils' personal development. The whole Bethany community was immensely proud of these achievements. As a result, Year 7 intake has been strong compared to other competitor schools against a challenging climate for all Independent Schools.

The ratio of boys to girls remains at 2:1. We were (once again) delighted with this year's GCSE and A Level results which were terrific and compared very well to national results. Grades at both A Level and GCSE were well above national norms, despite an ability profile at GCSE in line with the national average and that at A level below. In fact the 41% A*/A grades at A level ensure that Bethany was 53rd in the top 100 boarding and day schools nationally which was a fabulous achievement.

As usual all of the pupils who wished to go to university gained entry to their preferred places of study. Given the breadth of curriculum that we offer at A Level, we were naturally delighted that our creative and artistic pupils were once again able to pursue their talents in their chosen destinations.

Once more, our GCSE and A level pupils were incredibly well supported by our dedicated staff and they also worked extremely hard in tandem with the pupils, which enabled such great successes to be obtained.

Bethany has intentionally kept its range of GCSE and A Level/Level 3 subjects broad, so that we can meet the needs of our creative and artistic pupils.

We were pleased that we were able to hold our annual charity walk in September, with pupils raising a grand total of £6,152 for charities nominated by each year group. We also hosted our annual sports afternoon the same month.

We had our first Open Morning of the year in September which was very well attended as were the other three.

Many of the much-loved school events took place this year; for example the Friends of Bethany School (our own busy parents' association) organised a most successful disco for pupils in Years 7 to 9 in the Assembly Hall in November and a Quiz night in October, as well as supporting the many school events supplying drinks and snacks for the attendees.

Both the Christmas Concert and Christmas Carol Service were well attended. Each of our 7 year groups had school-based celebratory Christmas parties before the end of term.

The Duke of Edinburgh Award Scheme continued apace with continued high numbers of pupils taking part at Bronze, Silver and Gold award levels. The central Christian ethos of the school was maintained with all of our pupils attending weekly chapel services. The professional development of staff continues, with further sharing of expertise in terms of IT and Microsoft Teams, as well as the introduction of teachers videoing themselves in lessons so that their practice could be constructively analysed by both themselves and colleagues. It is a continued desire at Bethany to continually improve and evaluate teaching and learning as this maximises the pupils' learning experiences at Bethany.

Sport continues to be an important part of school life not only creating shared passions but also actively promoting team building skills. More than ever we are creating sporting opportunities, including matches, coached by experts in their chosen sport, for as many pupils as possible. Results are improving as Bethany grows its name in the school sport arena.

As always many excellent trips took place across the year ranging from geography fieldwork to Maths challenges to trips to theatres for English, Media, RS and Dance as well as a swim tour to Greece, a first for Bethany. Enrichment week including trips to Bewl Water, Port Lympne, St Andrews Lake, Bedgebury and Thorpe Park amongst the highlights.

Once again Bethany has retained its Microsoft Showcase status; we remain amongst a small number of schools who have been successful in the application.

Project Based Learning has now been embedded into the Key Stage Three curriculum. In these projects, pupils focus on the development of learning skills rather than knowledge, so that they understand why the knowledge they are learning is required in real life situations. Our Year 8s carried out a project to design and cost a vision for a refurbishment of Phoebe's garden, commemorating a past teacher of the school. The judging panel was pleasantly surprised by the creativity and thoughtfulness of the pupils' ideas. The winning team are seeing their plans come to fruition soon.

ACHIEVEMENTS AND PERFORMANCE – continued

Overseas pupils enjoy support with learning English as an Additional Language (EAL) to enable them to fully engage in our varied and full curriculum.

A huge number of talented pupils took to the stage, for the first time in our superb Performing Art Centre, which we proudly opened in October 2024 and we were grateful to Hannah Lowther herself a West End star who presided over the official opening. The new theatre welcomed donors over three nights with the audience enjoying song, dance and music from a wide range of pupils. Later in the year the pupils presented their representation of Little Shop of Horrors, the stage graced with a huge green, talking, pupil-eating triffid and magnificently acted and sung by all the cast. Truly brilliant to see this in the new theatre allowing our talented pupils to show off their skills to their best. Our thanks go to all those who donated to the fundraising appeal and the teams who came together to get the build finished and within budget. Well done all.

Above all Bethany's community knows how to have fun and highlights for the year involved two unnamed teachers dressed as Batman and Robin, musical showcases amidst lots of smiling faces, fantastic high kicks and flicks from dance workshops, our brand new football excellence pathway, linking with Maidstone United for our more talented players, colour runs for diversity week, Bake off challenges and trips to Chessington World of Adventures and Thorpe Park to name but a few.

There is never a dull week at Bethany.

FINANCIAL REVIEW

The School principally raises its funds from fees and related activities and has not engaged in appeals for many years until recently for the new Pengelly Performance Centre (Performing Art Centre). Up until now developments have either been financed from surpluses after ordinary expenditure, or by borrowing under strict rules to ensure that even in the face of a significant national financial crisis leading to a downturn in pupil numbers, the borrowing could be repaid.

The School generated total income of £8.81 million during the year (2024: £8.76 million), of which £7.90 million was generated from school fees (2024: £8.56 million). Expenditure totalled £8.95 million (2024: £8.93 million) which gave a deficit for the year of £134k (2024: deficit of £173k). Before depreciation the surplus was £375k (2024: £358k).

Total funds at 31 August 2025 were £16.16 million (2024: £16.30 million), of which £151k were held in the designated and restricted funds (2024: £1.55 million).

2024-25 turned out to be a milestone year not only for Bethany but all independent schools in England and Wales. A new government took the unprecedented step of imposing VAT on school fees from 1st January 2025. If this was not enough disruption the loss of business rate relief from April 2025 coupled with increases in National Living Wage and employer's National Insurance saw significant negative impact to the school's finances. As a school with substantial property we were disproportionately disadvantaged and whilst the vast majority of our pupils stayed with us often as a result of parents trying all they could to keep their children at the school undoubtedly this has had an impact on future pupil recruitment. The Senior Management team and all staff are working hard to recruit more pupils to our school. Balancing parental affordability with increased costs has not been straight forward and as a result the governors of the school decided to discount fees from 1st Jan 2025 by 10% thus restricting the % increase in fees to 8% post-VAT. Results for 2024-25 reflect this discount which was effectively funded from reserves. Boarding pupil numbers continue to be strained again government decisions not only from added VAT but also from stricter visa processes and increased costs make the UK less affordable than other cheaper schools in other countries. A UK school education has always been well regarded but when the cost to come and study in the UK rise excessively parents are looking elsewhere for cheaper options.

Reserves Policy

The School holds total unrestricted reserves of £16.01 million (2024: £14.75 million), which include tangible fixed assets of £18.73 million (2024: £18.44 million) and long-term bank loans of £2.85m (2024: £2.14m). Fixed assets include residential properties and, should it be necessary to call upon these, the houses could be sold individually without detriment to the School's operations.

The Governors have agreed to maintain one term's worth of working capital wherever possible.

Investment Powers, Policy and Performance.

The Articles of Association give the School wide investment powers. The School's investments in quoted shares which formed part of the Christopher Jackson Fund were disposed of in the year ended 31 August 2024 to help fund the development of the Performing Arts Centre. Note 15 provides detail of investment movements during the year.

Bursary Policy

This year the School awarded scholarships, bursaries and discounts of £858k (2024: £871k) which represented 10.1% of gross fee income (2024: 9.5%). In addition, the school provided some hardship funding for those pupils who are paid for in full as part of an humanitarian need. The Governors' policy, in line with that of most other independent schools, is to award Scholarships based on ability and bursaries based on need.

All Bursaries are means tested on application by an external assessment company.

Asset cover for funds

Note 24 sets out an analysis of these assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet the School's obligations on a fund by fund basis.

Risk Management

The Governors are responsible for the management of the risks faced by the School. Risks are identified, assessed and controls established throughout the year. The Board reviews the full Risk Assessment annually in March, and Risk is a standing item on the agenda for other Board Meetings and all Executive Committee meetings.

The Governors consider the major potential risks to the School to be:

Challenging economic and political environments, including the introduction of VAT on private tuition, adversely affecting pupil numbers, inflationary impacts and fee levels.
Loan financing challenges.
Impact of financial challenges on pupil recruitment and retention.
Inflationary pressures on certain costs.
Competition from both independent and state schools for pupils
Ensuring Safe-guarding and Inspection in an increasingly regulated environment.
Affordability of site developments and improvements.

The key controls used by the School to mitigate risks include:

Strategic planning and scenario setting.
Comprehensive strategic planning, budgeting and management accounting.
Formal agenda for Committee and Board activities.
Detailed Terms of reference for all Committees.
Established organisational structure and lines of reporting.
Formal written policies
Clear authorisation and approval levels.
Safer recruitment as required by law for the protection of the vulnerable.
Staff training, Child Protection and safeguarding.
Robust balance sheet, asset rich.

Through the risk management processes established by the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that the systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

COMMUNITY LINKS AND THE PUBLIC BENEFIT

The school continued to improve its links with the local community. Our Friday afternoon enrichment program ensured that the Duke of Edinburgh Award Scheme pupils assisted the local community in a range of services. A variety of charities benefitted from fundraising activities of Bethany pupils during the year. These included: Marden Foodbank, Oddballs, Shelter, Porchlight and the Samaritans. The Charity Walks supported Cancer research, Brain Tumour Charity, Cystic Fibrosis Trust and Stop the Traffik. All charities were chosen by our pupils. Some of the charitable activities included a bake off, wear something purple, treadmill challenge, cake sales for diversity week and the icy cold ice bucket challenge which raised funds in increasing value to ensure the Headmaster was the last of a long list of prefects and senior staff to get wet and cold!

We were delighted that our annual summer schools returned in July and August. We continue to offer the use of school facilities for many local schools and community clubs both during the day and in the evenings. Our pupils support local state primary schools, the Big Cat Sanctuary and the Marden Foodbank as part of their enrichment program. In addition our six lane pool hosts much needed swimming lessons for local primary schools.

The school offered 10.1% of its fee income in Scholarships, Bursaries and Fees subsidies.

62	Pupils received Means Tested Bursaries ranging from 10% awarded to a full 100% for our pupils from war torn countries.
57	Pupils received a Sibling Discount (10%).
93	Pupils received Scholarships – Academic, Art, Dance, Drama, Music, Drama Sport and Technology which ranged from 10-20% of fees.
1	Pupil received Services or Clergy bursary (10%).

One teacher and one governor act as governors for local primary schools.

DEVELOPMENT AND FUTURE PLANS

Following the granting of planning permission for the Pengelly Performance Centre (PPC) in July 2020, a fundraising appeal, which was set up in January 2021, had an initial fundraising target of £800,000. This has been surpassed and raising over £1 million to help fund the construction of the PPC. Construction is now complete and the Pengelly Performance Centre opened in September 2024.

Maintenance was carried out to existing buildings, and this included but was not limited to:-

- Refurbishment of the Mount boarding house bathrooms, a remodel inside and decoration throughout.
- Ongoing refurbishment of the various residential properties
- New boilers in various areas of the site
- Repair and renewal of many doors and windows.
- Much needed roof repairs, LED lighting and a new indoor and outdoor play equipment, kindly donated by the Friends of Bethany School.
- New minibus leased and one second hand purchased.

We welcome Mr Paul Jones to Bethany as our new Headmaster upon the retirement of our existing Headmaster of 16 years, Mr Francie Healy. Paul will take up his post officially in September 2026 and is already meeting staff, parents, pupils and prospective pupils at various school events until he takes up his new post.

REPORTABLE INCIDENTS

During the year there have been no incidents which required notification to the Charity Commission.

BETHANY SCHOOL

REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2025

STATEMENT OF GOVERNORS' RESPONSIBILITIES
The governors (who are also the directors of Bethany School for the purposes of company law) are responsible for preparing the Report of the Governors and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the governors to prepare financial statements for each financial year. Under that law, the governors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those 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;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the governors are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

AUDITORS
The auditors, TC Group, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the governors, incorporating a strategic report, approved by order of the board of governors, as the company directors, on ...14th MARCH 2026... and signed on the board's behalf by:

.....
J M Fenn - Governor

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL

Opinion

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

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2025 and of its incoming resources and application of resources 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the governors' 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 governors with respect to going concern are described in the relevant sections of this report.

Other information

The governors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Governors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Governors has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Governors.

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL

Responsibilities of governors
As explained more fully in the Statement of Governors' Responsibilities, 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.

Our 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:
- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with the governors and other management (as required by auditing standards), and discussed with the governors and other management the policies and procedures regarding compliance with laws and regulations;
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, school inspections, keeping children safe in education (statutory guidance), DBS checks, employment law and Keeping Children Safe in Education under section 175 of the Education Act 2002. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the governors and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charitable company's operations, the control environment and business performance;
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charitable company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those procedures and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Our responsibilities for the audit of the financial statements - continued
Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 Report of the Independent Auditors.

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 auditors' 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.

TC Group

Mark Cummins FCCA (Senior Statutory Auditor)
for and on behalf of TC Group
Statutory Auditors
The Courtyard,
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN

Date: 31 March 2026

BETHANY SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted fund £	Designated fund £	Endowment fund £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies		91,785	-	-	91,785	116,824
Gift aid		20,941	-	-	20,941	25,086
Charitable activities	3	7,740,818	-	-	7,740,818	8,421,340
Other trading activities	4	161,386	-	-	161,386	136,867
Investment income	5	85,304	-	-	85,304	61,281
Other income	6	710,869	-	-	710,869	-
Total		8,811,103	-	-	8,811,103	8,761,378
EXPENDITURE ON						
Raising funds	7	-	-	-	-	1,047
Charitable activities	7	8,935,486	9,812	-	8,945,298	8,932,160
Total		8,935,486	9,812	-	8,945,298	8,933,207
Net realised gains/(losses) on investments		-	-	-	-	(763)
NET EXPENDITURE		(124,383)	(9,812)	-	(134,195)	(172,592)
Transfers between funds	25	1,391,327	(1,391,327)	-	-	-
Net movement in funds		1,266,944	(1,401,139)	-	(134,195)	(172,592)
RECONCILIATION OF FUNDS						
Total funds brought forward		14,745,075	1,551,139	1,347	16,297,561	16,470,153
TOTAL FUNDS CARRIED FORWARD		16,012,019	150,000	1,347	16,163,366	16,297,561
CONTINUING OPERATIONS						

All income and gains for the period are recognised above All of the company's activities are classified as continuing. The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006

The notes form part of these financial statements

BETHANY SCHOOL

BALANCE SHEET
31 AUGUST 2025

	Notes	2025 £	2024 £
FIXED ASSETS			
Intangible assets	13	32,196	36,219
Tangible assets	14	18,731,455	18,443,091
Investment property	15	650,000	650,000
		19,413,651	19,129,310
CURRENT ASSETS			
Stocks	16	12,646	24,473
Debtors	17	703,021	2,816,890
Cash at bank	18	3,669,983	5,055,248
		4,385,650	7,896,611
CREDITORS			
Amounts falling due within one year	19	(3,730,482)	(6,351,444)
NET CURRENT ASSETS		655,168	1,545,167
TOTAL ASSETS LESS CURRENT LIABILITIES		20,068,819	20,674,477
CREDITORS			
Amounts falling due after more than one year	20	(3,905,453)	(4,376,916)
NET ASSETS		16,163,366	16,297,561
FUNDS			
Unrestricted funds		16,012,019	14,745,075
Designated funds	25	150,000	1,551,139
Endowment funds	26	1,347	1,347
TOTAL FUNDS		16,163,366	16,297,561

These financial statements have been prepared in accordance with the provisions relating to medium-sized companies.

The financial statements were approved by the Board of Governors and authorised for issue on 14th March 2026 and were signed on its behalf by:

.....
J M Fenn - Governor

Registered Company number
00624273 (England and Wales)

The notes form part of these financial statements

BETHANY SCHOOL

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	(2,097,948)	3,446,419
Net cash (used in)/provided by operating activities		(2,097,948)	3,446,419
Cash flows from investing activities			
Purchase of intangible fixed assets		-	(6,660)
Purchase of tangible fixed assets		(794,523)	(5,261,038)
Sale of tangible fixed assets		710,869	139,184
Sale of fixed asset investments		-	1,250,108
Interest received		85,304	51,803
Dividends received		-	9,478
Net cash provided by/(used in) investing activities		1,650	(3,817,125)
Cash flows from financing activities			
New loans in year		1,472,042	2,137,958
Loan repayments in year		(761,009)	(609,833)
Net cash provided by financing activities		711,033	1,528,125
Change in cash and cash equivalents in the reporting period		(1,385,265)	1,157,419
Cash and cash equivalents at the beginning of the reporting period		5,055,248	3,897,829
Cash and cash equivalents at the end of the reporting period		3,669,983	5,055,248

The notes form part of these financial statements

BETHANY SCHOOL

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2025

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(134,195)	(172,592)
Adjustments for:		
Depreciation charges	510,182	531,435
Losses on investments	-	763
(Profit)/loss on disposal of fixed assets	(710,869)	3,400
Interest received	(85,304)	(51,803)
Dividends received	-	(9,478)
Decrease/(increase) in stocks	11,827	(10,723)
Decrease/(increase) in debtors	2,113,869	(617,503)
(Decrease)/increase in creditors	(3,803,458)	3,772,920
Net cash (used in)/provided by operations	(2,097,948)	3,446,419

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.24 £	Cash flow £	At 31.8.25 £
Net cash			
Cash at bank	5,055,248	(1,385,265)	3,669,983
	5,055,248	(1,385,265)	3,669,983
Debt			
Debts falling due within 1 year	(50,140)	(100,280)	(150,420)
Debts falling due after 1 year	(2,087,818)	(610,753)	(2,698,571)
	(2,137,958)	(711,033)	(2,848,991)
Total	2,917,290	(2,096,298)	820,992

The notes form part of these financial statements

1. CHARITY INFORMATION

Bethany School is a charitable company limited by guarantee incorporated in England (charity number 307937, company number 00624273) and operates from its registered office Curtisden Green, Goudhurst, Kent TN17 1LB.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Preparation of the accounts on a going concern basis
The Governors consider that there are no material uncertainties about the School's ability to continue as a going concern.

Statement of cash flows
The School's cashflow statement reflects the presentation requirements of FRS102. In addition, the cash flow statement reconciles cash and cash equivalents whereas under previous UK GAAP the statement reconciled to cash.

Income
All income is recognised in the Statement of Financial Activities once the school has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

School fee income is accounted for on a receivable basis and consists of charges billed for the school year ended 31 August 2025, less bursaries and allowances. Fees received for education to be provided in future years are carried forward as deferred income. Value Added Tax (VAT) was chargeable on School Fees from 1 January 2025. Therefore, from this date fee income is included net of VAT.

Donations are accounted for once the school has entitlement to the gift, it is probable that the income will be received and the amount can be measured reliably.

Investment income is accounted for when it is receivable and the amount can be measured reliably.

There are no restrictions on the incoming resources of the endowment fund.

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

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Up to 31 December 2024, the irrecoverable element of value added tax (VAT) is included with the item of expense to which it relates. From 1 January 2025, the School can reclaim VAT where appropriate on expenditure so expenses reflect the cost excluding VAT.

Support costs are allocated to the cost of raising funds and charitable activities on the basis of an appropriate apportionment of resources and activities.

Governance costs have been allocated in line with administration costs and include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the School.

continued...

2. ACCOUNTING POLICIES - continued

Tangible fixed assets and depreciation
Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land is not depreciated.

Assets under construction are not depreciated until they are available for use.

Buildings	1% - 4% on cost
Fixtures, fittings & equipment	20% on cost
Motor vehicles	20% on cost

The School has amended its depreciation policy in the year ended 31 August 2025 to depreciate some buildings by 1% on an 'on-cost' basis. It is the School's policy to capitalise all items of a capital nature over £5,000.

Investment property
Investment property is included at fair value. Gains and losses are recognised through the Statement of Financial Activities.

Stock
Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

Fund accounting
Unrestricted funds are general funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the School and which have not been designated for other purposes.

Designated, Restricted and Endowment funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign exchange
Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange differences are dealt with through the Statement of Financial Activities.

Pension costs and other post-retirement benefits
The School contributes to personal pension schemes for other teachers and non-teaching staff. These schemes are defined contribution schemes. The assets of the schemes are held separately from those of the School in independently administered funds. Contributions payable for the year are charged to the Statement of Financial Activities. The School has no other liabilities under these schemes.

Employee benefits
Short term employee benefits including holiday pay are recognised in the Statement of Financial Activities in the period in which the service is rendered. Termination benefits are accounted for on an accrual basis and in accordance with FRS102.

Donations of goods, services and facilities
Donated goods, professional services and facilities are recognised as income when the School has control over the item or has received the service, any conditions associated with the donation have been met, the receipt of the economic benefit from the use of an item by the school is probable, and that economic benefit can be measured reliably.

On receipt, donated goods, professional services and facilities are recognised on the basis of the value of the gift to the School which is the amount the School would have been willing to pay to obtain the goods, services or facilities on the open market; a corresponding amount is then recognised in the expenditure in the period of receipt.

continued...

2. ACCOUNTING POLICIES - continued

Donations of goods, services and facilities
Goods donated for on-going use by the School in carrying out its day to day activities are recognised as tangible fixed assets.

Operating leases
Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

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

Cash at bank and in hand
Cash at bank and 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.

Creditors and provisions
Creditors and provisions are recognised when the School has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments
The School only has financial assets and financial liabilities of a kind that qualify as basic financial instruments under FRS102. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Critical accounting estimates and judgements
In the application of the School's accounting policies, the Governors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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.

The Governors do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

3. CHARITABLE ACTIVITIES

	Unrestricted funds £	Designated funds £	Endowment funds £	Total 2025 £	Total 2024 £
School fees	8,459,153	-	-	8,459,153	9,125,757
Registration fees	13,393	-	-	13,393	11,548
Transport income	278,340	-	-	278,340	283,909
Sub-Total	8,750,886	-	-	8,750,886	9,421,214
Bursaries and scholarships	(857,784)	-	-	(857,784)	(870,503)
Hardship discount	(152,284)	-	-	(152,284)	(129,371)
	7,740,818	-	-	7,740,818	8,421,340

continued...

4. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Designated funds £	Endowment funds £	Total 2025 £	Total 2024 £
Rental income	161,386	-	-	161,386	136,867
	161,386	-	-	161,386	136,867

5. INVESTMENT INCOME

	Unrestricted funds £	Designated funds £	Endowment funds £	Total 2025 £	Total 2024 £
Income from listed investments	-	-	-	-	9,478
Interest received	85,304	-	-	85,304	51,803
	85,304	-	-	85,304	61,281

6. OTHER INCOME

	Unrestricted funds £	Designated funds £	Endowment funds £	Total 2025 £	Total 2024 £
Profit on disposal of tangible fixed assets	710,869	-	-	710,869	-
	710,869	-	-	710,869	-

continued...

7. EXPENDITURE

	Staff Costs	Depreciation	Other Costs	Total 2025	Total 2024
	£	£	£	£	£
Raising funds					
Investment management fees	-	-	-	-	1,047
Total costs of raising funds	-	-	-	-	1,047
Charitable activities Education					
Teaching costs	2,817,737	9,812	244,498	3,072,047	3,124,823
Welfare costs	269,018	-	761,139	1,030,157	994,061
Premises costs	772,737	500,370	1,351,662	2,624,769	2,811,579
Support costs	1,165,356	-	842,691	2,008,047	1,912,547
Finance costs	-	-	181,054	181,054	63,044
Governance costs	-	-	29,224	29,224	22,706
Loss on disposal of tangible fixed asset	-	-	-	-	3,400
Total charitable activities	5,024,848	510,182	3,410,268	8,945,298	8,932,160
Total expenditure	5,024,848	510,182	3,410,268	8,945,298	8,933,207

Governance costs include payments of £16,600 (2024: £16,500) for audit fees and payments of £nil (2024: £1,350) for other non-audit services.

Net income is stated after charging £94,325 (2024: £81,090) to operating lease rentals included within premises costs, £35,302 (2024: £24,218) to operating lease rentals included within teaching and support costs and interest charged on bank loans of £178,561 (2024: £59,045) included within finance costs.

Of costs relating to raising funds, £nil (2024: £1,047) relates to the designated fund. Of costs relating to charitable activities, £9,812 (2024: £19,623) relates to the designated fund.

8. SUPPORT COSTS

	2025	2024
	£	£
Support staff costs	1,165,356	1,150,651
Marketing costs	86,979	106,387
Computer costs	218,851	210,590
Post & stationery	33,994	40,800
Staff welfare & other staff costs	98,245	72,819
Staff recruitment	63,210	6,445
Telephone	15,239	16,698
Overseas recruitment & commission	113,276	90,246
Professional fees	61,330	109,530
Travel & subsistence	2,189	3,476
Subscriptions	12,555	39,033
Miscellaneous costs	32,221	65,872
Partial exemption VAT adjustment	104,602	-
	2,008,047	1,912,547

continued...

9. GOVERNORS' REMUNERATION AND BENEFITS

None of the Governors (or any persons connected with them) received any remuneration during this year or the prior year.

Governors' expenses

One Governors was reimbursed a total of £254 for travel expenses in this financial period (2024: no Governors were reimbursed).

No amounts were due to or from Governors at the balance sheet date (2024: £nil).

10. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	4,085,997	4,084,254
Social security costs	398,732	381,546
Other pension costs	540,120	610,748
	5,024,848	5,076,548

The average monthly number of employees during the year was as follows:

	2025	2024
Teaching	42	43
Administration	53	57
Welfare and premises	46	50
	141	150

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025	2024
£60,000 - £70,000	1	2
£70,001 - £80,000	1	2
£80,001 - £90,000	2	1
£110,001 - £120,000	-	1
	4	6

Contributions totalling £72,415 (2024: £100,269) were made during the year to pension schemes on behalf of employees whose employee benefits exceed £60,000.

The key management personnel of the school are the headmaster, the bursar, the HR manager, the deputy head academic, the pastoral deputy and the director of marketing & admissions. The director of marketing & admissions role ceased in March 2025. The total employee benefits including pension contributions for the key management personnel were £544,699 (2024: £628,974).

During the year, £6,428 was paid in relation to redundancy pay (2024: £nil), £10,948 in relation to payments in lieu of notice (2024: £nil) and £12,000 in relation to ex-gratia payments (2024: £nil).

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2024

	Unrestricted fund £	Designated fund £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	116,824	-	-	116,824
Gift Aid	25,066	-	-	25,066
Charitable activities	8,426,662	(5,322)	-	8,421,340
Other trading activities	136,867	-	-	136,867
Investment income	51,803	9,478	-	61,281
Total	8,757,222	4,156	-	8,761,378
EXPENDITURE ON				
Raising funds	-	1,047	-	1,047
Charitable activities	8,912,537	19,623	-	8,932,160
Total	8,912,537	20,670	-	8,933,207
Net gains/(losses) on investments	-	(763)	-	(763)
NET INCOME/(EXPENDITURE)	(155,315)	(17,277)	-	(172,592)
Transfers between funds	1,258,561	(1,258,561)	-	-
Net movement in funds	1,103,246	(1,275,838)	-	(172,592)
RECONCILIATION OF FUNDS				
Total funds brought forward	13,641,829	2,826,977	1,347	16,470,153
TOTAL FUNDS CARRIED FORWARD	14,745,075	1,551,139	1,347	16,297,561

continued...

12. TAXATION

The school is a Registered Charity (number 307937). All activities are undertaken to fulfil the primary objectives of the charity and are therefore exempt under Part 11 of the Corporation Tax Act 2010.

13. INTANGIBLE FIXED ASSETS

	Website £
COST	
At 1 September 2024 and 31 August 2025	40,230
AMORTISATION	
At 1 September 2024	4,011
Charge for year	4,023
At 31 August 2025	8,034
NET BOOK VALUE	
At 31 August 2025	32,196
At 31 August 2024	36,219

Intangible assets relate to website development.

14. TANGIBLE FIXED ASSETS

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Totals £
COST				
At 1 September 2024	23,084,079	1,282,184	212,233	24,578,496
Additions	584,846	191,177	18,500	794,523
At 31 August 2025	23,668,925	1,473,361	230,733	25,373,019
DEPRECIATION				
At 1 September 2024	5,319,503	721,593	94,309	6,135,405
Charge for year	290,301	177,332	38,526	506,159
At 31 August 2025	5,609,804	898,925	132,835	6,641,564
NET BOOK VALUE				
At 31 August 2025	18,059,121	574,436	97,898	18,731,455
At 31 August 2024	17,764,576	560,591	117,924	18,443,091

Included within land and buildings is freehold land of £1,700,855 (2024: £1,700,855) which is not depreciated.

Two properties were sold during the year, these properties had nil net book value at 1 September 2024 and their individual cost could not be established.

continued...

15. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 September 2024 and 31 August 2025	650,000
NET BOOK VALUE	
At 31 August 2025	650,000
At 31 August 2024	650,000

Investment property is deemed to be a fair value and has, therefore, not been revalued.

16. STOCKS

	2025 £	2024 £
Stocks	12,646	24,473

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	305,951	2,510,472
Other debtors	49,919	89,931
Accrued income	53,087	24,875
Prepayments	294,064	191,612
	703,021	2,816,890

18. CASH AT BANK

	Unrestricted fund £	Designated Fund £	Endowment Funds £	Total 2025 £	Total 2024 £
Operational cash	2,865,559	803,077	1,347	3,669,983	5,055,248
Total	2,865,559	803,077	1,347	3,669,983	5,055,248

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Bank loans and overdrafts (see note 22)	150,420	50,140
Trade creditors	360,730	298,311
Social security and other taxes	97,739	87,702
VAT	20,843	-
Deferred income – fees paid in advance of Autumn Term	1,074,148	745,480
Deferred income – fees paid in advance under Advance Fee Scheme	1,195,589	4,492,064
Accrued expenses	831,013	677,747
	3,730,482	6,351,444

Deferred income represents fees in advance for future academic terms or years. Where these fees have been settled under a formal fees in advance scheme, these are shown separately from any receipts for Autumn term fees paid in 2024-25 ahead of the start of term in 2025-26.

continued...

20. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2025	2024
	£	£
Bank loans (see note 22)	2,698,571	2,087,818
Deferred income – fees paid in advance under Advance Fee Scheme	1,206,882	2,289,098
	3,905,453	4,376,916

21. DEFERRED INCOME

An analysis of the maturity of deferred income is given below:

	2025	2024
	£	£
Amounts relating to terms within one year:		
Deferred income	2,269,737	5,237,544
Amounts relating to terms between one and two years:		
Deferred income - 1-2 years	623,997	1,036,171
Amounts relating to terms between two and five years:		
Deferred income - 2-5 years	558,585	1,184,887
Amounts relating to terms in more than five years:		
Deferred income – over 5 years	24,300	68,040
Total:		
Deferred income	3,476,619	7,526,642

22. LOANS

An analysis of the maturity of loans is given below:

	2025	2024
	£	£
Amounts falling due within one year on demand:		
Bank loans	150,420	50,140
Amounts falling due between one and two years:		
Bank loans - 1-2 years	150,420	150,420
Amounts falling due between two and five years:		
Bank loans - 2-5 years	451,260	451,260
Amounts falling due in more than five years:		
Bank loans – over 5 years	2,096,891	1,486,138
Total:		
Bank loans	2,848,991	2,137,958

continued...

22. LOANS – continued

The School was provided with a new loan during the last financial year to assist with the development of the premises and, in particular, the Performing Arts Centre.

The total loan amount agreed of £3,610,000 has now been fully drawn down. Repayments were made during the year amounting to £761,009. The bank loans are secured by a fixed charge over certain freehold properties.

Details of the bank loans are as follows:

Loan - £2,848,991 - interest charged at 1.5% above base, repayable by 31/03/49.

23. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025	2024
	£	£
Within one year	117,261	125,535
Between one and two years	81,108	109,552
Between two and five years	98,305	135,325
	296,674	370,412

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Designated fund
	£	£
Fixed assets	18,763,651	-
Investments	650,000	-
Current assets	4,234,303	150,000
Current liabilities	(3,730,482)	-
Long term liabilities	(3,905,453)	-
	16,012,019	150,000

	Endowment funds	2025 Total funds	2024 Total funds
	£	£	£
Fixed assets	-	18,763,651	18,479,310
Investments	-	650,000	650,000
Current assets	1,347	4,385,650	7,896,611
Current liabilities	-	(3,730,482)	(6,351,444)
Long term liabilities	-	(3,905,453)	(4,376,916)
	1,347	16,163,366	16,297,561

continued...

25. DESIGNATED FUNDS

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2024	Income	Expenditure	Transfer between funds	Balance at 31 August 2025
	£	£	£	£	£
Special projects	150,000	-	-	-	150,000
Christopher Jackson fund	1,401,139	-	(9,812)	(1,391,327)	-
	1,551,139	-	(9,812)	(1,391,327)	150,000

Designated funds represent amounts set aside for special projects at the discretion of the Governors.

The income in the Christopher Jackson fund represents the school's dividend and interest income of £nil (2024: £9,695) for investments held as part of the fund, bursaries and scholarships of £nil (2024: £218). The expenditure in the fund comprises £nil (2024: £1,047) of investment management fees and £9,812 (2024: £19,623) of depreciation. At the year end, it was decided by the Governors that the Christopher Jackson Fund be transferred to Unrestricted funds.

26. ENDOWMENT FUNDS

The income funds of the charity include the following endowment funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2024	Income	Expenditure	Balance at 31 August 2025
	£	£	£	£
Permanent endowments				
Jane Tomkinson	1,347	-	-	1,347
	1,347	-	-	1,347

The permanent endowment funds comprise the Jane Tomkinson Art Bursary.

continued...

27. EMPLOYEE BENEFIT OBLIGATIONS

The School holds a defined contribution scheme with Royal London. The pension charge for the year includes contributions payable to Royal London of £911,118 and this includes salary sacrifice arrangements (2024: £462,298) and at the year end £76,563 (2024: £79,440) was due to Royal London in respect of contributions to this scheme.

28. CAPITAL COMMITMENTS

At the balance sheet date, the school had capital commitments in respect of the Performing Arts Centre totalling £15,000.

29. RELATED PARTY DISCLOSURES

Total donations received from related parties during the year ended 31 August 2025 amounted to £1,406 (2024: £8,524).

There were no further related party transactions during the year other than those with Governors as detailed in note 9.

30. ULTIMATE CONTROLLING PARTY

The company, which is registered in England & Wales, is limited by guarantee and has no share capital. In the event of the charity being wound up and unable to meet its liabilities, each of the Governors undertakes to contribute such amounts as may be required up to a maximum of £1.

No one party has overall control of the school.

BETHANY SCHOOL

England & Wales - Charity number 307937

Accounts

REGISTERED COMPANY NUMBER: 00624273 (England and Wales)
REGISTERED CHARITY NUMBER: 307937

REPORT OF THE GOVERNORS AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

FOR

BETHANY SCHOOL

BETHANY SCHOOL

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

	Page
Report of the Governors	1 to 7
Report of the Independent Auditors	8 to 10
Statement of Financial Activities	11
Balance Sheet	12
Cash Flow Statement	13
Notes to the Cash Flow Statement	14
Notes to the Financial Statements	15 to 27

BETHANY SCHOOL

REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2024

The governors who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2024. The governors have adopted the provisions of 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) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
00624273 (England and Wales)

Registered Charity number
307937

Registered office
Bethany School
Curtisden Green
Goudhurst
CRANBROOK
Kent
TN17 1LB

Trustees
The Governors, who are also the Directors for the purpose of company law, who served during the year were:

J M Fenn LLB	- Chairman
W S Kent	- Vice Chairman – resigned on 31/08/24
K Buckland BA FCA	- Treasurer
R C Clark BA MD (Ed)	
N P Kimber BSc FCA	
A Cunningham	- Vice Chairman from 31/08/24
P B Askew	- resigned 31/08/24
L Roberts	
E Connell	
M Harman	- resigned 31/08/24
D Shaw	- resigned 16/11/24
G Power	
A Scott	
M Kellett	- appointed 01/12/23
P Bateman	- appointed 16/11/24

Headmaster

F Healy BSc HDipEd NPQH

Bursar and Company Secretary

C Morey BA (Hons) ACA

Auditors
TC Group
Statutory Auditors
The Courtyard,
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors
Warners Law LLP
16 South Park
Sevenoaks
Kent
TN13 1AN

Investment Advisors
Rathbone Investment Management Limited
Port of Liverpool Building
Pier Head
Liverpool
L3 1NW

Bankers
National Westminster Bank
Longford House
19 Mount Ephraim
Tunbridge Wells
TN4 8AE

STRUCTURE, GOVERNANCE AND MANAGEMENT

None of the Governors has any beneficial interest in the company. All the Governors are members of the company and guarantee to contribute £1 in the event of a winding up.

The Board of Governors meet once per term, with additional meetings when required. The main Sub Committee of the Governors is the Executive Committee, which was formed following an AGBIS review of Governance and replaces the Management Committee. The Executive Committee meets once a month to discuss the day to day matters concerned with the running of the School. Major items are passed to the Main Board for discussion, with the Executive Committee's recommendations. Currently J Fenn (Chairman), A Cunningham (Vice Chair), R Clark, K Buckland and N Kimber sit on this Committee, along with the Headmaster and Bursar.

Other permanent Sub Committees include the Education Committee, the Marketing and Development Committee, ICT Committee and Estates Committee. The following School Committees, which have Governor representation, met during the year:

Health & Safety Committee

The Day to Day running of the School is delegated to the Senior Management Team, the members of which are: Headmaster, Deputy Head (Pastoral), Deputy Head (Academic), Bursar, Director of HR and Director of Marketing & Admissions. The Headmaster and Bursar attend Governors and Executive Committee meetings. All the senior management team attends every full board meeting.

RECRUITMENT, INDUCTION AND TRAINING OF GOVERNORS.

Appointment and re-appointment of Governors

The Articles of Association allow for there to be between seven and twenty appointed Governors. There are currently ten governors on the Board. Governors are appointed by the existing Board members in the first instance and they are then formally elected at the next AGM. One-third of the Governors are re-elected each year.

Training

During the year, the Governors were trained in safeguarding, Bullying & Harassment and have undertaken online training using Educare courses. All Governors are made aware of other briefing documents provided by AGBIS, ISBA and other recognised bodies.

SENIOR MANAGEMENT PAY POLICY

In line with pay for all staff, the Senior Management pay is determined by the Governors. In deciding the level of remuneration, the Committee take into account, amongst other things, the current market demand for teachers, the financial strength of the School, the economic outlook, the performance of the relevant individuals, and the 'going rate for remuneration' of senior management in the local independent school market. Details of key management personnel pay are shown in note 10 of the accounts.

EMPLOYMENT POLICY

The School is an equal opportunities employer. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs. Consultation with employees has continued at all levels with the aim of taking their views into account when decisions are made that are likely to affect their interests. A full staff survey of their views is conducted annually and points raised are discussed and where possible actioned.

CHARITABLE OBJECTS

The objects of the School as set out in the Articles of Association are to advance the education of boys and girls by the provision of a school or schools based on a strong Christian foundation and tolerant of other faiths. The Governors regard the reference to toleration of other faiths as including toleration of no faiths. They also regard the reference to boys and girls as extending to all children, however they identify themselves. In setting the School's objectives the Governors have given careful consideration to the Charity Commission's general guidance on public benefit.

AIMS AND OBJECTIVES

The School provides education to children and is committed to providing young people with an education for life in a changing world.

It is our policy for the School to help pupils achieve their highest academic potential as well as providing an extra-curricular programme which aims to develop life-long interests and to help build self-confidence and a desire to contribute to the community.

The School aims to play its part in the wider community including making facilities available to selected outside bodies, where possible and subject to any planning constraints.

The School aims to give means-tested financial assistance to the parents of some pupils who might otherwise find the full fee a limiting factor to sending their children to the School. In conjunction with this aim, the School continues to develop its Designated Funds.

The School aims to build relationships with educational establishments in the Maintained Sector.

Whilst the physical development of the School is regulated by the planning authorities, the School is conscious of its impact on the local community and remains sympathetic to any relevant points made by them.

PRINCIPAL ACTIVITIES OF THE YEAR

As already stated, the School advances the education of children by the provision of a school based upon a strong Christian foundation and tolerant of other faiths.

ACHIEVEMENTS AND PERFORMANCE

In the 2023-24 school year there were an average of 360 pupils in the school (in 2022-23 there were 349) of whom 62 were boarders (in 2022 there were 67). There were 71 pupils in the Sixth Form. Boarding pupils are primarily British, although there were a number from overseas countries and these were largely from Europe, Africa and the Far East.

It is clear that the school's promotion of wellbeing and happiness strikes a chord with prospective parents, coupled with the last ISI inspection result in April 2023 where the school was rated as Excellent in both academic and other achievements as well as pupils' personal development. The whole Bethany community was immensely proud of these achievements. As a result, Year 7 intake has been strong compared to other competitor schools against a challenging climate for all Independent Schools.

The ratio of boys to girls remains at 2:1. We were (once again) delighted with this year's GCSE and A Level results which were terrific and compared very well to 2019 as national results were also compared against this benchmark. Grades at both A Level and GCSE were well above national norms, despite an ability profile at GCSE in line with the national average and that at A level below.

As usual all of the pupils who wished to go to university gained entry to their preferred places of study. Given the breadth of curriculum that we offer at A Level, we were naturally delighted that our creative and artistic pupils were once again able to pursue their talents in their chosen destinations.

Once again, our GCSE and A level pupils were incredibly well supported by our dedicated staff and they also worked extremely hard in tandem with the pupils, which enabled such great successes to be obtained.

Bethany has intentionally kept its range of GCSE and A Level subjects broad, so that we can meet the needs of our creative and artistic pupils.

We were pleased that we were able to hold our annual charity walk in September, with pupils raising a record grand total of £6,242 for charities nominated by each year group. We also hosted our annual sports afternoon the same month.

We had our first Open Morning of the year in September which was very well attended.

Many of the much-loved school events took place this year; for example the Friends of Bethany School (our own busy parents' association) organised a most successful disco for pupils in Years 7 to 9 in the Assembly Hall in November and a Comedy night in October, as well as supporting the many school events supplying drinks and snacks for the attendees.

Both the Christmas Concert and Christmas Carol Service were well attended. Each of our 7 year groups had school-based Christmas parties before the end of term.

The Duke of Edinburgh Award Scheme continued apace with a record number of pupils taking part at Bronze, Silver and Gold award levels. The central Christian ethos of the school was maintained with all of our pupils attending weekly chapel services. The professional development of staff continues, with further sharing of expertise in terms of IT and Microsoft Teams, as well as the introduction of teachers videoing themselves in lessons so that their practice could be constructively analysed by both themselves and colleagues. It is a continued desire at Bethany to continually improve and evaluate teaching and learning as this maximises the pupils' learning experiences at Bethany.
Sport continues to be an important part of school life not only creating shared passions but also actively promoting team building skills. More than ever we are creating sporting opportunities, including matches, coached by experts in their chosen sport, for as many pupils as possible. Results are improving as Bethany grows its name in the school sport arena.

As always many excellent trips took place across the year ranging from geography fieldwork to Math's challenges to trips to theatres for English, Media, RS and Dance as well as the ski trip to Austria, football tour to Malaga, Enrichment week including trips to Bewl Water, Port Lympne, Leeds Castle, Harry Potter World, Bedgebury and Thorpe Park amongst the highlights. Trips culminated with a once in a life time trip to Tanzania for 12 pupils who had the opportunity to aid local charities to support local projects including a bit of much needed rest and recuperation at the end. Two members of staff gave up three weeks of their summer holiday to accompany the pupils on this trip which created lifelong happy memories.

Once again Bethany has been awarded Microsoft Showcase status; we remain amongst a small number of schools who have been successful in the application.

Project Based Learning has now been embedded into the Key Stage Three curriculum. In these projects, pupils focus on the development of learning skills rather than knowledge, so that they understand why the knowledge they are learning is required in real life situations. Our Year 8s carried out a project to design and cost a vision of the old swimming pool area which is now filled in following the building of the Pengelly Performance Centre.

ACHIEVEMENTS AND PERFORMANCE - continued

On the pastoral front we were delighted to be re-awarded the Wellbeing Award last year. It reflects the school's efforts to support the pupils' and staff wellbeing. Congratulations specifically go to our Wellness Centre and pastoral teams including the Dyslexia Learning Support team for their exceptionally hard work in supporting our pupils and staff.

Overseas pupils also enjoy support with learning English as an Additional Language (EAL) to enable them to fully engage in our varied and full curriculum.

Finally a huge number of talented pupils took to the stage, for the last time in the Assembly Hall, to give us the whole school production of Dancing Queen. The production was a great success all round with the Headmaster quoting "It was, in my opinion, the best School production ever", not bad after so many years at the school. We very much look forward to the next production taking place in the new Pengelly Performance Centre (or PPC for short).

FINANCIAL REVIEW

The School principally raises its funds from fees and related activities and has not engaged in appeals for many years until recently for the new Pengelly Performance Centre. Up until now developments have either been financed from surpluses after ordinary expenditure, or by borrowing under strict rules to ensure that even in the face of a significant national financial crisis leading to a downturn in pupil numbers, the borrowing could be repaid.

The School generated total income of £8.76 million during the year (2023: £8.12 million), of which £8.56 million was generated from school fees (2023: £7.75 million). Expenditure totalled £8.93 million (2023: £8.44 million) which, including losses on investments of £763 (2023: loss of £50k), gave a deficit for the year of £173k (2023: deficit of £367k). Before depreciation the surplus was £358k (2023: £84k). Much of the increased expenditure arose from higher energy costs, having come out of a previously favourable deal, plus other inflation and increases in running costs for transport, IT and marketing.

Total funds at 31 August 2024 were £16.30 million (2023: £16.47 million), of which £1.55 million were held in the designated and restricted funds (2023: £2.83 million).

Reserves Policy

The School holds total unrestricted reserves of £14.75 million (2023: £13.64 million), which include tangible fixed assets of £18.44 million (2023: £13.85 million) and long-term bank loans of £2.14m (2023: £610k). Fixed assets include residential properties and, should it be necessary to call upon these, the houses could be sold individually without detriment to the School's operations.

The Governors have agreed to maintain one term's worth of working capital wherever possible.

Investment Powers, Policy and Performance.

The Articles of Association give the School wide investment powers. The School's investments in quoted shares formed part of the Christopher Jackson Fund. Rathbones Investment Management were appointed to manage this investment portfolio for the School. The investment in quoted shares was disposed of in the year ended 31 August 2024 to help fund the development of the Performing Arts Centre.

Note 15 provides detail of investment movements during the year. Investment performance was in line with the School's objectives.

Bursary Policy

This year the School awarded scholarships, bursaries and discounts of £871k (2023: £760k) which represented 9.5% of gross fee income (2023: 10.6%). In addition, the school provided some hardship funding for those pupils who are paid for in full as part of an humanitarian need. The Governors' policy, in line with that of most other independent schools, is to award Scholarships based on ability and bursaries based on need.

All Bursaries are means tested on application by an external assessment company.

Asset cover for funds

Note 26 sets out an analysis of these assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet the School's obligations on a fund by fund basis.

Risk Management

The Governors are responsible for the management of the risks faced by the School. Risks are identified, assessed and controls established throughout the year. The Board reviews the full Risk Assessment annually in March, and Risk is a standing item on the agenda for other Board Meetings and all Executive Committee meetings.

The Governors consider the major potential risks to the School to be:

Challenging economic and political environments, including the introduction of VAT on private tuition, adversely affecting pupil numbers, inflationary impacts and fee levels.
Loan financing challenges.
Impact of financial challenges on pupil recruitment and retention.
Inflationary pressures on certain costs.
Competition from both independent and state schools for pupils
Ensuring Safe-guarding and Inspection in an increasingly regulated environment.
Affordability of site developments and improvements.

The key controls used by the School to mitigate risks include:

Strategic planning and scenario setting.
Comprehensive strategic planning, budgeting and management accounting.
Formal agenda for Committee and Board activities.
Detailed Terms of reference for all Committees.
Established organisational structure and lines of reporting.
Formal written policies
Clear authorisation and approval levels.
Safer recruitment as required by law for the protection of the vulnerable.
Staff training, Child Protection and safeguarding.
Robust balance sheet, asset rich.

Through the risk management processes established by the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that the systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

COMMUNITY LINKS AND THE PUBLIC BENEFIT

The school continued to improve its links with the local community. Our Friday afternoon enrichment programme ensured that the Duke of Edinburgh Award Scheme pupils assisted the local community in a range of services. A variety of charities benefitted from fundraising activities of Bethany pupils during the year. These included: Marden Foodbank, Macmillan, Jessie's Fund, Connie Medical Chair, Tanzania charities, Red Nose Day, Porchlight and Save the Children. The Charity Walks supported Mind, Brain Tumour Charity, Demelza Hospice care and Stop the Traffik.

We were delighted that our annual summer schools returned in July and August. We continue to offer the use of school facilities for many local schools and community clubs both during the day and in the evenings, including loaning one of our local schools a bus and driver until their replacement bus arrived, having had their own one written off in an accident.

The school offered 9.5% of its fee income in Scholarships, Bursaries and Fees subsidies.

65	Pupils received Means Tested Bursaries ranging from 10% awarded to a full 100% for our pupils from war torn countries.
60	Pupils received a Sibling Discount (10%).
91	Pupils received Scholarships – Academic, Art, Dance, Drama, Music, Drama Sport and Technology which ranged from 10-20% of fees.
2	Pupil received Services or Clergy bursary (10%).

One teacher and one governor act as governors for local primary schools.

DEVELOPMENT AND FUTURE PLANS

Following the granting of planning permission for the Pengelly Performance Centre (PPC) in July 2020, a fundraising appeal, which was set up in January 2021, had an initial fundraising target of £800,000. This has been surpassed and raising over £1 million to help fund the construction of the PPC. Construction was largely completed in August 2024 and it will be operation by September 2024.

Maintenance was carried out to existing buildings, and this included but was not limited to:-

- Refurbishment of the Mount boarding house bathrooms, a remodel inside and decoration throughout.
- Replacement astro turf surface
- Refurbishment of boys' and girls' toilets near the dining room
- Ongoing refurbishment of the various residential properties
- New boilers in various areas of the site
- Repair and renewal of many doors and windows.
- Much needed roof repairs, LED lighting and a new gazebo for pupils, kindly donated by the Friends of Bethany School.

REPORTABLE INCIDENTS

During the year there have been no incidents which required notification to the Charity Commission.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The governors (who are also the directors of Bethany School for the purposes of company law) are responsible for preparing the Report of the Governors and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 those financial statements, the governors are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

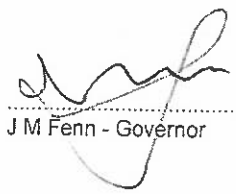
In so far as the governors are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

AUDITORS

The auditors, TC Group, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the governors, incorporating a strategic report, approved by order of the board of governors, as the company directors, on 19th March '25 and signed on the board's behalf by:



J M Fenn - Governor

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL

Opinion

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

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the governors' 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 governors with respect to going concern are described in the relevant sections of this report.

Other information

The governors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Governors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Governors has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Governors.

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

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

Responsibilities of governors
As explained more fully in the Statement of Governors' Responsibilities, 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.

Our 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:
- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with the governors and other management (as required by auditing standards), and discussed with the governors and other management the policies and procedures regarding compliance with laws and regulations;
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, school inspections, keeping children safe in education (statutory guidance), DBS checks, employment law and Keeping Children Safe in Education under section 175 of the Education Act 2002. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the governors and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charitable company's operations, the control environment and business performance;
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charitable company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL

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 auditors' 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.

TC Group

Mark Cummins FCCA (Senior Statutory Auditor)
for and on behalf of TC Group
Statutory Auditors
The Courtyard,
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN

Date: 3 April 2025

BETHANY SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted fund £	Designated fund £	Endowment fund £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	3	116,824	-	-	116,824	255,274
Gift aid		25,066	-	-	25,066	28,027
Charitable activities	4	8,426,662	(5,322)	-	8,421,340	7,588,704
Other trading activities	5	136,867	-	-	136,867	161,755
Investment income	6	51,803	9,478	-	61,281	84,053
Total		8,757,222	4,156	-	8,761,378	8,117,813
EXPENDITURE ON						
Raising funds	7	-	1,047	-	1,047	2,512
Charitable activities	7	8,912,537	19,623	-	8,932,160	8,432,644
Total		8,912,537	20,670	-	8,933,207	8,435,156
Net realised gains/(losses) on investments	15	-	(763)	-	(763)	136
Net unrealised gains/(losses) on investments	15	-	-	-	-	(50,107)
NET INCOME/(EXPENDITURE)		(155,315)	(17,277)	-	(172,592)	(367,314)
Transfers between funds	27	1,258,561	(1,258,561)	-	-	-
Net movement in funds		1,103,246	(1,275,838)	-	(172,592)	(367,314)
RECONCILIATION OF FUNDS						
Total funds brought forward		13,641,829	2,826,977	1,347	16,470,153	16,837,467
TOTAL FUNDS CARRIED FORWARD		14,745,075	1,551,139	1,347	16,297,561	16,470,153

CONTINUING OPERATIONS
All income and gains for the period are recognised above. All of the company's activities are classified as continuing. The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes form part of these financial statements

BETHANY SCHOOL

BALANCE SHEET
31 AUGUST 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Intangible assets	13	36,219	33,570
Tangible assets	14	18,443,091	13,852,061
Investments	15	-	1,250,872
Investment property	16	650,000	650,000
		19,129,310	15,786,503
CURRENT ASSETS			
Stocks	17	24,473	13,750
Debtors	18	2,816,890	2,199,387
Cash at bank	19	5,055,248	3,897,829
		7,896,611	6,110,966
CREDITORS			
Amounts falling due within one year	20	(6,351,444)	(4,997,482)
NET CURRENT ASSETS		1,545,167	1,113,484
TOTAL ASSETS LESS CURRENT LIABILITIES		20,674,477	16,899,987
CREDITORS			
Amounts falling due after more than one year	22	(4,376,916)	(429,834)
NET ASSETS		16,297,561	16,470,153
FUNDS			
Unrestricted funds		14,745,075	13,641,829
Designated funds	27	1,551,139	2,826,977
Endowment funds	28	1,347	1,347
TOTAL FUNDS		16,297,561	16,470,153

The financial statements were approved by the Board of Governors and authorised for issue on 15 MARCH 2025 and were signed on its behalf by:

.....
J M Fenn - Governor

Registered Company number
00624273 (England and Wales)

The notes form part of these financial statements

BETHANY SCHOOL

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	3,446,419	373,244
Net cash provided by operating activities		3,446,419	373,244
Cash flows from investing activities			
Purchase of intangible fixed assets		(6,660)	(33,570)
Purchase of tangible fixed assets		(5,261,038)	(1,656,849)
Disposal of tangible fixed assets		139,184	9,750
Sale of fixed asset investments		1,250,108	2,479
Interest received		51,803	49,365
Dividends received		9,478	34,688
Net cash used in investing activities		(3,817,125)	(1,594,137)
Cash flows from financing activities			
New loans in year		2,137,958	-
Loan repayments in year		(609,833)	(175,020)
Income attributable to endowment		-	22,844
Expenditure attributable to endowment		-	(22,136)
Net cash provided by/(used in) financing activities		1,528,125	(174,312)
Change in cash and cash equivalents in the reporting period		1,157,419	(1,395,205)
Cash and cash equivalents at the beginning of the reporting period		3,897,829	5,293,034
Cash and cash equivalents at the end of the reporting period		5,055,248	3,897,829

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2024

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(172,592)	(367,314)
Adjustments for:		
Depreciation charges	531,435	451,415
Losses on investments	763	49,971
Loss/(profit) on disposal of fixed assets	3,400	(9,750)
Interest received	(51,803)	(49,365)
Dividends received	(9,478)	(34,688)
Income attributable to endowment	-	(22,844)
Expenditure attributable to endowment	-	22,136
Increase in stocks	(10,723)	-
Increase in debtors	(617,503)	(1,929,634)
Increase in creditors	3,772,920	2,263,318
Net cash provided by operations	3,446,419	373,244

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.23 £	Cash flow £	At 31.8.24 £
Net cash			
Cash at bank	3,897,829	1,157,419	5,055,248
	3,897,829	1,157,419	5,055,248

The notes form part of these financial statements

1. CHARITY INFORMATION

Bethany School is a charitable company limited by guarantee incorporated in England (charity number 307937, company number 00624273) and operates from its registered office Curtisden Green, Goudhurst, Kent TN17 1LB.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Preparation of the accounts on a going concern basis
The Governors consider that there are no material uncertainties about the School's ability to continue as a going concern.

Statement of cash flows
The School's cashflow statement reflects the presentation requirements of FRS102. In addition, the cash flow statement reconciles cash and cash equivalents whereas under previous UK GAAP the statement reconciled to cash.

Income
All income is recognised in the Statement of Financial Activities once the school has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

School fee income is accounted for on a receivable basis and consists of charges billed for the school year ended 31 August 2024, less bursaries and allowances. Fees received for education to be provided in future years are carried forward as deferred income.

Donations are accounted for once the school has entitlement to the gift, it is probable that the income will be received and the amount can be measured reliably.

Investment income is accounted for when it is receivable and the amount can be measured reliably.

There are no restrictions on the incoming resources of the endowment fund.

Expenditure and irrecoverable value added tax (vat)
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the school to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

The irrecoverable element of value added tax is included with the item of expense to which it relates.

Support costs are allocated to the cost of raising funds and charitable activities on the basis of an appropriate apportionment of resources and activities.

Governance costs have been allocated in line with administration costs and include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the School.

Tangible fixed assets and depreciation
Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land is not depreciated.

Assets under construction are not depreciated until they are available for use.

continued...

2. ACCOUNTING POLICIES - continued

Tangible fixed assets and depreciation

Land and buildings	2% - 4% on cost
Fixtures, fittings & equipment	20% on cost
Motor vehicles	20% on cost

It is the School's policy to capitalise all items of a capital nature over £5,000.

Investments
Fixed asset investments are stated at fair value. Realised and unrealised gains and losses are dealt with through the Statement of Financial Activities.

Investment property is included at fair value. Gains and losses are recognised through the Statement of Financial Activities.

Stock
Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

Fund accounting
Unrestricted funds are general funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the School and which have not been designated for other purposes.

Designated, Restricted and Endowment funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign exchange
Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange differences are dealt with through the Statement of Financial Activities.

Pension costs and other post-retirement benefits
During the year, most of the teaching staff were members of the Teachers' Pension Scheme (TPS), a defined benefit scheme administered by the Teachers' Pension Agency. The Teachers' Pension Scheme is a multi-employer pension scheme which is unfunded. Actuarial valuations are carried out on a notional set of investments. The School left the Teachers' Pension Scheme on 31 March 2024.

The School is unable to identify its share of the underlying (notional) assets and liabilities of the scheme. Accordingly, under FRS102, the scheme is accounted for as if it were a defined contributions scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged to the Statement of Financial Activities in the period in which the salaries to which they relate are payable.

The School also contributes to personal pension schemes for other teachers and non-teaching staff. These schemes are defined contribution schemes. The assets of the schemes are held separately from those of the School in independently administered funds. Contributions payable for the year are charged to the Statement of Financial Activities. The School has no other liabilities under these schemes.

Employee benefits
Short term employee benefits including holiday pay are recognised in the Statement of Financial Activities in the period in which the service is rendered. Termination benefits are accounted for on an accrual basis and in accordance with FRS102.

Donations of goods, services and facilities
Donated goods, professional services and facilities are recognised as income when the School has control over the item or has received the service, any conditions associated with the donation have been met, the receipt of the economic benefit from the use of an item by the school is probable, and that economic benefit can be measured reliably.

continued...

2. ACCOUNTING POLICIES - continued

Donations of goods, services and facilities
On receipt, donated goods, professional services and facilities are recognised on the basis of the value of the gift to the School which is the amount the School would have been willing to pay to obtain the goods, services or facilities on the open marker; a corresponding amount is then recognised in the expenditure in the period of receipt.

Goods donated for on-going use by the School in carrying out its day to day activities are recognised as tangible fixed assets.

Operating leases
Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

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

Cash at bank and in hand
Cash at bank and 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.

Creditors and provisions
Creditors and provisions are recognised when the School has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments
The School only has financial assets and financial liabilities of a kind that qualify as basic financial instruments under FRS102. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Critical accounting estimates and judgements
In the application of the School's accounting policies, the Governors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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.

The Governors do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

3. DONATIONS AND LEGACIES

	Unrestricted funds	Designated funds	Endowment funds	Total 2024	Total 2023
	£	£	£	£	£
Donations	116,824	-	-	116,824	255,274
	116,824	-	-	116,824	255,274

continued...

4. CHARITABLE ACTIVITIES

	Unrestricted funds £	Designated funds £	Endowment funds £	Total 2024 £	Total 2023 £
School fees	9,125,757	-	-	9,125,757	8,241,285
Registration fees	11,548	-	-	11,548	15,184
Bursaries and scholarships	(870,720)	217	-	(870,503)	(760,359)
Hardship discount	(123,832)	(5,539)	-	(129,371)	(116,471)
Transport income	283,909	-	-	283,909	209,065
	8,426,662	(5,322)	-	8,421,340	7,588,704

5. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Designated funds £	Endowment funds £	Total 2024 £	Total 2023 £
Rental income	136,867	-	-	136,867	161,755
	136,867	-	-	136,867	161,755

6. INVESTMENT INCOME

	Unrestricted funds £	Designated funds £	Endowment funds £	Total 2024 £	Total 2023 £
Income from listed investments	-	9,478	-	9,478	34,688
Interest received	51,803	-	-	51,803	49,365
	51,803	9,478	-	61,281	84,053

continued...

7. EXPENDITURE

	Staff Costs	Depreciation	Other Costs	Total 2024	Total 2023
	£	£	£	£	£
Raising funds					
Investment management fees	-	-	1,047	1,047	2,512
Total costs of raising funds	-	-	1,047	1,047	2,512
Charitable activities Education					
Teaching costs	2,888,868	19,623	401,912	3,310,403	3,153,445
Welfare costs	247,502	-	746,559	994,061	892,011
Premises costs	789,527	511,812	1,510,240	2,811,579	2,762,011
Support costs	1,150,651	-	576,316	1,726,967	1,572,000
Finance costs	-	-	63,044	63,044	36,616
Governance costs	-	-	22,706	22,706	26,311
(Profit)/Loss on disposal of tangible fixed asset	-	-	3,400	3,400	(9,750)
Total charitable activities	5,076,548	531,435	3,324,177	8,932,160	8,432,644
Total expenditure	5,076,548	531,435	3,325,224	8,933,207	8,435,156

Governance costs include payments of £16,500 (2023: £15,000) for audit fees and payments of £1,350 (2023: £990) for other non-audit services.

Net income is stated after charging £81,090 (2023: £57,265) to operating lease rentals included within premises costs, £24,218 (2023: £53,889) to operating lease rentals included within teaching and support costs and interest charged on bank loans of £59,045 (2023: £28,871) included within finance costs.

Of costs relating to raising funds, £1,047 (2023: £2,512) relates to the designated fund. Of costs relating to charitable activities, £19,623 (2023: £19,623) relates to the designated fund.

8. SUPPORT COSTS

	2024	2023
	£	£
Support staff costs	1,150,651	882,816
Marketing costs	106,387	109,316
Computer costs	25,010	96,018
Post & stationery	40,800	28,541
Staff welfare & other staff costs	72,819	103,906
Staff recruitment	6,445	68,022
Telephone	16,698	16,315
Overseas recruitment & commission	90,246	96,597
Professional fees	109,530	14,330
Travel & subsistence	3,476	4,495
Subscriptions	39,033	32,140
Miscellaneous costs	65,872	119,504
	1,726,967	1,572,000

continued...

9. GOVERNORS' REMUNERATION AND BENEFITS

None of the Governors (or any persons connected with them) received any remuneration during this year or the prior year.

Governors' expenses

No Governors were reimbursed for expenses in this financial period (2023: one was reimbursed a total of £121 for travelling expenses).

No amounts were due to or from Governors at the balance sheet date (2023: £nil).

10. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	3,942,247	3,661,203
Social security costs	381,546	346,210
Other pension costs	752,755	599,019
	5,076,548	4,606,432

The average monthly number of employees during the year was as follows:

	2024	2023
Teaching	43	43
Administration	57	47
Welfare and premises	50	44
	150	134

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£60,001 - £70,000	2	-
£70,001 - £80,000	1	3
£80,001 - £90,000	2	-
£120,001 - £130,000	1	-
£130,001 - £140,000	-	1
	6	4

Contributions totalling £100,269 (2023: £75,236) were made during the year to pension schemes on behalf of employees whose employee benefits exceed £60,000.

The key management personnel of the school are the headmaster, the bursar, the HR manager, the deputy head academic, the pastoral deputy and the director of marketing & admissions. The director of marketing & admissions is a new position in the year ended 31 August 2024. The total employee benefits including pension contributions for the key management personnel were £650,118 (2023: £552,065).

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2023

	Unrestricted fund £	Designated fund £	Restricted fund £	Endowment funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	38,396	-	216,878	-	255,274
Gift Aid	-	-	28,027	-	28,027
Charitable activities	7,717,020	(128,316)	-	-	7,588,704
Other trading activities	161,755	-	-	-	161,755
Investment income	49,365	34,688	-	-	84,053
Total	7,966,536	(93,628)	244,905	-	8,117,813
EXPENDITURE ON					
Raising funds	-	2,512	-	-	2,512
Charitable activities	8,413,021	19,623	-	-	8,432,644
Total	8,413,021	22,135	-	-	8,435,156
Net gains on investments	-	(49,971)	-	-	(49,971)
NET INCOME/(EXPENDITURE)	(446,485)	(165,734)	244,905	-	(367,314)
Transfer between funds	718,495	-	(718,495)	-	-
RECONCILIATION OF FUNDS					
Total funds brought forward	13,369,819	2,992,711	473,590	1,347	16,837,467
TOTAL FUNDS CARRIED FORWARD	13,641,829	2,826,977	-	1,347	16,470,153

12. TAXATION

The school is a Registered Charity (number 307937). All activities are undertaken to fulfil the primary objectives of the charity and are therefore exempt under Part 11 of the Corporation Tax Act 2010.

13. INTANGIBLE FIXED ASSETS

	Website £
COST	
At 1 September 2023	33,570
Additions	6,660
At 31 August 2024	40,230
AMORTISATION	
At 1 September 2023	-
Charge for year	4,011
At 31 August 2024	4,011
NET BOOK VALUE	
At 31 August 2024	36,219
At 31 August 2023	33,570

continued...

13. INTANGIBLE FIXED ASSETS - continued

Intangible assets relate to website development.

14. TANGIBLE FIXED ASSETS

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Assets under construction £	Totals £
COST					
At 1 September 2023	16,516,045	815,989	176,033	1,955,575	19,463,642
Additions	-	466,195	63,200	4,731,643	5,261,038
Disposals	-	-	(27,000)	(119,184)	(146,184)
Reclassification	6,568,034	-	-	(6,568,034)	-
At 31 August 2024	23,084,079	1,282,184	212,233	-	24,578,496
DEPRECIATION					
At 1 September 2023	4,976,576	578,374	56,631	-	5,611,581
Charge for year	342,927	143,219	41,278	-	527,424
Eliminated on disposal	-	-	(3,600)	-	(3,600)
At 31 August 2024	5,319,503	721,593	94,309	-	6,135,405
NET BOOK VALUE					
At 31 August 2024	17,764,576	560,591	117,924	-	18,443,091
At 31 August 2023	11,539,469	237,615	119,402	1,955,575	13,852,061

Included within land and buildings is freehold land of £1,700,855 (2023: £1,591,176) which is not depreciated.

15. FIXED ASSET INVESTMENTS

	Managed investments £
MARKET VALUE	
At 1 September 2023	1,250,872
Disposals	(1,249,062)
Revaluations	(763)
Fees deducted	(1,047)
At 31 August 2024	-
NET BOOK VALUE	
At 31 August 2024	-
At 31 August 2023	1,250,872
Historical cost:	
At 31 August 2024	-
At 31 August 2023	1,203,027

The loss on investments shown within the Statement of Financial Activities of £763 (2023: £49,971) comprises a realised gain of £763 (2023: gain of £136) on investments sold during the year, and an unrealised loss of £nil (2023: £50,107) on investments held at the year end.

The School disposed of the Rathbones investment portfolio on 1 December 2023 for proceeds of £1,258,561. The proceeds from sale have been used to fund the Performing Arts Centre project.

continued...

16. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 September 2023 and 31 August 2024	650,000
NET BOOK VALUE	
At 31 August 2024	650,000
At 31 August 2023	650,000

17. STOCKS

	2024 £	2023 £
Stocks	24,473	13,750

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	2,510,472	1,941,352
Other debtors	89,931	34,645
Accrued income	24,875	129,850
Prepayments	191,612	93,540
	2,816,890	2,199,387

19. CASH AT BANK

	Unrestricted fund £	Designated funds £	Endowment funds £	2024 Total funds £	2023 Total funds £
Operational cash	4,250,823	803,078	1,347	5,055,248	3,888,430
Managed investment cash	-	-	-	-	9,399
Total	4,250,823	803,078	1,347	5,055,248	3,897,829

20. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Bank loans and overdrafts (see note 24)	50,140	180,000
Trade creditors	298,311	656,267
Social security and other taxes	87,702	87,018
Deferred income – fees paid in advance of Autumn term	745,480	2,910,995
Deferred income – fees paid in advance under Advance Fee Scheme	4,492,064	183,627
Accrued expenses	677,747	979,575
	6,351,444	4,997,482

Deferred income represents fees in advance for future academic terms or years. Where these fees have been settled under a formal fees in advance scheme, these are shown separately from any receipts for Autumn term fees paid in 2023-24 ahead of the start of term in 2024-25.

continued...

21. FEES IN ADVANCE

	£
Balance at 1 September 2023	3,094,622
Fees released during the year	(3,094,622)
Fees deferred during the year	7,526,642
Balance at 31 August 2024	7,526,642

22. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2024 £	2023 £
Deferred income (see note 23)	2,289,098	-
Bank loans (see note 24)	2,087,818	429,834
	4,376,916	429,834

23. DEFERRED INCOME

An analysis of the maturity of deferred income is given below:

	2024 £	2023 £
Amounts relating to terms within one year:		
Deferred income	5,237,544	3,094,622
Amounts relating to terms between one and two years:		
Deferred income - 1-2 years	1,036,171	-
Amounts relating to terms between two and five years:		
Deferred income - 2-5 years	1,184,887	-
Amounts relating to terms in more than five years:		
Deferred income – over 5 years	68,040	-
Total:		
Deferred income	7,526,642	3,094,622

24. LOANS

An analysis of the maturity of loans is given below:

	2024 £	2023 £
Amounts falling due within one year on demand:		
Bank loans	50,140	180,000
Amounts falling between one and two years:		
Bank loans - 1-2 years	150,420	180,000
Amounts falling due between two and five years:		
Bank loans - 2-5 years	451,260	249,834
Amounts falling due in more than five years:		
Bank loans – over 5 years	1,486,138	-
Total:		
Bank loans	2,137,958	609,834

24. LOANS – continued

The School was provided with a new loan during the year to assist with the development of the premises and, in particular, the Performing Arts Centre.

The total loan amount agreed is £3,610,000 to be drawn down in stages. As at the year end, the total amount drawn down amounts to £2,137,958. The bank loans are secured by a fixed charge over certain freehold properties.

Details of the bank loans are as follows:

Loan - £2,137,958 - interest charged at 1.5% above base, repayable by 31/03/49.

25. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024	2023
	£	£
Within one year	125,535	100,319
Between one and two years	109,552	85,640
Between two and five years	135,325	98,103
	370,412	248,062

26. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Designated fund	Restricted fund
	£	£	£
Fixed assets	17,731,249	748,061	-
Investments	650,000	-	-
Current assets	7,092,186	803,078	-
Current liabilities	(6,351,444)	-	-
Long term liabilities	(4,376,916)	-	-
	14,745,075	1,551,139	-

	Endowment fund	2024 Total funds	2023 Total funds
	£	£	£
Fixed assets	-	18,479,310	13,885,631
Investments	-	650,000	1,900,872
Current assets	1,347	7,896,611	6,110,966
Current liabilities	-	(6,351,444)	(4,997,482)
Long term liabilities	-	(4,376,916)	(429,834)
	1,347	16,297,561	16,470,153

27. DESIGNATED FUNDS

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2023	Income	Expenditure	Transfer between funds	Balance at 31 August 2024
	£	£	£	£	£
Special projects	150,000	-	-	-	150,000
Hardship fund	5,539	(5,539)	-	-	-
Christopher Jackson fund	2,671,438	9,695	(21,433)	(1,258,561)	1,401,139
	2,826,977	4,156	(21,433)	(1,258,561)	1,551,139

Designated funds represent amounts set aside for special projects at the discretion of the Governors.

The Governors' agreed to set aside a hardship fund in the year ended 31 August 2020. The purpose of this fund was to provide additional fee assistance to parents who were adversely affected by Covid-19 and it has now been fully utilised.

The income in the Christopher Jackson fund represents the school's dividend and interest income of £9,478 (2023: £34,688) for investments held as part of the endowment fund, bursaries and scholarships of £218 (2023: (£11,844)). The expenditure in the fund comprises £1,047 (2023: £2,512) of investment management fees, £nil (2023: £nil) of property costs and £19,623 (2023: £19,623) of depreciation.

The Governors' agreed a transfer of funds from the designated fund to the general fund at 31 August 2024 equivalent to the proceeds from the sale of the Rathbones investment portfolio. This amounts to £1,258,561 and it was agreed that these funds would be used for the Performing Arts Centre.

28. ENDOWMENT FUNDS

The income funds of the charity include the following endowment funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2023	Income	Expenditure	Balance at 31 August 2024
	£	£	£	£
Permanent endowments				
Jane Tomkinson	1,347	-	-	1,347
Expendable endowments				
	1,347	-	-	1,347

The permanent endowment funds comprise the Jane Tomkinson Art Bursary.

29. EMPLOYEE BENEFIT OBLIGATIONS

The School participated in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £290,457 (2023: £455,095) and at the year-end £nil (2023: £52,893) was accrued in respect of contributions to this scheme.

The School left the Teachers' Pension Scheme on 31 March 2024 and now holds a defined contribution scheme with Royal London.

30. CAPITAL COMMITMENTS

At the balance sheet date, the school had capital commitments in respect of the Performing Arts Centre totalling £384,000.

31. RELATED PARTY DISCLOSURES

Total donations received from related parties during the year ended 31 August 2024 amounted to £8,524 (2023: £1,350).

During the year under review, £nil (2023: £33,600) was paid to Looking Glass Marketing Limited in respect of marketing services. Mr D Shaw, a governor of the School, holds shares in Looking Glass Marketing Limited. As at 31 August 2024, the School owed the company £nil (2023: £nil).

There were no further related party transactions during the year other than those with Governors as detailed in note 9.

32. ULTIMATE CONTROLLING PARTY

The company, which is registered in England & Wales, is limited by guarantee and has no share capital. In the event of the charity being wound up and unable to meet its liabilities, each of the Governors undertakes to contribute such amounts as may be required up to a maximum of £1.

No one party has overall control of the school.

BETHANY SCHOOL

England & Wales - Charity number 307937

Accounts

REGISTERED COMPANY NUMBER: 00624273 (England and Wales)
REGISTERED CHARITY NUMBER: 307937

REPORT OF THE GOVERNORS AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

FOR

BETHANY SCHOOL

BETHANY SCHOOL

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

	Page
Report of the Governors	1 to 7
Report of the Independent Auditors	8 to 10
Statement of Financial Activities	11
Balance Sheet	12
Cash Flow Statement	13
Notes to the Cash Flow Statement	14
Notes to the Financial Statements	15 to 28

BETHANY SCHOOL

REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2023

The governors who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2023. The governors have adopted the provisions of 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) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number
00624273 (England and Wales)

Registered Charity number
307937

Registered office
Curtisden Green
Goudhurst
CRANBROOK
Kent
TN17 1LB

The Governors, who are also the Directors for the purpose of company law, who served during the year were:

J M Fenn LLB	- Chairman
W S Kent	- Vice Chairman
K Buckland BA FCA	- Treasurer
R C Clark BA MD (Ed)	
N P Kimber BSc FCA	
A Cunningham	
P B Askew	
L Roberts	
E Connell	
M Harman	
D Shaw	
G Power	
S Bonnell	- resigned 31/08/23
A Scott	
M Kellett	- appointed 01/12/23

Headmaster

F Healy BSc HDipEd NPQH

Bursar and Company Secretary

C Morey BA (Hons) ACA

Auditors
TC Group
Statutory Auditors
The Courtyard,
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors
Pengelly & Rylands
39-41 High Street
Tenterden
Kent
TN30 6BJ

Investment Advisors
Rathbone Investment Management Limited
Port of Liverpool Building
Pier Head
Liverpool
L3 1NW

Bankers

National Westminster Bank
Longford House
19 Mount Ephraim
Tunbridge Wells
TN4 8AE

STRUCTURE, GOVERNANCE AND MANAGEMENT

None of the Governors has any beneficial interest in the company. All the Governors are members of the company and guarantee to contribute £1 in the event of a winding up.

The Board of Governors meet once per term. The main Sub Committee of the Governors is the Executive Committee, which was formed following an AGBIS review of Governance and replaces the Management Committee. The Executive Committee meets once a month to discuss the day to day matters concerned with the running of the School. Major items are passed to the Main Board for discussion, with the Executive Committee's recommendations. J Fenn (Chairman), W Kent (Vice Chair), R Clark, K Buckland and S Bonnell sit on this Committee with the Headmaster and Bursar in attendance.

The other permanent Sub Committees are the Finance Committee, who meet with the Executive Committee once per term, with N Kimber and P Askew as members. Other permanent Sub Committees include the Education Committee, the Marketing and Development Committee and Estates Committee. The following School Committees, which have Governor representation met during the year:

ICT Committee
H & S Committee

The Day to Day running of the School is delegated to the Senior Management Team, the members of which are: Headmaster, Deputy Head (Pastoral), Deputy Head (Academic), Bursar, Director of HR and Director of Marketing & Admissions. The Headmaster and Bursar attend Governors and Executive Committee meetings. All the senior management team attends every full board meeting.

RECRUITMENT, INDUCTION AND TRAINING OF GOVERNORS.

Appointment and re-appointment of Governors

The Articles of Association allow for there to be between seven and twenty appointed Governors. There are currently fifteen on the Board. Governors are appointed by the existing Board members in the first instance and they are re-appointed after 3 years and 3 yearly thereafter.

Training

During the year, the Governors were trained in safeguarding and have undertaken online training using Educare courses.

All other Governors were made aware of briefing documents provided by AGBIS, ISBA and other recognised bodies.

SENIOR MANAGEMENT PAY POLICY

In line with pay for all staff, the Senior Management pay is determined by the Governors. In deciding the level of remuneration, the Committee take into account, amongst other things, the current market demand for teachers, the financial strength of the School, the economic outlook, the performance of the relevant individuals, and the 'going rate for remuneration' of senior management in the local independent school market. Details of key management personnel pay are shown in note 10 of the accounts.

EMPLOYMENT POLICY

The School is an equal opportunities employer. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs. Consultation with employees has continued at all levels with the aim of taking their views into account when decisions are made that are likely to affect their interests. A full staff survey of their views has been conducted recently and points raised are being actioned.

CHARITABLE OBJECTS

The objects of the School as set out in the Articles of Association are to advance the education of boys and girls by the provision of a school or schools based on a strong Christian foundation and tolerant of other faiths. In setting the School's objectives the Governors have given careful consideration to the Charity Commission's general guidance on public benefit.

AIMS AND OBJECTIVES

The School provides education to boys and girls, committed to providing young people with an education for life in a changing world.

It is our policy for the School to help pupils achieve their highest academic potential as well as providing an extra-curricular programme which aims to develop life-long interests and to help build self-confidence and a desire to contribute to the community.

The School aims to play its part in the wider community including making facilities available to selected outside bodies.

The School aims to give means-tested financial assistance to the parents of some pupils who might otherwise find the full fee a limiting factor to sending their sons and daughters to the School. In conjunction with this aim, the School continues to develop its Designated Funds.

The School aims to build relationships with educational establishments in the Maintained Sector.

Whilst the physical development of the School is regulated by the planning authorities, the School is conscious of its impact on the local community and is therefore seeking ways to communicate more effectively with them.

PRINCIPAL ACTIVITIES OF THE YEAR

As already stated, the School advances the education of boys and girls by the provision of a school based upon a strong Christian foundation and tolerant of other faiths.

ACHIEVEMENTS AND PERFORMANCE

In the 2022-23 school year there were an average of 349 pupils in the school (in 2021-22 there were 358) of whom 67 were boarders (in 2021-22 there were 78). There were 71 pupils in the Sixth Form. Boarding pupils are primarily British, although there were a number from overseas countries and these were primarily from Europe, Africa and the Far East.

A record number of pupils sat the Year 7 entrance assessments in November 2022. It is clear that the school's promotion of wellbeing and happiness struck a chord with prospective parents, coupled with the later ISI inspection result in April 2023 where the school was rated as Excellent in both academic and other achievements as well as pupils' personal development. The whole Bethany community were immensely proud of these achievements.

The ratio of boys to girls remains at 2:1. We were delighted with this year's GCSE and A Level results which were terrific. Grades at both A Level and GCSE were well above national norms, despite an ability profile at GCSE in line with the national average and that at A level below.

ACHIEVEMENTS AND PERFORMANCE – continued

As usual all of the pupils who wished to go to university gained entry to their preferred places of study. Given the breadth of curriculum that we offer at A Level, we were naturally delighted that our creative and artistic pupils were once again able to pursue their talents in their chosen destinations.

Once again, our GCSE and A level pupils were incredibly well supported by our vocational staff and they also worked extremely hard in tandem with the pupils, which enabled such great successes to be obtained.

We were pleased that we were able to resume our annual charity walk in September, with pupils raising a grand total of £4,650 for charities nominated by each year group. We also hosted our annual sports afternoon the same month.

We had our first Open Morning of the year in September with more visiting the school than ever, which is pleasing and positive.

Post pandemic, many of the much-loved school events returned with gusto; for example the Friends of Bethany School (our own busy parents' association) organised a most successful disco for pupils in Years 7 to 9 in the Assembly Hall in November and a comedy night in March, as well as supporting the many school events supplying drinks and snacks for the attendees.

Both the Christmas Concert and Christmas Carol Service were well attended with the latter being recorded and distributed to parents electronically to ensure our overseas boarders did not succumb to Covid in the final weeks of term. Each of our 7 year groups had school-based Christmas parties before the end of term.

The Duke of Edinburgh Award Scheme continued apace with a large number of pupils taking part at Bronze, Silver and Gold award levels. The central Christian ethos of the school was maintained with all of our pupils attending weekly chapel services. The professional development of staff continues, with further sharing of expertise in terms of IT and Microsoft Teams, as well as the introduction of teachers videoing themselves in lessons so that their practice could be constructively analysed by both themselves and colleagues. It is a continued desire at Bethany to continually improve and evaluate teaching and learning as this maximises the pupils' learning experiences at Bethany.

Sport continues to be an important part of school life not only creating shared passions but also actively promoting team building skills. More than ever we are creating sporting opportunities, including matches, coached by experts in their chosen sport, for as many pupils as possible. Results are improving as Bethany grows its name in the school sport arena.

Once again Bethany has been awarded Microsoft Showcase status; we are amongst a small number of schools who have been successful in the application.

Project Based Learning has now been embedded into the Key Stage Three curriculum. In these projects, pupils focus on the development of learning skills rather than knowledge, so that they understand why the knowledge they are learning is required in real life situations.

Bethany has intentionally kept its range of GCSE and A Level subjects broad, so that we can meet the needs of our creative and artistic pupils.

On the pastoral front we were delighted to be re-awarded the Wellbeing Award this year. It reflects the school's efforts to support the pupils' and staff wellbeing. Congratulations specifically go to our Wellness Centre and pastoral teams including the Dyslexia Learning Support team for their exceptionally hard work in supporting our pupils and staff.

Overseas pupils also enjoy support with learning English as an Additional Language (EAL) to enable them to fully engage in our varied and full curriculum.

FINANCIAL REVIEW

The School principally raises its funds from fees and related activities and has not engaged in appeals for many years until recently for the new Performing Arts Centre. Up until now developments have either been financed from surpluses after ordinary expenditure, or by borrowing under strict rules to ensure that even in the face of a significant national financial crisis leading to a downturn in pupil numbers, the borrowing could be repaid in less than 10 years.

The School generated total income of £8.12 million during the year (2022: £8.08 million), of which £7.59 million was generated from school fees (2022: £7.59 million). Expenditure totalled £8.43 million (2022: £7.47 million) which, including losses on investments of £50k (2022: loss of £82k), gave a deficit for the year of £367k (2022: surplus of £521k). Before depreciation the surplus was £84k (2022: £958k). Much of the increased expenditure arose from energy costs coming out as a previously favourable deal and food costs.

FINANCIAL REVIEW – continued

Total funds at 31 August 2023 were £16.47 million (2022: £16.84 million), of which £2.82 million were held in the designated and restricted funds (2022: £3.47 million).

Reserves Policy

The School holds total unrestricted reserves of £13.64 million (2022: £13.37 million), which include tangible fixed assets of £13.85 million (2022: £12.65 million) and long-term bank loans of £610k (2022: £785k). Fixed assets include residential properties and, should it be necessary to call upon these, the houses could be sold individually without detriment to the School's operations.

The Governors have agreed to maintain one term's worth of working capital wherever possible.

Investment Powers, Policy and Performance.

The Articles of Association give the School wide investment powers. The School's investments in quoted shares form part of the Christopher Jackson Fund. Rathbones Investment Management have been appointed to manage this investment portfolio for the School. An investment policy has been agreed by the Governors since the year end.

Note 15 provides detail of investment movements during the year. Investment performance was in line with the School's objectives.

Bursary Policy

This year the School awarded scholarships, bursaries and discounts of £877k (2022: £861k) which represented 10.6% of gross fee income (2022: 10.4%). The Governors' policy, in line with that of most other independent schools, is to award Scholarships based on ability and bursaries based on need.

All Bursaries are means tested on application by an external assessment company.

Asset cover for funds

Note 25 sets out an analysis of these assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet the School's obligations on a fund by fund basis.

Risk Management

The Governors are responsible for the management of the risks faced by the School. Risks are identified, assessed and controls established throughout the year. The Board reviews the full Risk Assessment annually in March, and Risk is a standing item on the agenda for other Board Meetings and all Executive Committee meetings.

The Governors consider the major potential risks to the School to be:

Challenging economic and political environments adversely affecting pupil numbers and fee levels.
Loan financing challenges.
Impact of Brexit on pupil recruitment and retention.
Inflationary pressures on certain costs.
Competition from both independent and state schools for pupils
Ensuring Safe-guarding and Inspection in an increasingly regulated environment.

The key controls used by the School to mitigate risks include:

Strategic planning and scenario setting.
Comprehensive strategic planning, budgeting and management accounting.
Formal agenda for Committee and Board activities.
Detailed Terms of reference for all Committees.
Established organisational structure and lines of reporting.
Formal written policies
Clear authorisation and approval levels.
Safer recruitment as required by law for the protection of the vulnerable.
Staff training, Child Protection and safeguarding.
Robust balance sheet, asset rich.

Risk Management – continued

Through the risk management processes established by the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that the systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

COMMUNITY LINKS AND THE PUBLIC BENEFIT

The school continued to improve its links with the local community. Our Friday afternoon enrichment programme ensured that the Duke of Edinburgh Award Scheme pupils assisted the local community in a range of services. A variety of charities benefitted from fundraising activities of Bethany pupils during the year. These included: Marden Foodbank, Cancer Research UK, Great Ormond Street Hospital, Mind UK, War Child, Turkey/Syria Earthquake Appeal, Red Nose Day, Porchlight and Save the Children

We were delighted that our annual summer schools returned in July and August. We continue to offer the use of school facilities for many local schools and community clubs both during the day and in the evenings.

The school offered 9.1% of its fee income in Scholarships, Bursaries and Fees subsidies.

51 Pupils received Means Tested Bursaries ranging from 10% awarded to a full 100% for our pupils from war torn countries.
55 Pupils received a Sibling Discount (10%).
82 Pupils received Scholarships – Academic, Art, Dance, Drama, Music, Drama Sport and Technology which ranged from 10-20%% of fees.
1 Pupil received Services or Clergy bursary (10%).

One teacher and one governor act as governors for local primary schools.

DEVELOPMENT AND FUTURE PLANS

Following the granting of planning permission for the PAC (Performing Arts Centre) in July 2020, a fundraising appeal, which was set up in January 2021, had an initial fundraising target of £800,000. This has been surpassed and the target has been increased to £1 million to help fund the construction of the PAC. It is hoped to have the PAC operational by September 2024.

A pre-planning application to replace Pengelly Boarding House was submitted in March. Subsequently the demolition of the old building has been carried out and we await the funds to allow the rebuild in due course.

Maintenance was carried out to existing buildings, and this included

- External decoration of the Wellness Centre
- Repairs to floodlights
- Refurbishment of boys' and girls' toilets
- Refurbishment of the housemaster’s accommodation at the Mount
- New boilers in various areas of the site
- Old swimming pool filled in and levelled
- Roof repairs to Kendon
- Repaired and renewed many doors and windows.

REPORTABLE INCIDENTS

During the year there have been no incidents which required notification to the Charity Commission.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The governors (who are also the directors of Bethany School for the purposes of company law) are responsible for preparing the Report of the Governors and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 those financial statements, the governors are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

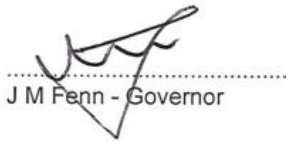
In so far as the governors are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

AUDITORS

The auditors, TC Group, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the governors, incorporating a strategic report, approved by order of the board of governors, as the company directors, on 9 March 2024 and signed on the board's behalf by:



J M Fenn - Governor

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL

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

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the governors' 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 governors with respect to going concern are described in the relevant sections of this report.

Other information
The governors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- the information given in the Report of the Governors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Governors has been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL

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 Report of the Governors.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of governors
As explained more fully in the Statement of Governors' Responsibilities, 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.

Our 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.
Our approach was as follows:
- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with the governors and other management (as required by auditing standards), and discussed with the governors and other management the policies and procedures regarding compliance with laws and regulations;
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); Independent Schools Inspectorate (ISI); fraud; bribery and corruption and employment law. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the governors and other management and inspection of regulatory and legal correspondence, if any.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charitable company's operations, the control environment and business performance;
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charitable company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Our responsibilities for the audit of the financial statements – continued

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 Report of the Independent Auditors.

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 auditors' 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.



Mark Cummins FCCA (Senior Statutory Auditor)
for and on behalf of TC Group
Statutory Auditors
The Courtyard,
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN

Date: 25 April 2024

BETHANY SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted fund £	Designated fund £	Restricted fund £	Endowment fund £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM							
Donations and legacies	3	38,396	-	216,878	-	255,274	235,565
Gift aid		-	-	28,027	-	28,027	49,947
Charitable activities	4	7,717,020	(128,316)	-	-	7,588,704	7,590,584
Other trading activities	5	161,755	-	-	-	161,755	128,055
Investment income	6	49,365	34,688	-	-	84,053	73,011
Total		7,966,536	(93,628)	244,905	-	8,117,813	8,077,162
EXPENDITURE ON							
Raising funds	7	-	2,512	-	-	2,512	2,765
Charitable activities	7	8,413,021	19,623	-	-	8,432,644	7,471,177
Total		8,413,021	22,135	-	-	8,435,156	7,473,942
Net realised gains/(losses) on investments	15	-	136	-	-	136	318
Net unrealised gains/(losses) on investments	15	-	(50,107)		-	(50,107)	(82,362)
NET INCOME/(EXPENDITURE)		(446,485)	(165,734)	244,905	-	(367,314)	521,176
Transfers between funds		718,495	-	(718,495)	-	-	-
Net movement in funds		272,010	(165,734)	(473,590)	-	(367,314)	521,176
RECONCILIATION OF FUNDS							
Total funds brought forward		13,369,819	2,992,711	473,590	1,347	16,837,467	16,316,291
TOTAL FUNDS CARRIED FORWARD		13,641,829	2,826,977	-	1,347	16,470,153	16,837,467

CONTINUING OPERATIONS
All income and gains for the period are recognised above. All of the company's activities are classified as continuing. The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes form part of these financial statements

BETHANY SCHOOL

BALANCE SHEET
31 AUGUST 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Intangible assets	13	33,570	-
Tangible assets	14	13,852,061	12,646,626
Investments	15	1,250,872	1,303,321
Investment property	16	650,000	650,000
		15,786,503	14,599,947
CURRENT ASSETS			
Stocks	17	13,750	13,750
Debtors	18	2,199,387	269,753
Cash at bank	19	3,897,829	5,293,034
		6,110,966	5,576,537
CREDITORS			
Amounts falling due within one year	20	(4,997,482)	(2,734,164)
NET CURRENT ASSETS		1,113,484	2,842,373
TOTAL ASSETS LESS CURRENT LIABILITIES		16,899,987	17,442,320
CREDITORS			
Amounts falling due after more than one year	22	(429,834)	(604,853)
NET ASSETS		16,470,153	16,837,467
FUNDS			
Unrestricted funds		13,641,829	13,369,819
Designated funds	26	2,826,977	2,992,711
Restricted funds	27	-	473,590
Endowment funds	28	1,347	1,347
TOTAL FUNDS		16,470,153	16,837,467

The financial statements were approved by the Board of Governors and authorised for issue on 9 March 2024 and were signed on its behalf by:

J M Fenn - Governor

Registered Company number
00624273 (England and Wales)

The notes form part of these financial statements

BETHANY SCHOOL

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	373,244	1,591,485
Net cash provided by operating activities		373,244	1,591,485
Cash flows from investing activities			
Purchase of intangible fixed assets		(33,570)	-
Purchase of tangible fixed assets		(1,656,849)	(463,306)
Sale of tangible fixed assets		9,750	-
Sale of fixed asset investments		2,479	2,774
Income from investment property		-	36,500
Interest received		49,365	6,614
Dividends received		34,688	29,897
Net cash used in investing activities		(1,594,137)	(387,521)
Cash flows from financing activities			
Loan repayments in year		(175,020)	(166,961)
Income attributable to endowment		22,844	10,642
Expenditure attributable to endowment		(22,136)	(22,388)
Net cash used in financing activities		(174,312)	(178,707)
Change in cash and cash equivalents in the reporting period		(1,395,205)	1,025,257
Cash and cash equivalents at the beginning of the reporting period		5,293,034	4,267,777
Cash and cash equivalents at the end of the reporting period		3,897,829	5,293,034

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2023

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(367,314)	521,176
Adjustments for:		
Depreciation charges	451,414	436,654
Losses on investments	49,971	82,044
(Profit)/loss on disposal of fixed assets	(9,750)	20,758
Interest received	(49,365)	(6,614)
Dividends received	(34,688)	(29,897)
Income attributable to endowment	(22,844)	(10,642)
Expenditure attributable to endowment	22,136	22,388
Income from investment property	-	(36,500)
Increase in debtors	(1,929,634)	(102,114)
Increase in creditors	2,263,318	694,232
Net cash provided by operations	373,244	1,591,485

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.22 £	Cash flow £	At 31.8.23 £
Net cash			
Cash at bank	5,293,034	(1,395,205)	3,897,829
	5,293,034	(1,395,205)	3,897,829

1. CHARITY INFORMATION

Bethany School is a charitable company limited by guarantee incorporated in England (charity number 307937, company number 00624273) and operates from its registered office Curtisden Green, Goudhurst, Kent TN17 1LB.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Preparation of the accounts on a going concern basis
The Governors consider that there are no material uncertainties about the School's ability to continue as a going concern.

Statement of cash flows
The School's cashflow statement reflects the presentation requirements of FRS102. In addition, the cash flow statement reconciles cash and cash equivalents whereas under previous UK GAAP the statement reconciled to cash.

Income
All income is recognised in the Statement of Financial Activities once the school has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

School fee income is accounted for on a receivable basis and consists of charges billed for the school year ended 31 August 2023, less bursaries and allowances. Fees received for education to be provided in future years are carried forward as deferred income.

Donations are accounted for once the school has entitlement to the gift, it is probable that the income will be received and the amount can be measured reliably.

Investment income is accounted for when it is receivable and the amount can be measured reliably.

There are no restrictions on the incoming resources of the endowment fund.

Expenditure and irrecoverable value added tax (vat)
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the school to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

The irrecoverable element of value added tax is included with the item of expense to which it relates.

Support costs are allocated to the cost of raising funds and charitable activities on the basis of an appropriate apportionment of resources and activities.

Governance costs have been allocated in line with administration costs and include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the School.

Tangible fixed assets and depreciation
Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land is not depreciated. Assets under construction are not depreciated until they are available for use.

continued...

2. ACCOUNTING POLICIES - continued

Tangible fixed assets and depreciation

Land and buildings	2% - 4% on cost
Fixtures, fittings & equipment	20% on cost
Motor vehicles	20% on cost

It is the School's policy to capitalise all items of a capital nature over £5,000.

Investments
Fixed asset investments are stated at fair value. Realised and unrealised gains and losses are dealt with through the Statement of Financial Activities.

Investment property is included at fair value. Gains and losses are recognised through the Statement of Financial Activities.

Stock
Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

Fund accounting
Unrestricted funds are general funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the School and which have not been designated for other purposes.

Designated, Restricted and Endowment funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign exchange
Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange differences are dealt with through the Statement of Financial Activities.

Pension costs and other post-retirement benefits
Most of the teaching staff are members of the Teachers' Pension Scheme (TPS), a defined benefit scheme administered by the Teachers' Pension Agency. The Teachers' Pension Scheme is a multi-employer pension scheme which is unfunded. Actuarial valuations are carried out on a notional set of investments.

The School is unable to identify its share of the underlying (notional) assets and liabilities of the scheme. Accordingly, under FRS102, the scheme is accounted for as if it were a defined contributions scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged to the Statement of Financial Activities in the period in which the salaries to which they relate are payable.

The School also contributes to personal pension schemes for other teachers and non-teaching staff. These schemes are defined contribution schemes. The assets of the schemes are held separately from those of the School in independently administered funds. Contributions payable for the year are charged to the Statement of Financial Activities. The School has no other liabilities under these schemes.

Employee benefits
Short term employee benefits including holiday pay are recognised in the Statement of Financial Activities in the period in which the service is rendered. Termination benefits are accounted for on an accrual basis and in accordance with FRS102.

Donations of goods, services and facilities
Donated goods, professional services and facilities are recognised as income when the School has control over the item or has received the service, any conditions associated with the donation have been met, the receipt of the economic benefit from the use of an item by the school is probable, and that economic benefit can be measured reliably.

continued...

2. ACCOUNTING POLICIES - continued

Donations of goods, services and facilities
On receipt, donated goods, professional services and facilities are recognised on the basis of the value of the gift to the School which is the amount the School would have been willing to pay to obtain the goods, services or facilities on the open marker; a corresponding amount is then recognised in the expenditure in the period of receipt.

Goods donated for on-going use by the School in carrying out its day to day activities are recognised as tangible fixed assets.

Operating leases
Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

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

Cash at bank and in hand
Cash at bank and 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.

Creditors and provisions
Creditors and provisions are recognised when the School has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments
The School only has financial assets and financial liabilities of a kind that qualify as basic financial instruments under FRS102. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Critical accounting estimates and judgements
In the application of the School's accounting policies, the Governors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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.

The Governors do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

3. DONATIONS AND LEGACIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2023 Total funds £	2022 Total funds £
Donations	38,396	-	216,878	-	255,274	235,565
	38,396	-	216,878	-	255,274	235,565

continued...

4. CHARITABLE ACTIVITIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2023 Total funds £	2022 Total funds £
School fees	8,241,285	-	-	-	8,241,285	8,265,378
Registration fees	15,184	-	-	-	15,184	15,100
Bursaries and scholarships	(748,514)	(11,845)	-	-	(760,359)	(818,230)
Hardship discount	-	(116,471)	-	-	(116,471)	(43,195)
Transport income	209,065	-	-	-	209,065	171,531
	7,717,020	(128,316)	-	-	7,588,704	7,590,584

5. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2023 Total funds £	2022 Total funds £
Rental income	161,755	-	-	-	161,755	128,055
	161,755	-	-	-	161,755	128,055

6. INVESTMENT INCOME

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2023 Total funds £	2022 Total funds £
Income from listed investments	-	34,688	-	-	34,688	29,897
Income from investment property	-	-	-	-	-	36,500
Interest received	49,365	-	-	-	49,365	6,614
	49,365	34,688	-	-	84,053	73,011

continued...

7. EXPENDITURE

	Staff Costs	Depreciation	Other Costs	Total 2023	Total 2022
	£	£	£	£	£
Raising funds					
Investment management fees	-	-	2,512	2,512	2,765
Total costs of raising funds	-	-	2,512	2,512	2,765
Charitable activities Education					
Teaching costs	2,739,766	19,623	419,011	3,178,400	3,007,157
Welfare costs	288,338	-	707,493	995,831	827,700
Premises costs	791,499	431,792	1,505,932	2,729,223	2,432,335
Support costs	786,829	-	689,184	1,476,013	1,138,178
Finance costs	-	-	36,616	36,616	15,784
Governance costs			26,311	26,311	29,265
(Profit)/Loss on disposal of tangible fixed asset	-	-	(9,750)	(9,750)	20,758
Total charitable activities	4,606,432	451,415	3,374,797	8,432,644	7,471,177
Total expenditure	4,606,432	451,415	3,377,309	8,435,156	7,473,942

Governance costs include payments of £15,000 (2022: £12,900) for audit fees and payments of £990 (2022: £900) for other non-audit services.

Net income is stated after charging £57,265 (2022: £56,414) to operating lease rentals included within premises costs, £53,889 (2022: £51,498) to operating lease rentals included within teaching and support costs and interest charged on bank loans of £28,871 (2022: £13,290) included within finance costs.

Of costs relating to raising funds, £2,512 (2022: £2,765) relates to the designated fund. Of costs relating to charitable activities, £19,623 (2022: £19,623) relates to the designated fund.

8. SUPPORT COSTS

	2023	2022
	£	£
Support staff costs	786,829	681,673
Marketing costs	109,316	112,210
Computer costs	96,018	12,962
Post & stationery	28,541	24,665
Staff welfare & other staff costs	103,906	57,182
Staff recruitment	68,022	34,039
Telephone	16,315	14,872
Overseas recruitment & commission	96,597	81,604
Professional fees	14,330	44,555
Travel & subsistence	4,495	282
Subscriptions	32,140	12,031
Miscellaneous costs	119,504	62,103
TOTAL	1,476,013	1,138,178

continued...

9. GOVERNORS' REMUNERATION AND BENEFITS

None of the Governors (or any persons connected with them) received any remuneration during this year or the prior year.

Governors' expenses

One of the Governors was reimbursed a total of £121 for travelling expenses (2022: two were reimbursed a total of £515 for travelling expenses).

No amounts were due to or from Governors at the balance sheet date (2022: £nil).

10. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	3,661,203	3,330,014
Social security costs	346,210	348,703
Other pension costs	599,019	555,826
	4,606,432	4,234,543

The average monthly number of employees during the year was as follows:

	2023	2022
Teaching	45	45
Administration	35	31
Welfare and premises	49	42
	129	118

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	-	2
£70,001 - £80,000	3	-
£120,001 - £130,000	-	1
£130,001 - £140,000	1	-
	4	3

Contributions totalling £75,236 (2022: £62,105) were made during the year to money purchase pension schemes on behalf of employees whose employee benefits exceed £60,000.

The key management personnel of the school are the Headmaster, the bursar, the HR manager, the deputy head academic and the pastoral deputy. The total employee benefits including pension contributions for the key management personnel were £552,065 (2022: £499,243).

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES – YEAR ENDED 31 AUGUST 2022

	Unrestricted fund £	Designated fund £	Restricted fund £	Endowment funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	8,944	-	226,621	-	235,565
Gift Aid	-	-	49,947	-	49,947
Charitable activities	7,653,034	(43,195)	-	(19,255)	7,590,584
Other trading activities	128,055	-	-	-	128,055
Investment income	43,114	-	-	29,897	73,011
Total	7,833,147	(43,195)	276,568	10,642	8,077,162
EXPENDITURE ON					
Raising funds	-	-	-	2,765	2,765
Charitable activities	7,451,554	-	-	19,623	7,471,177
Total	7,451,554	-	-	22,388	7,473,942
Net gains on investments	50,000	-	-	(132,044)	(82,044)
NET INCOME/(EXPENDITURE)	431,593	(43,195)	276,568	(143,790)	521,176
Transfer between funds	-	2,720,701	-	(2,720,701)	-
RECONCILIATION OF FUNDS					
Total funds brought forward	12,938,226	315,205	197,022	2,865,838	16,316,291
TOTAL FUNDS CARRIED FORWARD	13,369,819	2,992,711	473,590	1,347	16,837,467

12. TAXATION

The school is a Registered Charity (number 307937). All activities are undertaken to fulfil the primary objectives of the charity and are therefore exempt under Part 11 of the Corporation Tax Act 2010.

13. INTANGIBLE FIXED ASSETS

	Development costs £
COST	
Additions	33,570
NET BOOK VALUE	
At 31 August 2023	33,570
At 31 August 2022	-

Intangible assets relate to website development. This is not yet being amortised as the website is still in development.

continued...

14. TANGIBLE FIXED ASSETS

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Assets under construction £	Totals £
COST					
At 1 September 2022	16,508,911	706,522	79,583	522,577	17,817,593
Additions	7,134	109,467	107,250	1,432,998	1,656,849
Disposals	-	-	(10,800)	-	(10,800)
At 31 August 2023	16,516,045	815,989	176,033	1,955,575	19,463,642
DEPRECIATION					
At 1 September 2022	4,633,967	494,021	42,979	-	5,170,967
Charge for year	342,609	84,353	24,452	-	451,414
Eliminated on disposal	-	-	(10,800)	-	(10,800)
At 31 August 2023	4,976,576	578,374	56,631	-	5,611,581
NET BOOK VALUE					
At 31 August 2023	11,539,469	237,615	119,402	1,955,575	13,852,061
At 31 August 2022	11,874,944	212,501	36,604	522,577	12,646,626

Included within land and buildings is freehold land of £1,591,176 (2022: £1,591,176) which is not depreciated.

15. FIXED ASSET INVESTMENTS

	Managed investments £
MARKET VALUE	
At 1 September 2022	1,303,321
Disposals	(2,342)
Revaluations	(50,107)
At 31 August 2023	1,250,872
NET BOOK VALUE	
At 31 August 2023	1,250,872
At 31 August 2022	1,303,321
Historical cost:	
At 31 August 2023	1,203,027
At 31 August 2022	1,205,369

The loss on investments shown within the Statement of Financial Activities of £49,971 (2022: £132,044) comprises a realised gain of £136 (2022: £318) on investments sold during the year, and an unrealised loss of £50,107 (2022: £132,362) on investments held at the year end.

As at 31 August 2023, the following investments represented over 5% of the portfolio market value:

Rathbone Unit Trust Mgmt - Core Investment Fund for Charities	1,250,872 - 100%

continued...

16. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 September 2022 and 31 August 2023	650,000
NET BOOK VALUE	
At 31 August 2023	650,000
At 31 August 2022	650,000

17. STOCKS

	2023 £	2022 £
Stocks	13,750	13,750

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	1,941,352	152,424
Other debtors	34,645	17,652
Accrued income	129,850	45,648
Prepayments	93,540	54,029
	2,199,387	269,753

Trade debtors have increased due to Autumn 2023 invoices being raised in the year. As these fees relate to the Autumn 2023 term fees, the fees have been deferred meaning there is a corresponding increased in deferred income in note 20.

19. CASH AT BANK

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2023 Total funds £	2022 Total funds £
Operational cash	3,088,062	799,021	-	1,347	3,888,430	5,284,743
Managed investment cash	-	9,399	-	-	9,399	8,291
	3,088,062	808,420	-	1,347	3,897,829	5,293,034

continued...

20. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Bank loans and overdrafts (see note 23)	180,000	180,000
Trade creditors	656,267	178,044
Social security and other taxes	87,018	124,767
Deferred income	3,094,622	1,369,845
Accrued expenses	979,575	881,508
	4,997,482	2,734,164

Fees in advance represent fees due for the Michaelmas term 2023 and are analysed below in note 21.

Included in accrued expenses is a provision of £21,266 (2022: £21,266) relating to the expected costs resulting from the outcome of the 'Harpur Trust v Brazel' case. The School has assessed their liability in relation to employee underpayments and this has been provided for accordingly in the financial statements.

21. FEES IN ADVANCE

	£
Balance at 1 September 2022	1,369,845
Fees released during the year	(1,369,845)
Fees deferred during the year	3,094,622
Balance at 31 August 2023	3,094,622

22. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2023	2022
	£	£
Bank loans (see note 23)	429,834	604,853

23. LOANS

An analysis of the maturity of loans is given below:

	2023	2022
	£	£
Amounts falling due within one year on demand:		
Bank loans	180,000	180,000
Amounts falling between one and two years:		
Bank loans - 1-2 years	180,000	180,000
Amounts falling due between two and five years:		
Bank loans - 2-5 years	249,834	424,853

The bank loans are secured by a fixed charge over certain freehold properties. At the year end this charge amounted to 26% (2022: 33%) of the cost of the freehold properties.

Details of the bank loans are as follows:

Loan - £609,834 - interest charged at 1.15% above base, repayable by 31/01/2027.

continued...

24. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	100,319	83,054
Between one and five years	85,640	62,728
In more than five years	98,103	111,341
	284,062	257,123

25. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Designated fund	Restricted fund
	£	£	£
Fixed assets	13,117,946	767,685	-
Investments	650,000	1,250,872	-
Current assets	5,301,199	808,420	-
Current liabilities	(4,997,482)	-	-
Long term liabilities	(429,834)	-	-
	13,641,829	2,826,977	-

	Endowment funds	2023 Total funds	2022 Total funds
	£	£	£
Fixed assets	-	13,885,631	12,646,626
Investments	-	1,900,872	1,953,321
Current assets	1,347	6,110,966	5,576,537
Current liabilities	-	(4,997,482)	(2,734,164)
Long term liabilities	-	(429,834)	(604,853)
	1,347	16,470,153	16,837,467

26. DESIGNATED FUNDS

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2022	Income	Expenditure	Balance at 31 August 2023
	£	£	£	£
Special projects	150,000	-	-	150,000
Hardship fund	122,010	-	116,471	5,539
Christopher Jackson fund	2,720,701	46,688	95,951	2,671,438
	2,992,711	46,688	212,422	2,826,977

Designated funds represent amounts set aside for special projects at the discretion of the Governors.

The Governors' agreed to set aside a hardship fund in the year ended 31 August 2020. The purpose of this fund is to provide additional fee assistance to parents who were adversely affected by Covid-19.

continued...

26. DESIGNATED FUNDS - continued

The income in the Christopher Jackson fund represents the school's dividend and interest income of £34,688 (2022: £29,897) for investments held as part of the endowment fund, bursaries and scholarships of (£11,844) (2022: (£19,255)). The expenditure in the fund comprises £2,512 (2022: £2,765) of investment management fees, £nil (2022: £nil) of property costs and £19,623 (2022: £19,623) of depreciation.

27. RESTRICTED FUNDS

The income funds of the charity include the following restricted funds which have restrictions on their usage imposed by the donors:

	Balance at 1 September 2022	Income	Expenditure	Transfers	Balance at 31 August 2023
	£	£	£	£	£
Performing Arts Centre	473,590	244,905	-	(718,495)	-
	473,590	244,905	-	(718,495)	-

The Performing Arts Centre fund relates to donations specifically donated to fund the construction of the Performing Arts Centre. The funds were utilised in the year against the ongoing build cost of the Performing Arts Centre.

28. ENDOWMENT FUNDS

The income funds of the charity include the following endowment funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2022	Income	Expenditure	Balance at 31 August 2023
	£	£	£	£
Permanent endowments				
Jane Tomkinson	1,347	-	-	1,347
Expendable endowments				
	1,347	-	-	1,347

The permanent endowment funds comprise the Jane Tomkinson Art Bursary.

continued...

29. EMPLOYEE BENEFIT OBLIGATIONS

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 £455,095 (2022: £436,668) and at the year-end £52,893 (2022: £51,137) 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. The consultation closed to response on 19 August 2021 and the Government is currently analysing the responses.

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 cost cap mechanism review 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.

On 31 March 2024, the School has withdrawn from the Teachers’ Pension Scheme (“the TPS”) and all teachers will now be in a defined contribution scheme.

continued...

30. CAPITAL COMMITMENTS

At the balance sheet date, the school had capital commitments in respect of the Performing Arts Centre totalling £5,040,425 and capital commitments in respect of the demolition of the Pengelley building totalling £103,000.

31. RELATED PARTY DISCLOSURES

Total donations received from related parties during the year ended 31 August 2023 amounted to £1,350 (2022: £24,800).

During the year under review, £33,600 (2022: £32,641) was paid to Looking Glass Marketing Limited in respect of marketing services. Mr D Shaw, a governor of the School, holds shares in Looking Glass Marketing Limited. As at 31 August 2023, the School owed the company £nil (2022: £4,200).

During the year under review, £7,000 (2022: £nil) was received from a Governor in respect of rental income for a property owned by the School. The rent was charged at market rates. As at 31 August 2023, no monies were owed to the School.

There were no further related party transactions during the year other than those with Governors as detailed in note 9.

32. POST BALANCE SHEET EVENTS

The School disposed of the Rathbones investment portfolio on 1 December 2023 for proceeds of £1,258,561. The proceeds from sale will be used to fund the Performing Arts Centre project.

Since the year end, the School has taken out two loans. The first loan is a bridging loan of £1.1 million which will be repaid upon the sale of the Music School. The second loan amounts to £3.61 million over a 25 year term which will be used to fund the Performing Arts Centre build.

33. ULTIMATE CONTROLLING PARTY

The company, which is registered in England & Wales, is limited by guarantee and has no share capital. In the event of the charity being wound up and unable to meet its liabilities, each of the Governors undertakes to contribute such amounts as may be required up to a maximum of £1.

No one party has overall control of the school.

Document Activity Report

Document Sent Tue, 07 May 2024 14:51:52 GMT

Document Activity History

Document history shows most recent activity first

Date	Activity

You can verify that this is a genuine Portal document by uploading it to the following secure web page:

http://tcgroup.accountantspace.co.uk/messages/VerifyDocument

BETHANY SCHOOL

England & Wales - Charity number 307937

Accounts

REGISTERED COMPANY NUMBER: 00624273 (England and Wales)
REGISTERED CHARITY NUMBER: 307937

REPORT OF THE GOVERNORS AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

FOR

BETHANY SCHOOL

BETHANY SCHOOL

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

	Page
Report of the Governors (Incorporating Strategic Report)	1 to 8
Report of the Independent Auditors	9 to 11
Statement of Financial Activities	12
Balance Sheet	13
Cash Flow Statement	14
Notes to the Cash Flow Statement	15
Notes to the Financial Statements	16 to 30

BETHANY SCHOOL

REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2022

The governors who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2022. The governors have adopted the provisions of 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) (effective 1 January 2019).

REFERENCE AND ADMINISTRATIVE DETAILS
Registered Company number
00624273 (England and Wales)

Registered Charity number
307937

Registered office
Curtisden Green
Goudhurst
CRANBROOK
Kent
TN17 1LB

The Governors, who are also the Directors for the purpose of company law, who served during the year were:

J M Fenn LLB	- Chairman
W S Kent	- Vice Chairman
K Buckland BA FCA	
R C Clark BA MD (Ed)	
J R W Hangarter MB BS BSc(Hons) MBA	- resigned 05/03/22
N P Kimber BSc FCA	
R Pilbeam	- resigned 30/09/21
A Cunningham	
P B Askew	
L Roberts	
E Connell	
M Harman	
P Mackinnon	
D Shaw	- resigned 16/12/21
G Power	
S Bonell	
A Scott	- appointed 05/03/22

Headmaster

F Healy BSc HDipEd NPQH

Bursar and Company Secretary

V Epps-Wood	- resigned 28/02/22
C Morey BA(Hons) ACA	- appointed 25/03/22

REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Auditors
TC Group
Statutory Auditors
The Courtyard,
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN

Solicitors
Pengelly & Rylands
39-41 High Street
Tenterden
Kent
TN30 6BJ

Investment Advisors
Rathbone Investment Management Limited
Port of Liverpool Building
Pier Head
Liverpool
L3 1NW

Bankers
National Westminster Bank
Longford House
19 Mount Ephraim
Tunbridge Wells
TN4 8AE

STRUCTURE, GOVERNANCE AND MANAGEMENT

None of the Governors has any beneficial interest in the company. All the Governors are members of the company and guarantee to contribute £1 in the event of a winding up.

The Board of Governors meet once per term. The main Sub Committee of the Governors is the Executive Committee, which was formed following an AGBIS review of Governance and replaces the Management Committee. The Executive Committee meets once a month to discuss the day to day matters concerned with the running of the School. Major items are passed to the Main Board for discussion, with the Executive Committee's recommendations. J Fenn (Chairman), W Kent (Vice Chair), R Clark, K Buckland and S Bonnell sit on this Committee with the Headmaster and Bursar in attendance.

The other permanent Sub Committees are the Finance Committee, who meet with the Executive Committee once per term, with N Kimber and P Askew as members. Other permanent Sub Committees include the Education Committee, the Marketing and Development Committee and Estates Committee. The following School Committees, which have Governor representation met during the year:

ICT Committee
H & S Committee

The Day to Day running of the School is delegated to the Senior Management Team, the members of which are: Headmaster, Deputy Head (Pastoral), Deputy Head (Academic), Bursar and Human Resources Manager. The Headmaster and Bursar attend Governors and Executive Committee meetings. The Headmaster, Bursar, Deputy Heads and the Human Resources Manager attend Board meetings.

RECRUITMENT, INDUCTION AND TRAINING OF GOVERNORS.

Appointment and re-appointment of Governors

The Articles of Association allow for there to be between seven and twenty appointed Governors. There are currently fourteen on the Board. Governors are appointed by the existing Board members in the first instance and they are re-appointed after 3 years and 3 yearly thereafter.

Training

During the year, the Governors were trained in safeguarding and have undertaken online training using Educare courses.

All other Governors were made aware of briefing documents provided by AGBIS, ISBA and other recognised bodies.

SENIOR MANAGEMENT PAY POLICY

In line with pay for all staff, the Senior Management pay is determined by the Governors. In deciding the level of remuneration, the Committee take into account, amongst other things, the current market demand for teachers, the financial strength of the School, the economic outlook, the performance of the relevant individuals, and the 'going rate for remuneration' of senior management in the local independent school market. Details of key management personnel pay are shown in note 10 of the accounts.

EMPLOYMENT POLICY

The School is an equal opportunities employer. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs. Consultation with employees has continued at all levels with the aim of taking their views into account when decisions are made that are likely to affect their interests. A full staff survey of their views has been conducted recently and points raised are being actioned.

CHARITABLE OBJECTS

The objects of the School as set out in the Articles of Association are to advance the education of boys and girls by the provision of a school or schools based on a strong Christian foundation and tolerant of other faiths. In setting the School's objectives the Governors have given careful consideration to the Charity Commission's general guidance on public benefit.

AIMS AND OBJECTIVES

The School provides education to boys and girls, committed to providing young people with an education for life in a changing world.

It is our policy for the School to help pupils achieve their highest academic potential as well as providing an extra-curricular programme which aims to develop life-long interests and to help build self-confidence and a desire to contribute to the community.

The School aims to play its part in the wider community including making facilities available to selected outside bodies.

The School aims to give means-tested financial assistance to the parents of some pupils who might otherwise find the full fee a limiting factor to sending their sons and daughters to the School. In conjunction with this aim, the School continues to develop its Designated Funds.

The School aims to build relationships with educational establishments in the Maintained Sector.

Whilst the physical development of the School is regulated by the planning authorities, the School is conscious of its impact on the local community and is therefore seeking ways to communicate more effectively with them.

PRINCIPAL ACTIVITIES OF THE YEAR

As already stated, the School advances the education of boys and girls by the provision of a school based upon a strong Christian foundation and tolerant of other faiths.

ACHIEVEMENTS AND PERFORMANCE

In the 2021 school year there were 356 pupils in the school (in 2020 there were 349) of whom 78 were boarders (in 2020 there were 85). There were 71 pupils in the Sixth Form. Boarding pupils are primarily British, although there were a number from overseas countries and these were primarily from Europe, Africa and the Far East.

A very healthy number of pupils sat the Year 7 entrance assessments in November 2021. It is clear that school's promotion of wellbeing and happiness struck a chord with prospective parents.

The ratio of boys to girls remains at 2-1. We were very pleased with this year's GCSE and A level results which were terrific. The Centre assessed grades system were carefully awarded and underwent considerable scrutiny within the school. There was not a single parental or pupil complaint regarding the results, and therefore there were no appeals. This was testament to the levels of communication between the school, parents and pupils as well as the painstaking approach that the school took to ensure that the grades were fairly awarded.

As usual all of the pupils who wished to go to university gained entry to their preferred places of study. Given the breadth of curriculum that we offer at A level, we were naturally delighted that our creative and artistic pupils were once again able to pursue their talents in their chosen destinations.

The GCSE results were similarly impressive with a high proportion of pupils gaining the top grades. The ability profile for the school's GCSE pupils is in line with the national average but the results obtained were considerably above national norms.

Once again, our GCSE and A level pupils were incredibly well supported by our vocational staff and they also worked extremely hard in tandem with the pupils, which enabled such great successes to be obtained.

Prior to the start of term in September 2021, all pupils and staff were Covid tested. Overseas pupils who were required to be quarantined were accommodated at Bethany.

We were delighted to return to 50-minute lessons and the teachers once again taught in their own classrooms.

In September the wearing of face coverings was initially optional but was mandatory on school transport. As we did in the previous year, we remained sensible and pragmatic whilst at the same time being proactive and applying all mandatory government guidance.

We were delighted that we were able to resume our annual charity walk in September, as well as host our annual sports afternoon the same month.

We had our first Open Morning of the year in September and we had well-signposted one way systems everywhere, which parents willingly followed.

At the end of September, pupils in Years 8 and above were vaccinated for Covid, and Bethany was relatively untroubled by Covid for the remainder of the year.

We had a two week half term break in October, and due to the Covid situation, Bethany remained open for our overseas boarders who stayed with us for the 2 weeks.

In a further sign of normality within the school, the Friends of Bethany School organised a most successful disco for pupils in Years 7 to 9 in the Assembly Hall in November.

Both the Christmas Concert and Christmas Carol Service were recorded and distributed to parents electronically to ensure our overseas boarders did not succumb to Covid in the final weeks of term. Our 7 year groups had school based Christmas parties before the end of term.

In order to ensure that pupils in Years 11 and 13 were kept as safe as possible for their summer examinations, our parent teacher meetings remained remote so that no unnecessary risks were taken with pupils and staff catching Covid.

Shortly after the invasion of Ukraine, Year 12 pupils organised a very successful cake sale. All funds were donated to help the humanitarian efforts in Ukraine.

ACHIEVEMENTS AND PERFORMANCE - continued

The Duke of Edinburgh Award Scheme returned to normality, and expeditions resumed in the latter half of the summer term. The central Christian ethos of the school was maintained with all of our pupils attending weekly chapel services. The professional development of staff continued at pace, with further sharing of expertise in terms of IT and Microsoft Teams, as well as the introduction of teachers videoing themselves in lessons so that their practice could be constructively analysed by both themselves and colleagues. It is a continued desire at Bethany to continually improve and evaluate teaching and learning as this maximises the pupils' learning experiences at Bethany.

Once again Bethany hosted a Society of Heads Computer Science day, which was attended remotely by Computer Science teachers from all over the country. The networking involved enthused all participants and the feedback was outstanding.

Project Based Learning has now been embedded into Years 7-9 and this has now become a part and parcel of the key stage three curriculum. In these tasks, pupils complete day long projects focusing on skills rather than knowledge, so that pupils themselves understand why the knowledge they are learning is required in real life situations.

Bethany has intentionally kept its range of GCSE and A level subjects broad, so that we can meet the needs of our creative and artistic pupils.

Our STEM (Science Technology Engineering and Maths) clubs remain incredibly popular. Bethany has once again started to enter national competitions which have now resumed.

FINANCIAL REVIEW

The School principally raises its funds from fees and related activities and has not engaged in appeals for many years until recently for the new Performing Arts Centre. Up until now developments have either been financed from surpluses after ordinary expenditure, or by borrowing under strict rules to ensure that even in the face of a significant national financial crisis leading to a downturn in pupil numbers, the borrowing could be repaid in less than 10 years.

The School generated total income of £8.08 million during the year (2021: £7.01 million), of which £7.59 million was generated from school fees (2021: £6.54 million). Expenditure totalled £7.47 million (2021: £6.49 million) which, including losses on investments of £82k (2021: gain of £230k), gave a surplus for the year of £521k (2021: £836k). Before depreciation the surplus was £958k (2021: £1.27 million). This was used to reduce borrowing resulting from previous investment in improved resources.

Total funds at 31 August 2022 were £16.84 million (2021: £16.32 million), of which £2.72 million were held in the endowment fund, now redesignated as a designated fund (2021: £2.87 million).

Reserves Policy

The School holds total unrestricted reserves of £13.37 million (2021: £12.94 million), which include tangible fixed assets of £12.65 million (2021: £12.64 million) and long-term bank loans of £785k (2021: £952k). Fixed assets include residential properties and, should it be necessary to call upon these, the houses could be sold individually without detriment to the School's operations.

The Governors have agreed to maintain one term's worth of working capital wherever possible.

Investment Powers, Policy and Performance.

The Articles of Association give the School wide investment powers. The School's investments in quoted shares form part of the Christopher Jackson Fund. Rathbones Investment Management have been appointed to manage this investment portfolio for the School. An investment policy has been agreed by the Governors since the year end.

Note 14 provides detail of investment movements during the year. Investment performance was in line with the School's objectives.

Bursary Policy

This year the School awarded scholarships, bursaries and discounts of £818k (2021: £805k) which represented 11% of gross fee income (2021: 12%). The Governors' policy, in line with that of most other independent schools, is to award Scholarships based on ability and bursaries based on need.

All Bursaries are means tested on application by an external assessment company.

Asset cover for funds

Note 24 sets out an analysis of these assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet the School's obligations on a fund by fund basis.

Risk Management

The Governors are responsible for the management of the risks faced by the School. Risks are identified, assessed and controls established throughout the year. The Board reviews the full Risk Assessment annually in March, and Risk is a standing item on the agenda for other Board Meetings and all Executive Committee meetings.

The Governors consider the major potential risks to the School to be:

Challenging economic and political environments adversely affecting pupil numbers and fee levels.
The impact of the Covid-19 Pandemic.
Impact of Brexit on pupil recruitment and retention.
Inflationary pressures on certain costs.
Competition from both independent and state schools for pupils
Ensuring Safe-guarding and Inspection in an increasingly regulated environment.

The key controls used by the School to mitigate risks include:

Formal agenda for Committee and Board activities.
Strategic planning and scenario setting.
Detailed Terms of reference for all Committees.
Comprehensive strategic planning, budgeting and management accounting.
Established organisational structure and lines of reporting.
Formal written policies
Clear authorisation and approval levels.
Safer recruitment as required by law for the protection of the vulnerable.
Staff training, Child Protection and safeguarding.

Through the risk management processes established by the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that the systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

COMMUNITY LINKS AND THE PUBLIC BENEFIT

The school continued to improve its links with the local community. Our Thursday afternoon enrichment programme ensured that the Duke of Edinburgh Award Scheme pupils assisted the local community in a range of services. A variety of charities benefitted from fundraising activities of Bethany pupils during the year. These included: Children of Gambia Services, Dementia UK, Hospice in the Weald, Just Like Us, Kent Air Ambulance, Mid Kent Mind MS Society, Nourish Community Food bank, NSPCC, Oliver Fisher Charity and Save the Children as well as a range of other good causes.

We were delighted that our annual summer school could resume in August and the school premises were also rented out to Urban Saints. Local community clubs also used the school site in the summer.

The School offered 9.74% of its fee income in Scholarships, Bursaries and Fees subsidies.

65 Pupils received Means Tested Bursaries of which 1 was for 100% fees, 1 was 70%, 7 were for 50%, 15 were 30% - 49% and 41 were under 30% of fees.
51 Pupils received a Sibling Discount (10%).
85 Pupils received Scholarships – Academic, Art, Dance, Drama, Music, Drama Sport and Technology which ranged from to 40% of fees.
1 Pupil received Services or Clergy bursary (10%).

One teacher and one governor act as governors for local primary schools.

DEVELOPMENT AND FUTURE PLANS

Following the granting of planning permission for the PAC (Performing Arts Centre) in July 2020, a fundraising appeal, which was set up in January 2021, had an initial fundraising target of £800,000. This has been surpassed and the target has been increased to £1 million to help fund the construction of the PAC. It is hoped to have the PAC operational by September 2024.

A pre-planning application to replace Pengelly Boarding House was submitted in March.

Maintenance was carried out to existing buildings, and this included

- Drama Studio: Specialist coating applied to failing asphalt roof to the drama studio which was also redecorated externally.
- The library was redecorated externally and its gable ends on the dormers repaired.
- The pupils' play area was redecorated.
- The Mount boarding house was extensively refurbished which included the fire escape and the house was re-carpeted from top to bottom.
- The outside hedges were topped/reduced on Mount Path/Top Tennis Courts/in between North Wing & Mount to provide enhanced visibility/safety.
- The Mount North Wing was redecorated in both bottom and top corridors and both staircases.
- The Sixth Form Centre had 5 new fire doors with vision panels on the study rooms fitted and theses rooms were also redecorated.
- The Orchard boarding house had a partition fitted and a new fire door installed on the ground floor which also had new flooring. Some bedrooms were refurbished as was a communal bathroom.
- The Wellness Centre had a new ceiling fitted in the new office on the first floor and this was also redecorated.
- The private residence in Old Poplars had a fully fitted kitchen, new electrics (sockets/lights) fitted, new vinyl laminate flooring, ceiling replastered & redecorated. The Dining room ceiling was reboarded, redecorated & a new light fitting installed.
- The Sports Centre had a new oil-fired boiler installed.
- The Dining Room had a full refurbishment and modernisation.
- The exterior lighting was upgraded around the side of Kendon House.
- New flood lighting was installed onto Pengelly House.
- Exterior lighting was upgraded on the Wellness Centre/Food Tech/Admin.
- There was an upgrade to the main control panel for gas/heating into the main kitchens.
- Various fire escapes/handrails around site were redecorated.

REPORTABLE INCIDENTS

During the year there have been no incidents which required notification to the Charity Commission.

REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2022

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The governors (who are also the directors of Bethany School for the purposes of company law) are responsible for preparing the Report of the Governors and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 those financial statements, the governors are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

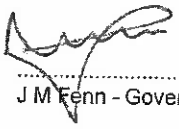
In so far as the governors are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

AUDITORS

The auditors, TC Group, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the governors, incorporating a strategic report, approved by order of the board of governors, as the company directors, on ..11.. March 2023 .... and signed on the board's behalf by:



.....

J M Fenn - Governor

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL

Opinion

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

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the governors' 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 governors with respect to going concern are described in the relevant sections of this report.

Other information

The governors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Governors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Governors has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Governors.

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

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

Responsibilities of governors
As explained more fully in the Statement of Governors' Responsibilities, 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.

Our 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Extent to which the audit was considered capable of detecting irregularities, including fraud
The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.
Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with the governors and other management (as required by auditing standards), and discussed with the governors and other management the policies and procedures regarding compliance with laws and regulations;
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); Independent Schools Inspectorate (ISI); fraud; bribery and corruption and employment law. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the governors and other management and inspection of regulatory and legal correspondence, if any.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charitable company's operations, the control environment and business performance;
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charitable company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.
Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 Report of the Independent Auditors.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL

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 auditors' 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.

TC Group

Mark Cummins FCCA (Senior Statutory Auditor)
for and on behalf of TC Group
Statutory Auditors
The Courtyard,
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN

Date: 4 May 2023

BETHANY SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted fund £	Designated fund £	Restricted fund £	Endowment fund £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM							
Donations and legacies	3	8,944	-	226,621	-	235,565	245,130
Gift aid		-	-	49,947	-	49,947	46,988
Charitable activities	4	7,653,034	(43,195)	-	(19,255)	7,590,584	6,540,509
Other trading activities	5	128,055	-	-	-	128,055	214,301
Investment income	6	43,114	-	-	29,897	73,011	50,541
Total		7,833,147	(43,195)	276,568	10,642	8,077,162	7,097,469
EXPENDITURE ON							
Raising funds	7	-	-	-	2,765	2,765	12,794
Charitable activities	7	7,451,554	-	-	19,623	7,471,177	6,478,711
Total		7,451,554	-	-	22,388	7,473,942	6,491,505
Net realised gains/(losses) on investments	14	-	-		318	318	212
Net unrealised gains/(losses) on investments	14	50,000	-		(132,362)	(82,362)	230,276
NET INCOME/(EXPENDITURE)		431,593	(43,195)	276,568	(143,790)	521,176	836,452
Transfers between funds	25	-	2,720,701		(2,720,701)	-	230,276
Net movement in funds		431,593	2,677,506	276,568	(2,864,491)	521,176	836,452
RECONCILIATION OF FUNDS							
Total funds brought forward		12,938,226	315,205	197,022	2,865,838	16,316,291	15,479,839
TOTAL FUNDS CARRIED FORWARD		13,369,819	2,992,711	473,590	1,347	16,837,467	16,316,291

CONTINUING OPERATIONS
All income and gains for the period are recognised above. All of the company's activities are classified as continuing. The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes form part of these financial statements

BETHANY SCHOOL

BALANCE SHEET
31 AUGUST 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible assets	13	12,646,626	12,640,733
Investments	14	1,303,321	1,438,139
Investment property	15	650,000	600,000
		14,599,947	14,678,872
CURRENT ASSETS			
Stocks	16	13,750	13,750
Debtors	17	269,753	167,639
Cash at bank	18	5,293,034	4,267,777
		5,576,537	4,449,166
CREDITORS			
Amounts falling due within one year	19	(2,734,164)	(2,039,933)
NET CURRENT ASSETS		2,842,373	2,409,233
TOTAL ASSETS LESS CURRENT LIABILITIES		17,442,320	17,088,105
CREDITORS			
Amounts falling due after more than one year	21	(604,853)	(771,814)
NET ASSETS		16,837,467	16,316,291
FUNDS			
Unrestricted funds		13,369,819	12,938,226
Designated funds	25	2,992,711	315,205
Restricted funds	26	473,590	197,022
Endowment funds	27	1,347	2,865,838
TOTAL FUNDS		16,837,467	16,316,291

The financial statements were approved by the Board of Governors and authorised for issue on 11 March 2023 and were signed on its behalf by:

J M Fenn - Governor

The notes form part of these financial statements

Company number: 00624273

BETHANY SCHOOL

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	1,591,485	1,364,413
Net cash provided by operating activities		1,591,485	1,364,413
Cash flows from investing activities			
Purchase of tangible fixed assets	13	(463,306)	(193,159)
Sale of tangible fixed assets		-	912
Sale of fixed asset investments	14	2,774	2,608
Income from investment property		36,500	17,000
Interest received		6,614	6,759
Dividends received		29,897	26,782
Net cash used in investing activities		(387,521)	(139,098)
Cash flows from financing activities			
Loan repayments in year		(166,961)	(166,562)
Income attributable to endowment	27	10,642	42,209
Expenditure attributable to endowment	27	(22,388)	(24,023)
Net cash used in financing activities		(178,707)	(148,376)
Change in cash and cash equivalents in the reporting period		1,025,257	1,076,939
Cash and cash equivalents at the beginning of the reporting period		4,267,777	3,190,838
Cash and cash equivalents at the end of the reporting period		5,293,034	4,267,777

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 AUGUST 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	521,176	836,452
Adjustments for:		
Depreciation charges	436,654	437,549
Loss on disposal of fixed assets	20,758	-
Losses/(gain) on investments	82,044	(230,488)
Interest received	(6,614)	(6,759)
Dividends received	(29,897)	(26,782)
Income attributable to endowment	(10,642)	(42,209)
Expenditure attributable to endowment	22,388	24,023
Income from investment property	(36,500)	(17,000)
Increase in stocks	-	(2,691)
(Increase)/decrease in debtors	(102,114)	50,175
Increase in creditors	694,232	342,143
Net cash provided by operations	1,591,485	1,364,413

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.21 £	Cash flow £	At 31.8.22 £
Net cash			
Cash at bank	4,267,777	1,025,257	5,293,034
	4,267,777	1,025,257	5,293,034

The notes form part of these financial statements

1. CHARITY INFORMATION

Bethany School is a charitable company limited by guarantee incorporated in England (charity number 307937, company number 00624273) and operates from its registered office Curtisden Green, Goudhurst, Kent TN17 1LB.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Preparation of the accounts on a going concern basis
The Governors consider that there are no material uncertainties about the School's ability to continue as a going concern.

Statement of cash flows
The School's cashflow statement reflects the presentation requirements of FRS102. In addition, the cash flow statement reconciles cash and cash equivalents whereas under previous UK GAAP the statement reconciled to cash.

Income
All income is recognised in the Statement of Financial Activities once the school has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

School fee income is accounted for on a receivable basis and consists of charges billed for the school year ended 31 August 2022, less bursaries and allowances. Fees received for education to be provided in future years are carried forward as deferred income.

Donations are accounted for once the school has entitlement to the gift, it is probable that the income will be received and the amount can be measured reliably.

Investment income is accounted for when it is receivable and the amount can be measured reliably.

There are no restrictions on the incoming resources of the endowment fund.

Expenditure and irrecoverable value added tax (vat)
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the school to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

The irrecoverable element of value added tax is included with the item of expense to which it relates.

Support costs are allocated to the cost of raising funds and charitable activities on the basis of an appropriate apportionment of resources and activities.

Governance costs have been allocated in line with administration costs and include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the School.

Tangible fixed assets and depreciation
Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land is not depreciated. Assets under construction are not depreciated until they are available for use.

continued...

2. ACCOUNTING POLICIES - continued

Tangible fixed assets and depreciation

Land and buildings	2% - 4% on cost
Fixtures, fittings & equipment	20% on cost
Motor vehicles	20% on cost

It is the School's policy to capitalise all items of a capital nature over £5,000.

Investments
Fixed asset investments are stated at fair value. Realised and unrealised gains and losses are dealt with through the Statement of Financial Activities.

Investment property is included at fair value. Gains and losses are recognised through the Statement of Financial Activities.

Stock
Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

Fund accounting
Unrestricted funds are general funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the School and which have not been designated for other purposes.

Designated, Restricted and Endowment funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign exchange
Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange differences are dealt with through the Statement of Financial Activities.

Pension costs and other post-retirement benefits
Most of the teaching staff are members of the Teachers' Pension Scheme (TPS), a defined benefit scheme administered by the Teachers' Pension Agency. The Teachers' Pension Scheme is a multi-employer pension scheme which is unfunded. Actuarial valuations are carried out on a notional set of investments.

The School is unable to identify its share of the underlying (notional) assets and liabilities of the scheme. Accordingly, under FRS102, the scheme is accounted for as if it were a defined contributions scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged to the Statement of Financial Activities in the period in which the salaries to which they relate are payable.

The School also contributes to personal pension schemes for other teachers and non-teaching staff. These schemes are defined contribution schemes. The assets of the schemes are held separately from those of the School in independently administered funds. Contributions payable for the year are charged to the Statement of Financial Activities. The School has no other liabilities under these schemes.

Employee benefits
Short term employee benefits including holiday pay are recognised in the Statement of Financial Activities in the period in which the service is rendered. Termination benefits are accounted for on an accrual basis and in accordance with FRS102.

Donations of goods, services and facilities
Donated goods, professional services and facilities are recognised as income when the School has control over the item or has received the service, any conditions associated with the donation have been met, the receipt of the economic benefit from the use of an item by the school is probable, and that economic benefit can be measured reliably.

continued...

2. ACCOUNTING POLICIES - continued

Donations of goods, services and facilities
On receipt, donated goods, professional services and facilities are recognised on the basis of the value of the gift to the School which is the amount the School would have been willing to pay to obtain the goods, services or facilities on the open marker; a corresponding amount is then recognised in the expenditure in the period of receipt.

Goods donated for on-going use by the School in carrying out its day to day activities are recognised as tangible fixed assets.

Operating leases
Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

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

Cash at bank and in hand
Cash at bank and 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.

Creditors and provisions
Creditors and provisions are recognised when the School has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments
The School only has financial assets and financial liabilities of a kind that qualify as basic financial instruments under FRS102. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Critical accounting estimates and judgements
In the application of the School's accounting policies, the Governors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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.

The Governors do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

3. DONATIONS AND LEGACIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2022 Total funds £	2021 Total funds £
Donations	8,944	-	226,621	-	235,565	245,130
	8,944	-	226,621	-	235,565	245,130

continued...

4. CHARITABLE ACTIVITIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2022 Total funds £	2021 Total funds £
School fees	8,265,378	-	-	-	8,265,378	7,523,505
Registration fees	15,100	-	-	-	15,100	13,200
Bursaries and scholarships	(798,975)	-	-	(19,255)	(818,230)	(805,012)
Hardship discount	-	(43,195)	-	-	(43,195)	(307,247)
Transport income	171,531	-	-	-	171,531	116,063
	7,653,034	(43,195)	-	(19,255)	7,590,584	6,540,509

5. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2022 Total funds £	2021 Total funds £
Rental income	128,055	-	-	-	128,055	30,366
Job retention scheme grant	-	-	-	-	-	183,935
	128,055	-	-	-	128,055	214,301

6. INVESTMENT INCOME

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2022 Total funds £	2021 Total funds £
Income from listed investments	-	-	-	29,897	29,897	26,782
Income from investment property	36,500	-	-	-	36,500	17,000
Interest received	6,614	-	-	-	6,614	6,759
	43,114	-	-	29,897	73,011	50,541

continued...

7. EXPENDITURE

	Staff Costs	Depreciation	Other Costs	Total 2022	Total 2021
	£	£	£	£	£
Raising funds					
Investment management fees	-	-	2,765	2,765	2,600
Fundraising costs	-	-	-	-	10,194
Total costs of raising funds	-	-	2,765	2,765	12,794
Charitable activities Education					
Teaching costs	2,653,361	19,623	334,173	3,007,157	2,666,668
Welfare costs	216,023	-	611,677	827,700	674,319
Premises costs	683,486	417,030	1,331,819	2,432,335	2,050,047
Support costs	681,673	-	456,505	1,138,178	1,049,281
Finance costs	-	-	15,784	15,784	15,042
Governance costs	-	-	29,265	29,265	23,354
Loss on disposal of tangible fixed asset	-	-	20,758	20,758	
Total charitable activities	4,234,543	436,653	2,799,981	7,471,177	6,478,711
Total expenditure	4,234,543	436,653	2,802,746	7,473,942	6,491,505

Governance costs include payments of £12,900 (2021: £12,300) for audit fees and payments of £900 (2021: £9,965) for other non-audit services.

Net income is stated after charging £56,414 (2021: £34,268) to operating lease rentals included within premises costs, £51,498 (2021: £41,796) to operating lease rentals included within teaching and support costs and interest charged on bank loans of £13,290 (2021: £13,439) included within finance costs.

Of costs relating to raising funds, £2,765 (2021: £2,600) relates to the endowment fund. Of costs relating to charitable activities, £19,623 (2021: £21,423) relates to the endowment fund.

8. SUPPORT COSTS

	2022	2021
	£	£
Support staff costs	681,673	637,717
Marketing costs	112,210	89,986
Computer costs	12,962	8,324
Post & stationery	24,665	24,296
Staff welfare & other staff costs	57,182	47,276
Staff recruitment	34,039	36,765
Telephone	14,872	9,073
Overseas recruitment & commission	81,604	43,981
Professional fees	44,555	44,117
Travel & subsistence	282	547
Subscriptions	12,031	6,276
Miscellaneous costs	62,103	100,923
TOTAL	1,138,178	1,049,281

continued...

9. GOVERNORS' REMUNERATION AND BENEFITS

None of the Governors (or any persons connected with them) received any remuneration during this year or the prior year.

Governors' expenses

Two of the Governors were reimbursed a total of £515 for travelling expenses (2021: one was reimbursed a total of £55 for travelling expenses).

No amounts were due to or from Governors at the balance sheet date (2021: £nil).

10. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	3,330,014	2,906,520
Social security costs	348,703	287,098
Other pension costs	555,826	491,139
	4,234,543	3,684,757

The average monthly number of employees during the year was as follows:

	2022	2021
Teaching	45	40
Administration	31	28
Welfare and premises	42	34
	118	102

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£60,000 - £70,000	2	3
£90,001 - £100,000	-	-
£110,001 - £120,000	-	1
£120,001 - £130,000	1	-
	3	4

Contributions totalling £62,105 (2021: £64,168) were made during the year to money purchase pension schemes on behalf of employees whose employee benefits exceed £60,000.

The key management personnel of the school are the Headmaster, the bursar, the HR manager, the deputy head academic and the pastoral deputy. The total employee benefits including employers pension contributions and National Insurance for the key management personnel were £499,243 (2021: £479,150).

During the year under review, ex gratia payments totalling £nil (2021: £7,667) were made to employees in relation to termination of employment.

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Designated fund £	Restricted fund £	Endowment funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	-	84,721	160,409	-	245,130
Gift Aid	-	10,375	36,613	-	46,988
Charitable activities	6,642,751	(117,669)	-	15,427	6,540,509
Other trading activities	214,301	-	-	-	214,301
Investment income	23,759	-	-	26,782	50,541
Total	6,880,811	(22,573)	197,022	42,209	7,097,469
EXPENDITURE ON					
Raising funds	10,194	-	-	2,600	12,794
Charitable activities	6,457,288	-	-	21,423	6,478,711
Total	6,467,482	-	-	24,023	6,491,505
Net gains on investments	-	-	-	230,488	230,488
NET INCOME/(EXPENDITURE)	413,329	(22,573)	197,022	248,674	836,452
RECONCILIATION OF FUNDS					
Total funds brought forward	12,524,897	337,778	-	2,617,164	15,479,839
TOTAL FUNDS CARRIED FORWARD	12,938,226	315,205	197,022	2,865,838	16,316,291

12. TAXATION

The school is a Registered Charity (number 307937). All activities are undertaken to fulfil the primary objectives of the charity and are therefore exempt under Part 11 of the Corporation Tax Act 2010.

continued...

13. TANGIBLE FIXED ASSETS

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Assets under construction £	Totals £
COST					
At 1 September 2021	16,508,911	688,471	54,623	136,878	17,388,883
Additions	-	52,647	24,960	385,699	463,306
Disposals	-	(34,596)	-	-	(34,596)
At 31 August 2022	16,508,911	706,522	79,583	522,577	17,817,593
DEPRECIATION					
At 1 September 2021	4,291,517	425,776	30,857	-	4,748,150
Charge for year	342,450	82,083	12,122	-	436,655
Eliminated on disposal	-	(13,838)	-	-	(13,838)
At 31 August 2022	4,633,967	494,021	42,979	-	5,170,967
NET BOOK VALUE					
At 31 August 2022	11,874,944	212,501	36,604	522,577	12,646,626
At 31 August 2021	12,217,394	262,695	23,766	136,878	12,640,733

Included within land and buildings is freehold land of £1,591,176 (2021: £1,591,176) which is not depreciated.

14. FIXED ASSET INVESTMENTS

	Managed investments £
MARKET VALUE	
At 1 September 2021	1,438,139
Disposals	(2,774)
Revaluations	(132,044)
At 31 August 2022	1,303,321
NET BOOK VALUE	
At 31 August 2022	1,303,321
At 31 August 2021	1,438,139
Historical cost:	
At 31 August 2022	1,205,369
At 31 August 2021	1,207,625

The loss on investments shown within the Statement of Financial Activities of £132,044 (2021: gain of £230,488) comprises a realised gain of £318.24 (2021: £212) on investments sold during the year, and an unrealised loss of £132,362 (2021:gain of 230,276) on investments held at the year end.

As at 31 August 2022, all investments are held in:

Rathbone Unit Trust Mgmt - Core Investment Fund for Charities	1,303,321 - 100%

continued...

15. INVESTMENT PROPERTY

	£
FAIR VALUE	
At 1 September 2021	600,000
Revaluation	50,000
At 31 August 2022	650,000
NET BOOK VALUE	
At 31 August 2022	650,000
At 31 August 2021	600,000

16. STOCKS

	2022 £	2021 £
Stocks	13,750	13,750

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	152,424	89,800
Other debtors	17,652	-
Accrued income	45,648	44,788
Prepayments	54,029	33,051
	269,753	167,639

18. CASH AT BANK

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2022 Total funds £	2021 Total funds £
Operational cash	3,916,015	893,791	473,590	1,347	5,284,743	4,260,536
Managed investment cash	-	8,291	-	-	8,291	7,241
	3,916,015	902,082	473,590	1,347	5,293,034	4,267,777

continued...

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Bank loans and overdrafts (see note 21)	180,000	180,000
Trade creditors	178,044	144,544
Social security and other taxes	124,767	64,362
Fees in advance	1,369,845	880,529
Accrued expenses	881,508	770,498
	2,734,164	2,039,933

Fees in advance represent fees due for the Michaelmas term 2022 and are analysed below in note 20.

Included in accrued expenses is a provision of £21,266 (2021:£nil) relating to the expected costs resulting from the outcome of the 'Harpur Trust v Brazel' case. The School has assessed their liability in relation to employee underpayments and this has been provided for accordingly in the financial statements.

20. FEES IN ADVANCE

	£
Balance at 1 September 2021	880,529
Fees released during the year	(880,529)
Fees deferred during the year	1,369,845
Balance at 31 August 2022	1,369,845

21. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2022	2021
	£	£
Bank loans (see note 22)	604,853	771,814

continued...

22. LOANS

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Bank loans	180,000	180,000
Amounts falling between one and two years:		
Bank loans - 1-2 years	180,000	180,000
Amounts falling due between two and five years:		
Bank loans - 2-5 years	424,853	540,000
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more 5 years	-	51,184

The bank loans are secured by a fixed charge over certain freehold properties. At the year end this charge amounted to 33% (2021: 40%) of the cost of the freehold properties.

Details of the bank loans are as follows:

Loan - £784,853 - interest charged at 1.15% above base, repayable by 31/01/2027.

23. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022	2021
	£	£
Within one year	83,054	74,776
Between one and five years	174,070	105,620
	257,124	180,397

continued...

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Designated fund	Restricted fund
	£	£	£
Fixed assets	11,859,318	787,308	-
Investments	650,000	1,303,321	-
Current assets	4,199,518	902,082	473,590
Current liabilities	(2,734,164)	-	-
Long term liabilities	(604,853)	-	-
	13,369,819	2,992,711	473,590

	Endowment funds	2022 Total funds	2021 Total funds
	£	£	£
Fixed assets	-	12,646,626	12,640,733
Investments	-	1,953,321	2,038,139
Current assets	1,347	5,576,537	4,449,166
Current liabilities	-	(2,734,164)	(2,039,933)
Long term liabilities	-	(604,853)	(771,814)
	1,347	16,837,467	16,316,291

25. DESIGNATED FUNDS

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2021	Income	Expenditure	Transfers	Balance at 31 August 2022
	£	£	£	£	£
Special projects	150,000	-	-	-	150,000
Hardship fund	165,205	-	43,195	-	122,010
Christopher Jackson fund	-	-	-	2,720,701	2,720,701
	315,205	-	43,195	2,720,701	2,992,711

Designated funds represent amounts set aside for special projects at the discretion of the Governors.

The Governors' agreed to set aside a hardship fund in the year ended 31 August 2020. The purpose of this fund is to provide additional fee assistance to parents who were adversely affected by Covid-19.

Following an extensive review of the history of the Christopher Jackson Endowment Fund, and discussions with Charity legal advisors, it has been agreed that this fund is not an endowment fund and therefore the Governors have given permission for it to be transferred to a designated fund, and be known as the Christopher Jackson Fund, with effect from this financial period.

continued...

26. RESTRICTED FUNDS

The income funds of the charity include the following restricted funds which have restrictions on their usage imposed by the donors:

	Balance at 1 September 2021	Income	Expenditure	Transfers	Balance at 31 August 2022
	£	£	£	£	£
Performing Arts Centre	197,022	276,568	-	-	473,590
	197,022	276,568	-	-	473,590

The Performing Arts Centre fund relates to donations specifically donated to fund the construction of the Performing Arts Centre.

27. ENDOWMENT FUNDS

The income funds of the charity include the following endowment funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2021	Income	Expenditure	Transfers	Investment Gains/ Losses	Balance at 31 August 2022
	£	£	£	£	£	£
Permanent endowments						
Jane Tomkinson	1,347	-	-	-	-	1,347
Expendable endowments						
C J Endowment fund	2,864,491	10,642	22,388	(2,720,701)	(132,044)	-
	2,865,838	10,642	22,388	(2,720,701)	(132,044)	1,347

The permanent endowment funds comprise the Jane Tomkinson Art Bursary.

The Governors have agreed to investments in an expendable endowment fund. Any gains or losses of the investments form part of the fund.

The income in the C J Endowment fund represents the school's dividend and interest income of £29,897 (2021: £33,541) for investments held as part of the endowment fund, bursaries and scholarships of (£19,255) (2021: £14,927). The expenditure in the fund comprises £2,765 (2021: £2,600) of investment management fees, £nil (2021: £1,800) of property costs and £19,623 (2021: £19,623) of depreciation.

As per note 25, the C J Endowment fund was transferred to designated funds at the year end and is now known as the Christopher Jackson fund.

continued...

28. EMPLOYEE BENEFIT OBLIGATIONS

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 £436,668 (2021: £393,617) and at the year-end £51,137 (2021: £45,825) 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.

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 place 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.

29. CAPITAL COMMITMENTS

At the balance sheet date, the school had capital commitments in respect of the enabling works for the Performing Arts Centre totalling £185,000.

continued...

30. RELATED PARTY DISCLOSURES

Total donations received from related parties during the year ended 31 August 2022 amounted to £24,800 (2021: £850).

During the year under review, £32,641 (2021: £12,028) was paid to Looking Glass Marketing Limited in respect of marketing services. Mr D Shaw, a governor of the School, holds shares in Looking Glass Marketing Limited. As at 31 August 2022, the School owed the company £4,200 (2021: £1,884).

There were no further related party transactions during the year other than those with Governors as detailed in note 9.

31. ULTIMATE CONTROLLING PARTY

The company, which is registered in England & Wales, is limited by guarantee and has no share capital. In the event of the charity being wound up and unable to meet its liabilities, each of the Governors undertakes to contribute such amounts as may be required up to a maximum of £1.

Document Activity Report

Document Sent Thu, 18 May 2023 15:04:57 GMT

Document Activity History

Document history shows most recent activity first

Date	Activity

You can verify that this is a genuine Portal document by uploading it to the following secure web page:

http://tcgroup.accountantspace.co.uk/messages/VerifyDocument

BETHANY SCHOOL

England & Wales - Charity number 307937

Accounts

REGISTERED COMPANY NUMBER: 00624273 (England and Wales)
REGISTERED CHARITY NUMBER: 307937

GOVERNORS' REPORT AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

FOR

BETHANY SCHOOL

Wells Associates
10 Lonsdale Gardens
Tunbridge Wells
Kent
TN1 1NU

BETHANY SCHOOL

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

	Page
Governors' Report (Incorporating the Strategic Report)	1 to 8
Report of the Independent Auditors	9 to 11
Statement of Financial Activities	12
Balance Sheet	13
Cash Flow Statement	14
Notes to the Cash Flow Statement	15
Notes to the Financial Statements	16 to 30

BETHANY SCHOOL

GOVERNORS' REPORT (INCORPORATING THE STRATEGIC REPORT) FOR THE YEAR ENDED 31 AUGUST 2021

The Governors present their report and accounts for the period ended 31 August 2021. The Governors confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of The Charities SORP (FRS102) and contains a directors' report as required by company law.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
00624273 (England and Wales)

Registered Charity number
307937

Registered office
Curtisden Green
Goudhurst
CRANBROOK
Kent
TN17 1LB

The Governors, who are also the Directors for the purpose of company law, who served during the year were:

R J Stubbs BSocSc CMRS	- Chairman – resigned 03/07/21
J M Fenn LLB	- appointed Chairman 03/07/21
W S Kent	- Vice Chairman
K Buckland BA FCA	- Treasurer
D R Boniface MA MSc	- resigned 27/03/21
R C Clark BA MD (Ed)	
J R W Hangartner MB BS BSc(Hons) MBA	
N P Kimber BSc FCA	
R Pilbeam	- resigned 30/09/21
A Cunningham	
P B Askew	
L Roberts	
E Connell	
G Power	
M Harman	
P Mackinnon	- appointed 21/11/20 & resigned 16/12/21
D Shaw	- appointed 27/03/21
S Bonell	- appointed 27/03/21

Headmaster

F Healy BSc HDipEd NPQH

Bursar and Company Secretary

S Harris	- resigned 19/05/21
V Epps-Wood	- appointed 19/05/21

REFERENCE AND ADMINISTRATIVE DETAILS – continued

Auditors

TC Group
The Courtyard
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN

Accountants

Wells Associates
10 Lonsdale Gardens
Tunbridge Wells
Kent
TN1 1NU

Bankers

National Westminster Bank
Longford House
19 Mount Ephraim
Tunbridge Wells TN4 8AE

Solicitors

Pengelly & Rylands
39-41 High Street
Tenterden
Kent
TN30 6BJ

Investment Advisors

Rathbone Investment Management Limited
Port of Liverpool Building
Pier Head
Liverpool
L3 1NW

STRUCTURE, GOVERNANCE AND MANAGEMENT

None of the Governors has any beneficial interest in the company. All the Governors are members of the company and guarantee to contribute £1 in the event of a winding up.

The Board of Governors meet once per term. The main Sub Committee of the Governors is the Executive Committee, which was formed following an AGBIS review of Governance and replaces the Management Committee, which meets once a month to discuss the day-to-day matters concerned with the running of the School. Major items are passed to the Main Board for discussion, with the Executive Committee's recommendations. The Chairman, W Kent (Vice Chair), R Clark, and K Buckland sit on this Committee with the Headmaster and Bursar in attendance.

The other permanent Sub Committees are the Finance Committee, which is chaired by the Treasurer, with N Kimber, P Askew, W Kent and J M Fenn as members. The following School Committees, which have Governor representation met during the year:

Marketing & Development Committee
ICT Committee
Education Committee
Estates Committee
H & S Committee

GOVERNORS' REPORT (INCORPORATING THE STRATEGIC REPORT) FOR THE YEAR ENDED 31 AUGUST 2021

The Day to Day running of the School is delegated to the Senior Management Team, the members of which are: Headmaster, Deputy Head (Pastoral), Deputy Head (Academic), Bursar and Human Resources Manager. The Headmaster and Bursar attend Governors and Executive Committee meetings. The Headmaster, Bursar, both Deputy Heads and the Human Resources Manager attend Board meetings.

Governing document

The company is governed by its Memorandum and Articles of Association dated 26 March 1959 which were amended by Special Resolution dated 6 March 2010.

RECRUITMENT, INDUCTION AND TRAINING OF GOVERNORS.

Appointment and re-appointment of Governors

The Articles of Association allow for there to be between seven and twenty appointed Governors. There are currently sixteen on the Board. Governors are appointed by the existing Board members in the first instance and they are re-appointed after 3 years and 3 yearly thereafter.

Training

All Governors were made aware of briefing documents provided by AGBIS, ISBA and other recognised bodies.

KEY MANAGEMENT PAY POLICY

In line with pay for all staff, the Key Management pay is determined by the Governors. In deciding the level of remuneration, the Committee take into account, amongst other things, the current market demand for teachers, the financial strength of the School, the economic outlook, the performance of the relevant individuals, and the 'going rate for remuneration' of senior management in the local independent school market. Details of key management personnel pay are shown in note 10 of the accounts.

EMPLOYMENT POLICY

The School is an equal opportunities employer. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs. Consultation with employees has continued at all levels with the aim of taking their views into account when decisions are made that are likely to affect their interests. A full staff survey of their views has been conducted recently and points raised are being actioned.

CHARITABLE OBJECTS

The objects of the School as set out in the Articles of Association are to advance the education of boys and girls by the provision of a school or schools based on a strong Christian foundation and tolerant of other faiths. In setting the objectives the Governors have given careful consideration to the Charity Commissions' general guidance on public benefit.

AIMS AND OBJECTIVES

The Charity provides education to boys and girls, committed to providing young people with an education for life in a changing world.

It is our policy for the School to help pupils achieve their highest academic potential as well as providing an extra-curricular programme which aims to develop life-long interests and to help build self-confidence and a desire to contribute to the community.

The School aims to play its part in the wider community including making facilities available to selected outside bodies.

The School aims to give means-tested financial assistance to the parents of some pupils who might otherwise find the full fee a limiting factor to sending their sons and daughters to the School. In conjunction with this aim, the School continues to develop its Endowment Fund.

The School aims to build relationships with educational establishments in the Maintained Sector.

Whilst the physical development of the School is regulated by the planning authorities, the School is conscious of its impact on the local community and is therefore seeking ways to communicate more effectively with them.

GOVERNORS' REPORT (INCORPORATING THE STRATEGIC REPORT) FOR THE YEAR ENDED 31 AUGUST 2021

PRINCIPAL ACTIVITIES OF THE YEAR

As already stated, the School advances the education of boys and girls by the provision of a school based upon a strong Christian foundation and tolerant of other faiths.

ACHIEVEMENTS AND PERFORMANCE

In the 2020 school year, there were 349 pupils in the School (2019 – 333) of whom 85 were boarders (2019 – 104). There were 82 pupils in the Sixth Form. Boarding pupils are both British based and from a number of overseas countries, ensuring that the school maintain a broad international base, although Covid-19 reduced the numbers rather than the geographical spread of overseas boarders.

The numbers sitting Year 7 entrance examinations were at a record high which reflected our excellent educational provision during the first lockdown and our emphasis on pupil well-being.

The proportion of girls remained at approximately one third of the total pupil population.

The examination results were outstanding. The teacher assessed grades system worked well and the pupils worked enormously hard. As a result, they achieved the grades they deserved. The A level results were outstanding and were in the top percentile in value added terms, which passes the threshold for excellence. All pupils were successful in gaining places in their preferred universities with one of our best performing pupils gaining a place to read Medicine at Cambridge. The creative and artistic pupils also excelled and were all also accepted into their preferred university or further education courses.

Exhibitions of Art, Photography, Textile and Design Technology continued to be hugely admired by all attendees.

Our GCSE results were also extremely good. We had record numbers and proportions of top grades. Given that our ability range is broad, the results are even more impressive. It just goes to show what hard work and unity of purpose can achieve. The staff worked tirelessly, in difficult circumstances, to support the pupils and the pupils responded in kind.

Bethany School reopened in September 2020 after the first lockdown, having fully prepared for a safe and secure reopening. All staff and pupils were tested twice using lateral flow test devices before the start of term. The Chapel was converted into a pupil testing centre and pupils were also tested prior to their return in September 2020 and March 2021. Boarders were tested there twice a week.

The curriculum timetable was modified to cope with Covid-19. Lessons were shortened to 40 minutes and all year groups were taught in bubbles. 21 hand washing stations were erected throughout the campus, a second dining room was created and there were copious hand sanitising facilities in all the classrooms. Boarding houses were divided into full and weekly boarding houses and occasional boarding was not offered. These added safety features were highly appreciated by parents.

A Covid-19 testing machine was purchased in September 2020 and shared with other local Schools. This allowed Bethany to Covid test symptomatic pupils and obtain results within 2 hours. The purchase of this machine minimised the time that symptomatic pupils and staff were away from school.

There were several virtual events throughout the year including but not limited to; weekly Headmaster Assemblies, Music Concerts, Remembrance Service, Christmas Carol Service, Leavers' Service and Prize Giving.

The competitive house system was adapted to cope with the increased restrictions and the competitions were usually divided into either virtual events or specific year group events. The enjoyment and participation levels were both very high.

The Duke of Edinburgh's Award Scheme was also adapted and towards the end of the summer term expeditions resumed.

The Christian life of the School enthused the pupils appropriately, albeit remotely.

The continued professional development of staff continued and added emphasis was placed on further development of ICT and the sharing of best practice using Microsoft Teams as the preferred platform. Bethany's experience in incorporating ICT into its mainstream teaching for the last 20 years and its continuous quest to improve practice, ensured that the teaching and learning supplied by Bethany remained outstanding throughout the year.

ACHIEVEMENTS AND PERFORMANCE – continued

For the second year running, Bethany hosted a Society of Heads Computer Science Day which was delivered remotely and was hugely appreciated by the Computer Science teachers logged into the Teams meeting. The teachers greatly valued sharing best practice and once again the event obtained excellent feedback.

In Years 7 to 9 the continued emphasis on project-based learning, which necessitates whole day project tasks off-timetable, remains both popular and successful. These days require pupils to focus on skills rather than knowledge thereby ensuring that pupils are more aware of why they are acquiring the knowledge as well as gaining expertise in applying this in real life situations.

The number of staff qualified to "coach" colleagues and pupils on how to self-improve increased further and there is a programme of coaching some GCSE and A Level pupils so that they can self-improve as they study for the requisite qualifications.

The continuing reduction in the number of subjects offered in state schools has provided an impetus to Bethany to keep its range of A level and GCSE subjects broad so that the school can best meet the needs and interests of its pupils.

The STEM (Science, Technology, Engineering and Maths) initiatives continues apace with campus with the highlight being an old Morris Minor classic car which is being lovingly renovated. Sadly, due to the Covid-19 situation, Bethany was unable to enter the best projects selected for the national competitions.

FINANCIAL REVIEW

The Charity raises its funds from fees and related activities and has not engaged in appeals for many years until now. Previously developments were either financed from surpluses after ordinary expenditure, or by borrowing under strict rules to ensure that even in the face of a significant national financial crisis leading to a downturn in pupil numbers, the borrowing could be repaid in less than 10 years.

The school generated total income of £7.097 million during the year (2020 £6.844 million), of which £6.540 million was generated from school fees (2020 £6.432 million). Expenditure totalled £6.491 million (2020 £6.674 million) which, including gains on investments of £230k (2020 £32k), gave a surplus for the year of £836k (2020 £202k). This was used to reduce borrowing resulting from previous investment in improved resources.

Total funds at 31 August 2021 were £16.316 million (2020 £15.480 million), of which £2.865 million were held in the endowment fund (2020 £2.617 million), £315k are designated funds (2020 £337k), and £197k restricted funds (2020 £0).

Reserves Policy

The School holds total unrestricted reserves of £12.938 million (2020 £12.525million), which include tangible fixed assets of £12.641 million (2020 £12.886 million) and long-term bank loans of £771k (2020 £938k). Fixed assets include residential properties and, should it be necessary to call upon these, the houses could be sold individually without detriment to the School's operations.

The Governors are set to review the school's reserves policy during the current academic year.

Investment Powers, Policy and Performance.

The trustees' investment powers are governed by the trust deed, which permits the School's funds to be invested in any investment, security or property as may be thought fit. The School's investments in quoted shares form part of the Endowment Fund. Rathbones Investment Management have been appointed to manage this investment portfolio for the School.

Note 15 provides detail of investment movements during the year. Investment performance was in line with the school's objectives.

Bursary Policy

This year the School awarded scholarships, bursaries and discounts of £805k (2020 £951k) which represented 10.7% of gross fee income (2020 12.7%). The Governors' policy, in line with that of most other independent schools, is to award Scholarships based on ability and bursaries based on need.

All Bursaries are means tested on application by an external assessment company.

FINANCIAL REVIEW – continued

Asset cover for funds

Note 27 sets out an analysis of these assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet the Charity's obligations on a fund by fund basis.

Risk Management

Bethany School Board of Governors is responsible for the management of the risks faced by the School. Risks are identified, assessed and controls established throughout the year. The Board reviews the full Risk Assessment annually in March, and Risk is a standing item on the agenda for other Board Meetings and all Executive Committee meetings.

The Governors consider the major potential risks to the School to be:

A challenging economic environment adversely affecting pupil numbers and fee levels.
The impact of the Covid-19 Pandemic.
Inflationary pressures on certain costs.
Competition from both independent and state schools for pupils
Ensuring Child Protection and Inspection in an increasingly regulated environment.

The key controls used by the School to mitigate risks include:

Formal agenda for Committee and Board activities.
Detailed Terms of reference for all Committees
Comprehensive strategic planning, budgeting and management accounting.
Established organisational structure and lines of reporting.
Formal written policies
Clear authorisation and approval levels.
Safer recruitment as required by law for the protection of the vulnerable.
Staff training, Child Protection and safeguarding.

Through the risk management processes established by the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that the systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

COMMUNITY LINKS AND PUBLIC BENEFIT

The School continued to promote and further develop links with the local community. The Duke of Edinburgh's Award Scheme assisted the local community as best it could with its service section. Charities continued to benefit from the fundraising activities of the Bethany pupils and this year: some of these included Breast Cancer, British Legion, Cancer Research UK, Children of Gambia Services, Children's Trust, Hospice in the Weald, Kent Air Ambulance, Nourish Community Foodbank, Read for Good, Salvation Army, Save the Children, Water Aid, as well as a range of other good causes.

The range of organisations which would normally use the school facilities was reduced this year, due to lockdown. However the premises were used by Urban Saints and Skill Go in August.

The School offered 12% of its fee income in Scholarships, Bursaries and Fees subsidies.

62 Pupils received Means Tested Bursaries of which 1 was for 70% of fees, 5 were for 50% of fees, 18 were 30% - 49% and 38 were under 30%

44 Pupils received a Sibling Discount (10%)

110 Pupils received Scholarships – Academic, Art, Dance, Drama, Music, Drama Sport and Technology of 10 – 40%

1 Pupil received Services or Clergy bursary (10%).

The Bethany Parent Hardship Fund was set up in March 2020 with a contribution from the School's reserves. Parents who were able to do so were also invited to donate into it during the second school lockdown in January and approximately 50% of parents contributed to it. This fund provided additional fee assistance to parents who were adversely affected by Covid-19.

COMMUNITY LINKS AND PUBLIC BENEFIT - continued

Two teachers and two Governors act as Governors for local primary schools.

DEVELOPMENTS AND FUTURE PLANS

The school site was prepared and continually reviewed to be Covid-19 friendly in readiness for September 2021 return. This included maintaining one-way systems, 21 handwashing facilities around the campus, hand sanitising stations, dedicated pathways for entries and exits from various classrooms, and the hiring of additional toilet facilities. Staff and pupils were also temperature checked on arrival, they had to wear face coverings indoors including in shared offices and classrooms.

In addition to the above maintenance was carried out to the existing buildings including:

- New fire doors fitted to two of the science labs and two fire escapes refurbished
- Painting and redecoration to classrooms in the Hayward and Holmes buildings and to Art rooms
- Painting of day rooms, dining room, admin office and foyer to function suite
- Several staff accommodation units were redecorated and refurbished
- New carpets fitted to corridors and stairs in Kendon Boarding House
- New flooring fitted to Art Studio and Photography room
- Installation of new boilers to 1, 2 and 3 Providence Cottages
- Alteration to Orchard Boarding House providing an additional day room and kitchenette
- Refurbishment of Astro turf pitch and new hockey goals
- Additional CCTV in day house and modern languages
- New suspended ceiling and lighting fitted to Wellness Centre

The next major project is the construction of a Performing Arts Centre, which will incorporate the Music and Drama Departments. Planning permission was obtained in July 2021. A fundraising appeal was set up in January 2021 with the goal of raising £800,000 to help fund the construction of the PAC.

REPORTABLE INCIDENTS

During the year there has been no incidents which required notification to the Charity Commission.

STATEMENT OF GOVERNORS RESPONSIBILITIES

The Governors (who are also the directors of Bethany School 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).

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 those financial statements, the Governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the Governors are aware:

- There is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information

AUDITORS

A resolution proposing that TC Group be auditors for 2021/22 was put to the Trustees at the AGM and was agreed.

The Governors' Report, incorporating a strategic report, was approved by the Board of Governors, as the company directors, on ..... And signed on the board's behalf by:

.....
J M Fenn LLB - Chairman

5th March 2022

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL

Opinion

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

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the governors' 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 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 governors with respect to going concern are described in the relevant sections of this report.

Other information

The governors are responsible for the other information. The other information comprises the information included in the governors' report, other than the financial statements and our auditor's report thereon. 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 (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the governors' report (including the strategic report) has been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL

Matters on which we are required to report by exception

In the light of our 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 (including the strategic report).

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

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

Responsibilities of governors

As explained more fully in the governors' responsibilities statement, 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with the governors and other management (as required by auditing standards), and discussed with the governors and other management the policies and procedures regarding compliance with laws and regulations;
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); Independent Schools Inspectorate (ISI); fraud; bribery and corruption and employment law. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the governors and other management and inspection of regulatory and legal correspondence, if any.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charitable company's operations, the control environment and business performance;
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charitable company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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.

TC Group

Mark Cummins FCCA (Senior Statutory Auditor)
for and on behalf of TC Group
Statutory Auditors
Office: Sussex

Dated: 24 March 2022

BETHANY SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted fund £	Designated fund £	Restricted Fund £	Endowment funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM							
Donations and legacies	2	-	84,721	160,409	-	245,130	92,242
Gift aid		-	10,375	36,613	-	46,988	-
Charitable activities	3	6,642,751	(117,669)	-	15,427	6,540,509	6,432,285
Other trading activities	4	214,301	-	-	-	214,301	284,466
Investment income	5	23,759	-	-	26,782	50,541	33,633
Other income	6	-	-	-	-	-	1,500
Total		6,880,811	(22,573)	197,022	42,209	7,097,469	6,844,126
EXPENDITURE ON							
Raising funds	7	10,194	-	-	2,600	12,794	10,210
Charitable activities	7	6,457,288	-	-	21,423	6,478,711	6,664,031
Total		6,467,482	-	-	24,023	6,491,505	6,674,241
Net realised gains/(losses) on investments	15	-	-	-	212	212	35,381
Net unrealised gains/(losses) on investments	15	-	-	-	230,276	230,276	(2,940)
NET INCOME/(EXPENDITURE)		413,329	(22,573)	197,022	248,674	836,452	202,326
RECONCILIATION OF FUNDS							
Total funds brought forward		12,524,897	337,778	-	2,617,164	15,479,839	15,277,513
TOTAL FUNDS CARRIED FORWARD		12,938,226	315,205	197,022	2,865,838	16,316,291	15,479,839

CONTINUING OPERATIONS
All income and gains for the period are recognised above. All of the company's activities are classified as continuing. The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

BETHANY SCHOOL

BALANCE SHEET
31 AUGUST 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	13	12,640,733	12,886,035
Investments	15	1,438,139	1,210,259
Investment property	14	600,000	600,000
		14,678,872	14,696,294
CURRENT ASSETS			
Stocks	16	13,750	11,059
Debtors	17	167,639	217,814
Cash at bank	18	4,267,777	3,190,838
		4,449,166	3,419,711
CREDITORS			
Amounts falling due within one year	19	(2,039,933)	(1,697,790)
NET CURRENT ASSETS		2,409,233	1,721,921
TOTAL ASSETS LESS CURRENT LIABILITIES		17,088,105	16,418,215
CREDITORS			
Amounts falling due after more than one year	21	(771,814)	(938,376)
NET ASSETS		16,316,291	15,479,839
FUNDS			
Unrestricted funds		12,938,226	12,524,897
Designated funds	24	315,205	337,778
Restricted funds	25	197,022	-
Endowment funds	26	2,865,838	2,617,164
TOTAL FUNDS		16,316,291	15,479,839

The financial statements were approved by the Board of Governors' and authorised for issue on ..... and were signed on its behalf by:

.....
J M Fenn LLB - Governor

5th March 2022

BETHANY SCHOOL

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	1,364,413	376,957
Net cash provided by operating activities		1,364,413	376,957
Cash flows from investing activities			
Purchase of tangible fixed assets	13	(193,159)	(336,212)
Purchase of fixed asset investments	15	-	(1,337,404)
Income from investment property		17,000	-
Sale of tangible fixed assets		912	1,500
Sale of fixed asset investments	15	2,608	1,245,380
Interest received		6,759	7,285
Dividends received		26,782	26,348
Net cash used in investing activities		(139,098)	(393,103)
Cash flows from financing activities			
Repayment of long term bank loan		(166,562)	(160,178)
Income attributable to endowment	26	42,209	(13,471)
Expenditure attributable to endowment	26	(24,023)	(24,711)
Net cash used in financing activities		(148,376)	(198,360)
Change in cash and cash equivalents in the reporting period		1,076,939	(214,506)
Cash and cash equivalents at the beginning of the reporting period		3,190,838	3,405,344
Cash and cash equivalents at the end of the reporting period		4,267,777	3,190,838

BETHANY SCHOOL

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2021

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income for the reporting period (as per the Statement of Financial Activities)	836,452	202,326
Adjustments for:		
Depreciation charges	437,549	405,507
Gain on investments	(230,488)	(32,441)
Income from investment property	(17,000)	-
Profit on disposal of fixed assets	-	(1,500)
Interest received	(6,759)	(7,285)
Dividends received	(26,782)	(26,348)
Income attributable to endowment	(42,209)	13,471
Expenditure attributable to endowment	24,023	24,711
(Increase)/decrease in stocks	(2,691)	19,431
(Increase)/decrease in debtors	50,175	4,147
Increase/(decrease) in creditors	342,143	(225,062)
Net cash provided by operations	1,364,413	376,957

2. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2021 £	2020 £
Cash in hand	4,267,777	3,190,838
Total cash and cash equivalents	4,267,777	3,190,838

1. ACCOUNTING POLICIES

Charity Information
Bethany School is a charitable company limited by guarantee incorporated in England (charity number 307937, company number 00624273) and operates from its registered office Curtisden Green, Goudhurst, Kent TN17 1LB.

Basis of preparing the financial statements
The financial statements of the School, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Preparation of the accounts on a going concern basis
The Governors consider that there are no material uncertainties about the School's ability to continue as a going concern.

Statement of cash flows
The School's cashflow statement reflects the presentation requirements of FRS102. In addition, the cash flow statement reconciles cash and cash equivalents whereas under previous UK GAAP the statement reconciled to cash.

Income
All income is recognised in the Statement of Financial Activities once the school has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

School fee income is accounted for on a receivable basis and consists of charges billed for the school year ended 31 August 2021, less bursaries and allowances. Fees received for education to be provided in future years are carried forward as deferred income.

Donations are accounted for once the school has entitlement to the gift, it is probable that the income will be received and the amount can be measured reliably.

Investment income is accounted for when it is receivable and the amount can be measured reliably.

There are no restrictions on the incoming resources of the endowment fund.

Expenditure and irrecoverable value added tax (VAT)
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the school to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

The irrecoverable element of value added tax is included with the item of expense to which it relates.

Support costs are allocated to the cost of raising funds and charitable activities on the basis of an appropriate apportionment of resources and activities.

Governance costs have been allocated in line with administration costs and include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the School.

Donations of goods, services and facilities
Donated goods, professional services and facilities are recognised as income when the School has control over the item or has received the service, any conditions associated with the donation have been met, the receipt of the economic benefit from the use of an item by the school is probable, and that economic benefit can be measured reliably.

1. ACCOUNTING POLICIES - continued

Donations of goods, services and facilities (continued)
On receipt, donated goods, professional services and facilities are recognised on the basis of the value of the gift to the School which is the amount the School would have been willing to pay to obtain the goods, services or facilities on the open marker; a corresponding amount is then recognised in the expenditure in the period of receipt.

Goods donated for on-going use by the School in carrying out its day to day activities are recognised as tangible fixed assets.

Fund accounting
Unrestricted funds are general funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the School and which have not been designated for other purposes.

Designated, Restricted and Endowment funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Operating leases
Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Foreign exchange
Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange differences are dealt with through the Statement of Financial Activities.

Tangible fixed assets and depreciation
Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land is not depreciated.

Assets under construction are not depreciated until they are available for use.

Land and buildings	2% - 4% on cost
Fixtures, fittings & equipment	20% on cost
Motor vehicles	20% on cost

It is the School's policy to capitalise all items of a capital nature over £5,000.

Investments
Fixed asset investments are stated at fair value. Realised and unrealised gains and losses are dealt with through the Statement of Financial Activities.

Investment property is included at fair value. Gains and losses are recognised through the Statement of Financial Activities.

Stock
Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

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

Cash at bank and in hand
Cash at bank and 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.

1. ACCOUNTING POLICIES - continued

Creditors and provisions
Creditors and provisions are recognised when the School has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments
The School only has financial assets and financial liabilities of a kind that qualify as basic financial instruments under FRS102. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Critical accounting estimates and judgements
In the application of the School's accounting policies, the Governors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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.

The Governors do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

Pension costs and other post retirement benefits
Most of the teaching staff are members of the Teachers' Pension Scheme (TPS), a defined benefit scheme administered by the Teachers' Pension Agency. The Teachers' Pension Scheme is a multi-employer pension scheme which is unfunded. Actuarial valuations are carried out on a notional set of investments.

The School is unable to identify its share of the underlying (notional) assets and liabilities of the scheme. Accordingly, under FRS102, the scheme is accounted for as if it were a defined contributions scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged to the Statement of Financial Activities in the period in which the salaries to which they relate are payable.

The School also contributes to personal pension schemes for other teachers and non-teaching staff. These schemes are defined contribution schemes. The assets of the schemes are held separately from those of the School in independently administered funds. Contributions payable for the year are charged to the Statement of Financial Activities. The School has no other liabilities under these schemes.

Employee benefits
Short term employee benefits including holiday pay are recognised in the Statement of Financial Activities in the period in which the service is rendered. Termination benefits are accounted for on an accrual basis and in accordance with FRS102.

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2021 Total funds £	2020 Total funds £
Donations	-	84,721	160,409	-	245,130	92,242
	-	84,721	160,409	-	245,130	92,242

3. CHARITABLE ACTIVITIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2021 Total funds £	2020 Total funds £
School fees	7,523,505	-	-	-	7,523,505	7,463,217
Registration fees	13,200	-	-	-	13,200	12,869
Bursaries and scholarships	(820,439)	-	-	15,427	(805,012)	(950,787)
Hardship discount	(189,578)	(117,669)	-	-	(307,247)	(181,437)
Transport income	116,063	-	-	-	116,063	88,423
	6,642,751	(117,669)	-	15,427	6,540,509	6,432,285

4. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2021 Total funds £	2020 Total funds £
Rental income	30,366	-	-	-	30,366	1,745
Job retention scheme grant	183,935	-	-	-	183,935	282,721
	214,301	-	-	-	214,301	284,466

5. INVESTMENT INCOME

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2021 Total funds £	2020 Total funds £
Income from listed investments	-	-	-	26,782	26,782	26,348
Income from investment property	17,000	-	-	-	17,000	-
Interest received	6,759	-	-		6,759	7,285
	23,759	-	-	26,782	50,541	33,633

6. OTHER INCOME

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	2021 Total funds £	2020 Total funds £
Gain on sale of fixed assets	-	-	-	-	-	1,500
	-	-	-	-	-	1,500

7. EXPENDITURE

	Staff Costs	Depreciation	Other Costs	Total 2021	Total 2020
	£	£	£	£	£
Raising funds					
Investment management fees	-	-	2,600	2,600	5,088
Fundraising costs	-	-	10,194	10,194	5,122
Total costs of raising funds	-	-	12,794	12,794	10,210
Charitable activities Education					
Teaching costs	2,365,631	19,623	281,414	2,666,668	2,933,311
Welfare costs	213,133	-	461,186	674,319	672,911
Premises costs	468,276	417,926	1,163,845	2,050,047	2,006,431
Support costs	637,717	-	411,564	1,049,281	995,925
Finance costs	-	-	15,042	15,042	24,996
Governance costs		-	23,354	23,354	30,457
Total charitable activities	3,684,757	437,549	2,356,405	6,478,711	6,664,031
Total expenditure	3,684,757	437,549	2,369,199	6,491,505	6,674,241

Governance costs include payments of £12,300 (2020: £14,580) for audit fees and payments of £9,965 (2020: £7,348) for other non-audit services.

Net income is stated after charging £34,268 (2020: £46,050) to operating lease rentals included within premises costs, £41,796 (2020: £11,516) to operating lease rentals included within support costs and interest charged on bank loans of £13,439 (2020: £23,306) included within finance costs.

Of costs relating to raising funds, £2,600 (2020: £5,088) relates to the endowment fund. Of costs relating to charitable activities, £21,423 (2020: £19,623) relates to the endowment fund.

8. SUPPORT COSTS

	2021	2020
	£	£
Support staff costs	637,717	526,439
Marketing costs	89,986	138,951
Computer costs	8,324	8,762
Post & stationery	24,296	41,492
Staff welfare & other staff costs	47,276	53,440
Staff recruitment	36,765	18,693
Telephone	9,073	8,321
Overseas recruitment & commission	43,981	84,485
Professional fees	44,117	56,833
Travel & subsistence	547	5,619
Subscriptions	6,276	18,574
Miscellaneous costs	100,923	34,316
TOTAL	1,049,281	995,925

9. GOVERNORS' REMUNERATION AND BENEFITS

None of the Governors (or any persons connected with them) received any remuneration or other benefits from an employment with the school during the current or previous year.

During the year, one of the Governors was reimbursed a total of £149 for travelling expenses (2020: one was reimbursed a total of £55 for travelling expenses).

No amounts were due to or from Governors at the balance sheet date (2019: £nil).

10. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	2,906,520	3,033,206
Social security costs	287,098	303,371
Other pension costs	491,139	521,663
	3,684,757	3,858,240

The average monthly number of employees during the year was as follows:

	2021	2020
Teaching	40	54
Administration	28	25
Welfare and premises	34	36
	102	115

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021	2020
£60,000 - £70,000	3	2
£80,001 - £90,000	-	-
£90,001 - £100,000	-	1
£100,001 - £110,000	1	-
	4	3

Contributions totalling £64,168 (2020: £55,775) were made during the year to money purchase pension schemes on behalf of employees whose employee benefits exceed £60,000.

The key management personnel of the school are the Headmaster, the bursar, the HR manager, the deputy head academic and the pastoral deputy. The total employee benefits including pension contributions for the key management personnel were £479,150 (2020: £472,251).

During the year under review, ex gratia payments totalling £7,667 (2020: £nil) were paid to employees in relation to termination of employment.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Designated fund £	Restricted Fund £	Endowment funds £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	4,464	87,778	-	-	92,242
Charitable activities	6,472,104	-	-	(39,819)	6,432,285
Other trading activities	284,466	-	-	-	284,466
Investment income	7,285	-	-	26,348	33,633
Other income	1,500	-	-	-	1,500
Total	6,769,819	87,778	-	(13,471)	6,844,126
EXPENDITURE ON					
Raising funds	5,122	-	-	5,088	10,210
Charitable activities	6,644,408	-	-	19,623	6,664,031
Total	6,649,530	-	-	24,711	6,674,241
Net gains on investments	-	-	-	32,441	32,441
NET INCOME/(EXPENDITURE)	120,289	87,778	-	(5,741)	202,326
Transfers between funds	(100,000)	100,000	-	-	-
Net movement in funds	20,289	187,778	-	(5,741)	202,326
RECONCILIATION OF FUNDS					
Total funds brought forward	12,504,608	150,000	-	2,622,905	15,277,513
TOTAL FUNDS CARRIED FORWARD	12,524,897	337,778	-	2,617,164	15,479,839

12. TAXATION

The school is a Registered Charity (number 307937). All activities are undertaken to fulfil the primary objectives of the charity and are therefore exempt under Part 11 of the Corporation Tax Act 2010.

13. TANGIBLE FIXED ASSETS

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Assets under construction £	Totals £
COST					
At 1 September 2020	16,508,911	590,256	61,463	41,934	17,202,564
Additions	-	98,215	-	94,944	193,159
Disposals	-	-	(6,840)	-	(6,840)
At 31 August 2021	16,508,911	688,471	54,623	136,878	17,388,883
DEPRECIATION					
At 1 September 2020	3,949,067	337,075	30,387	-	4,316,529
Charge for year	342,450	88,701	6,398	-	437,549
Eliminated on disposal	-	-	(5,928)	-	(5,928)
At 31 August 2021	4,291,517	425,776	30,857	-	4,748,150
NET BOOK VALUE					
At 31 August 2021	12,217,394	262,695	23,766	136,878	12,640,733
At 31 August 2020	12,559,844	253,181	31,076	41,934	12,886,035

Included within land and buildings is freehold land of £1,591,176 (2020: £1,591,176) which is not depreciated.

14. INVESTMENT PROPERTY

	£
Fair value at 1 September 2020	600,000
Fair value at 31 August 2021	600,000

15. FIXED ASSET INVESTMENTS

	Managed investments £
MARKET VALUE	
At 1 September 2020	1,210,259
Acquisitions at cost	-
Disposals	(2,608)
Change in value during the year	230,488
At 31 August 2021	1,438,139
NET BOOK VALUE	
At 31 August 2021	1,438,139
At 31 August 2020	1,210,259
Historical cost:	
At 31 August 2021	1,207,825
At 31 August 2020	1,210,224

15. FIXED ASSET INVESTMENTS – continued

The gain on investments shown within the Statement of Financial Activities of £230,488 (2020: £32,441) comprises a realised gain of £212 (2020: £35,381) on investments sold during the year, and an unrealised gain of £230,276 (2020: loss of £2,940) on investments held at the year end.

As at 31 August 2021, the following investments represented over 5% of the portfolio market value:

Rathbone Unit Trust Mgmt – Core Investment Fund for Charities	1,438,139 – 100%

16. STOCKS

	2021	2020
	£	£
Stocks	13,750	11,059

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	89,800	132,494
Accrued income	44,788	79,920
Prepayments	33,051	5,400
	167,639	217,814

18. CASH AT BANK

	General fund	Designated fund	Restricted fund
	£	£	£
Operational cash	3,134,782	315,205	197,022
Managed investment cash	-	-	-
Total	3,134,782	315,205	197,022

	Endowment fund	2021 Total funds	2020 Total funds
	£	£	£
Operational cash	613,527	4,260,536	3,184,118
Managed investment cash	7,241	7,241	6,720
Total	620,768	4,267,777	3,190,838

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Bank loans and overdrafts (see note 20)	180,000	180,000
Trade creditors	144,544	105,122
Social security and other taxes	64,362	76,849
Fees in advance	880,529	655,235
Accrued expenses and other creditors	770,498	680,584
	2,039,933	1,697,790

Fees in advance represent fees due for the Michaelmas term 2021 and are analysed below in note 20.

20. FEES IN ADVANCE

	£
Balance at 1 September 2020	655,235
Fees released during the year	(655,235)
Fees deferred during the year	880,529
Balance at 31 August 2021	880,529

21. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2021	2020
	£	£
Bank loans (see note 22)	771,814	938,376

22. LOANS

An analysis of the maturity of loans is given below:

	2021	2020
	£	£
Amounts falling due within one year on demand:		
Bank loans	180,000	180,000
Amounts falling between one and two years:		
Bank loans - 1-2 years	180,000	180,000
Amounts falling due between two and five years:		
Bank loans - 2-5 years	540,000	540,000
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more 5 years	51,814	218,376

The bank loans are secured by a fixed charge over certain freehold properties. At the year end this charge amounted to 40% (2020: 47%) of the cost of the freehold properties.

Details of the bank loans are as follows:

Loan - £951,814 - interest charged at 1.15% above base, repayable by 31/01/2027.

23. OPERATING LEASE COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	Other operating leases	
	2021	2020
	£	£
Less than one year	74,776	75,336
Between two and five years	103,053	127,827

24. DESIGNATED FUNDS

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2020	Income	Expenditure	Transfers	Balance at 31 August 2021
	£	£	£	£	£
Special projects	150,000	-	-	-	150,000
Hardship fund	187,778	95,096	117,669	-	165,205
	337,778	95,096	117,669	-	315,205

24. DESIGNATED FUNDS – continued

Designated funds represent amounts set aside for special projects at the discretion of the Governors.

The Governors' agreed to set aside a hardship fund in the year ended 31 August 2020. The purpose of this fund is to provide additional fee assistance to parents who were adversely affected by Covid-19.

25. RESTRICTED FUNDS

The income funds of the charity include the following restricted funds which have restrictions on there usage imposed by the donors:

	Balance at 1 September 2020	Income	Expenditure	Transfers	Balance at 31 August 2021
	£	£	£	£	£
Performing Arts Centre	-	197,022	-	-	197,022
	-	197,022	-	-	197,022

The Performing Arts Centre fund relates to donations specifically donated to fund the construction of the Performing Arts Centre.

26. ENDOWMENT FUNDS

The income funds of the charity include the following endowment funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2020	Income	Expenditure	Transfers	Investment Gains/ Losses	Balance at 31 August 2021
	£	£	£	£	£	£
Permanent endowments						
Jane Tomkinson	1,347	-	-	-	-	1,347
Expendable endowments						
C J Endowment fund	2,615,817	42,209	(24,023)	-	230,488	2,864,491
	2,617,164	42,209	(24,023)	-	230,488	2,865,838

The permanent endowment funds comprise the Jane Tomkinson Art Bursary.

The Governors have agreed to investments in an expendable endowment fund. Any gains or losses of the investments form part of the fund.

The income in the C J Endowment fund represents the school's dividend and interest income of £33,541 (2020: £26,348) for investments held as part of the endowment fund, bursaries and scholarships of £14,927 (2020: £39,818). The expenditure in the fund comprises £2,600 (2020: £5,088) of investment management fees, £1,800 (2020: £nil) of property costs and £19,623 (2020: £19,623) of depreciation.

27. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Designated fund £	Restricted Fund £
Fixed assets	11,833,802	-	-
Investments	600,000	-	-
Current assets	3,316,171	315,205	197,022
Current liabilities	(2,039,933)	-	-
Long term liabilities	(771,814)	-	-
	12,938,226	315,205	197,022

	Endowment funds £	2021 Total funds £	2020 Total funds £
Fixed assets	806,931	12,640,733	12,886,035
Investments	1,438,139	2,038,139	1,810,259
Current assets	620,768	4,449,166	3,419,711
Current liabilities	-	(2,039,933)	(1,697,790)
Long term liabilities	-	(771,814)	(938,376)
	2,865,838	16,316,291	15,479,839

28. PENSION SCHEME

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £393,617 (2020: £418,436) and at the year-end £45,825 (2020: £50,470) 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. The consultation closed to response on 19 August 2021 and the Government is currently analysing the responses.

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 cost cap mechanism review 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.

29. RELATED PARTY DISCLOSURES

Total donations received from related parties during the year ended 31 August 2021 amounted to £1,750 (2020: £nil).

During the year under review, £12,028 was paid to Looking Glass Marketing Limited in respect of marketing services. Mr D Shaw, a governor of the School, holds shares in Looking Glass Marketing Limited. As at 31 August 2021, the School owed the company £1,884.

There were no further related party transactions during the year other than those with Governors as detailed in note 9.

30. ULTIMATE CONTROLLING PARTY

The company, which is registered in England & Wales, is limited by guarantee and has no share capital. In the event of the charity being wound up and unable to meet its liabilities, each of the Governors undertakes to contribute such amounts as may be required up to a maximum of £1.

No one party has overall control of the school.

31. CAPITAL COMMITMENTS

At the balance sheet date, the school had no capital commitments.

BETHANY SCHOOL

England & Wales - Charity number 307937

Accounts

REGISTERED COMPANY NUMBER: 00624273 (England and Wales)
REGISTERED CHARITY NUMBER: 307937

GOVERNORS' REPORT AND

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

FOR

BETHANY SCHOOL

BETHANY SCHOOL

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

	Page
Governors' Report (Incorporating the Strategic Report)	1 to 9
Report of the Independent Auditors	10 to 12
Statement of Financial Activities	13
Balance Sheet	14
Cash Flow Statement	15
Notes to the Cash Flow Statement	16
Notes to the Financial Statements	17 to 29

BETHANY SCHOOL

GOVERNORS' REPORT (INCORPORATING THE STRATEGIC REPORT)
FOR THE YEAR ENDED 31 AUGUST 2020

The Governors present their report and accounts for the period ended 31 August 2020. The Governors confirm that the annual report and financial statements comply with current statutory requirements, the requirements of the company's governing document and the provisions of The Charities SORP (FRS102) and contains a directors' report as required by company law.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
00624273 (England and Wales)

Registered Charity number
307937

Registered office
Curtisden Green
Goudhurst
CRANBROOK
Kent
TN17 1LB

The Governors, who are also the Directors for the purpose of company law, who served during the year (or who have been appointed following the year-end) were:

R J Stubbs BSocSc CMRS	- Chairman
W S Kent	- Vice Chairman
J M Fenn LLB	- Vice Chairman
K Buckland BA FCA	- Treasurer
D R Boniface MA MSc	
R C Clark HE: BA DipHE MA (Ed)	
Dr J R W Hangartner BSc (Hons) MB BS MBA	
N P Kimber BSc (Hons) FCA	
R Pilbeam	
A Cunningham BEng (Hons) CEng MIET	
M A Clark	- resigned 31/10/19
P B Askew	
L Roberts BEd (Hons) NPQH NLE FCCT	
K Sunnucks	- resigned 18/10/19
E Connell BA LLB	
G Power	- appointed 21/03/20
M Harman BSc Hons MCIOB	- appointed 21/03/20
P Mackinnon	- appointed 21/11/20

Headmaster

F Healy BSc HDipEd NPQH

Bursar and Company Secretary

S Harris

REFERENCE AND ADMINISTRATIVE DETAILS – continued

Auditors

TC Group
The Courtyard
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN

Accountants

Wells Associates
Statutory Auditors
10 Lonsdale Gardens
Tunbridge Wells
Kent
TN1 1NU

Bankers

National Westminster Bank
Longford House
19 Mount Ephraim
Tunbridge Wells TN4 8AE

Solicitors

Pengelly & Rylands
39-41 High Street
Tenterden
Kent
TN30 6BJ

Investment Advisors

Rathbone Investment Management Limited
Port of Liverpool Building
Pier Head
Liverpool
L3 1NW

Governing document

The company is governed by its Memorandum and Articles of Association dated 26 March 1959 which were amended by Special Resolution dated 6 March 2010.

STRUCTURE, GOVERNANCE AND MANAGEMENT

None of the Governors has any beneficial interest in the company. All the Governors are members of the company and guarantee to contribute £1 in the event of a winding up.

The Board of Governors meet once per term. The main Sub Committee of the Governors is the Executive Committee, which was formed following an AGBIS review of Governance and replaces the Management Committee. The executive committee meets once a month to discuss the day to day matters concerned with the running of the School. Major items are passed to the Main Board for discussion, with the Executive Committee's recommendations. The Chairman, W Kent (Vice Chair) J Fenn (Vice Chair), R Clark, and K Buckland sit on this Committee with the Headmaster and Bursar in attendance.

STRUCTURE, GOVERNANCE AND MANAGEMENT– continued

The other permanent Sub Committees are the Finance Committee, which is chaired by the Treasurer, with N Kimber, P Askew, W Kent and J Fenn as members. Other permanent Sub Committees include the Marketing and Development Committee, which has W Kent, R Clark, F Healy, L Norman and S Martorell as members, the Education Committee, which is chaired by R Clark, with L Roberts, A Cunningham, S Bonnel, M Harman, G Power, F Healy, E Hill and A Sturrock as members and the Estates Committee, which is chaired by J Fenn, with W Kent, R Pilbeam, M Harman, A Cunningham, P MacKinnon, S Harris, D Sear and D Smith as members. The following School Committees, which have Governor representation met during the year:

ICT Committee
H & S Committee

The Day to Day running of the School is delegated to the Senior Management Team, the members of which are: Headmaster, Deputy Head (Pastoral), Deputy Head (Academic), Bursar and Human Resources Manager. The Headmaster and Bursar attend Governors and Executive Committee meetings. The Headmaster, Bursar and to the extent required, Deputy Heads and the Human Resources Manager attend Board meetings.

RECRUITMENT, INDUCTION AND TRAINING OF GOVERNORS.

Appointment and re-appointment of Governors

The Articles of Association allow for there to be between seven and twenty appointed Governors. There are currently sixteen on the Board. Governors are appointed by the existing Board members in the first instance and they are re-appointed after 3 years and 3 yearly thereafter.

Training

During the year, some Governors attended a seminar by AGBIS on Regulatory Requirements.
All other Governors were made aware of briefing documents provided by AGBIS, ISBA and other recognised bodies.

The cost of Governors' courses to the School during the year was £2,134.

KEY MANAGEMENT PAY POLICY

In line with pay for all staff, the Key Management pay is determined by the Governors. In deciding the level of remuneration, the Committee take into account, amongst other things, the current market demand for teachers, the financial strength of the School, the economic outlook, the performance of the relevant individuals, and the 'going rate for remuneration' of senior management in the local independent school market. Details of key management personnel pay are shown in note 10 of the accounts.

EMPLOYMENT POLICY

The School is an equal opportunities employer. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs. Consultation with employees has continued at all levels with the aim of taking their views into account when decisions are made that are likely to affect their interests. A full staff survey of their views has been conducted recently and points raised are being actioned.

CHARITABLE OBJECTS

The objects of the School as set out in the Articles of Association are to advance the education of boys and girls by the provision of a school or schools based on a strong Christian foundation and tolerant of other faiths. In setting the School's objectives the Governors have given careful consideration to the Charity Commission's general guidance on public benefit.

AIMS AND OBJECTIVES

The School provides education to boys and girls, committed to providing young people with an education for life in a changing world.

It is our policy for the School to help pupils achieve their highest academic potential as well as providing an extra-curricular programme which aims to develop life-long interests and to help build self-confidence and a desire to contribute to the community.

AIMS AND OBJECTIVES – continued

The School aims to play its part in the wider community including making facilities available to selected outside bodies.

The School aims to give means-tested financial assistance to the parents of some pupils who might otherwise find the full fee a limiting factor to sending their sons and daughters to the School. In conjunction with this aim, the School continues to develop its Endowment Fund.

The School aims to build relationships with educational establishments in the Maintained Sector.

Whilst the physical development of the School is regulated by the planning authorities, the School is conscious of its impact on the local community and is therefore seeking ways to communicate more effectively with them.

PRINCIPAL ACTIVITIES OF THE YEAR

As already stated, the School advances the education of boys and girls by the provision of a school based upon a strong Christian foundation and tolerant of other faiths.

ACHIEVEMENTS AND PERFORMANCE

In the 2019 school year, there were 333 pupils in the School (2018 – 321) of whom 104 were boarders (2018 – 113). There were 78 pupils in the Sixth. Boarding pupils are both British based and from a variety of overseas countries ensuring that the school maintained a broad international base.

The numbers sitting Year 7 entrance examinations were once again particularly pleasing, which reflected well on our marketing initiatives as well as our standing within the local and semi-local communities.

The proportion of girls remained at circa 33% of the total pupil population.

The examination results were, once again, very pleasing especially in light of the lockdown and examination grading confusions. An enormous amount of effort was put to awarding Centre Assessed grades in the summer term to ensure that all grades awarded were a true and accurate reflection of the pupils' abilities and standings in the various subjects. The A level results were once again particularly pleasing and Bethany has been recognised as being in the top 0.5% of school nationally with regard to the progress that its pupils make at A Level. Given our broad ability range, this is further proof of the exceptional work done by the pupils and staff. Our most creative and artistic pupils continued to be appropriately challenged and once again were accepted into first class tertiary courses at prestigious universities.

Exhibitions of Art, Photography, Textile and Design Technology continued to be hugely admired by all attendees.

Our GCSE results built upon the success of the previous year and for the second year running our top performing pupil achieved the grade 9 in all subjects. English retained its 100% pass rate, and not to be outdone, Mathematics mirrored this achievement. Bethany's broad curriculum, which allows pupils to concentre on their strengths, was also evident in this exceptional set of results. A third of the pupils who studied Design Technology achieved grade 9, half the pupils who sat English Literature obtained the top two grades, while three quarters of the Artists secured grades 7 or higher. When one considers our broad ability range these results were simply outstanding and once again reflect exceedingly well on the hard work and diligence of our pupils and staff.

The teaching staff continued to take a proactive lead in their own professional development and best practice was shared in a "teachmeet" event at the end of the autumn term. Bethany has always taken a lead role in integrating ICT into teaching and learning and this proved particularly beneficial during lockdown. The teachers and pupils were fully conversant with Microsoft Teams and the transfer to face to face teaching was seamless making Bethany the envy of many a local school (both state and private).

Furthermore Bethany hosted a Society of Heads Computer Science Day in December where Computer Science teachers from all over the country came for a one day seminar to learn more about GCSE Computer Science and to share best practice. Bethany received wholehearted praise for the excellent delivery of this event.

The project based learning approach continued apace and is now a regular feature of the Years 7-9 curriculum. This focuses on skills rather than knowledge so that pupils are more aware of why they are learning the knowledge as they are then applying it in real time situations.

ACHIEVEMENTS AND PERFORMANCE – continued

There are now 8 qualified coaching staff and five more are in the process of achieving this qualification. Such staff then coach selected colleagues to self improve and this facility is also offered to pupils particularly those in examination year groups.

The range of A level and GCSE subjects is intentionally kept broad so that the School can best meet the needs and interests of its pupils.

The STEM (Science, Technology, Engineering and Maths) initiatives continues apace. Once again Bethany had projects selected for the national exhibition in Birmingham which due to Covid-19 was unfortunately cancelled.

Our "green fingered" Gardeners were once again victorious in the RHS Wisley competition.

Up to lockdown the enrichment curriculum remained very popular and reinforced the education and opportunities offered to the pupils. On most afternoons, between 4 pm and 5 pm there are approximately 20 activities to choose. These are continually refined to reflect pupils' interests and attributes and provide better pupil outcomes.

We provide regular "master classes" for nine and ten-year-old pupils in all areas of the curriculum and this year we had classes on Climbing Wall, DT, English, High Ropes and Music.

Overseas trips included a rugby tour to Malta, an Art trip to Italy as well as a skiing expedition (also to Italy).

The School Production this year was Hairspray which was widely praised as being the most professional ever and which raised the performance bar further.

Music and the Performing Arts remain buoyant as part of our enrichment offering. We had our second ever equinox festival in September which was in its entirety organised by the pupils. A sizeable and growing proportion of pupils continue to learn an instrument and there are an increasingly larger number of pupils also studying LAMDA. Dance, Drama and Music pieces now form part of our increasingly broad entertainment shows performed half termly and almost all weekly assemblies continue to contain a Performing Arts item.

The Annual Festival of Scholars took place at the end of February. The high standard just keeps increasing year on year and the talent on display is only surpassed by the humility of the scholars.

The ever popular Competitive House System continued to foster friendly yet keenly contested competitions. The Tug of War in September remains a high point as does the increasingly melodic House Shout in December as well as the Bethany Talent Show in June.

The Duke of Edinburgh's Award Scheme remains very popular and continues to be well supported by staff and is therefore undertaken by a large number of pupils. The Completions rates of Bronze, Silver and Gold Awards remain the highest in the South East of England. Contributions towards the volunteering section have remained focused on site and in the local community and have included environmental initiatives such as recycling, litter picking and youth work as well as other enriching activities and lessons for younger pupils. Some notable exceptions to the on-site volunteering were those students who worked in charity shops, animal shelters and those who continually give local acts of kindness on a regular (usually weekly) basis.

The Christian life of the School enthused the pupils appropriately. The ordained chaplain proactively led the spiritual life of the School. Until lockdown there was a variety of teaching staff, speakers and outside guests leading Chapel services and the competitive houses' chapel services remained very popular. A "prayer space" was once again created for a week and this was used by the pupils to pray, reflect, engage and think about life and each other.

The annual careers fair was held for the sixth form pupils in October and was again particularly successful. The Bethany Network, composed of local businesses, present and past parents, present and former pupils continued to help the School community in a constructive and altruistic way.

FINANCIAL REVIEW

The School principally raises its funds from fees and related activities and has not engaged in appeals for many years. Up until now developments have either been financed from surpluses after ordinary expenditure, or by borrowing under strict rules to ensure that even in the face of a significant national financial crisis leading to a downturn in pupil numbers, the borrowing could be repaid in less than 10 years.

The School generated total income of £6.844 million during the year (2019: £6.917 million), of which £6.331 million was generated from school fees (2019: £6.518 million). Expenditure totalled £6.674 million (2019: £6.622 million) which, including gains on investments of £32k (2019: £10k), gave a surplus for the year of £202k (2019: £304k). Before depreciation the surplus was £608k (2019: £675k). This was used to reduce borrowing resulting from previous investment in improved resources.

Total funds at 31 August 2020 were £15.480 million (2019: £15.277 million), of which £2.617 million were held in the endowment fund (2019: £2.623 million).

Reserves Policy

The School holds total unrestricted reserves of £12.525 million (2019: £12.504 million), which include tangible fixed assets of £12.886 million (2019 £12.995 million) and long-term bank loans of £0.938 million (2019: £1.099 million). Fixed assets include residential properties and, should it be necessary to call upon these, the houses could be sold individually without detriment to the School's operations.

The Governors are set to review the school's reserves policy during the current academic year.

Investment Powers, Policy and Performance.

The Articles of Association give the School wide investment powers. The School's investments in quoted shares form part of the Endowment Fund. Rathbones Investment Management have been appointed to manage this investment portfolio for the School.

Note 15 provides detail of investment movements during the year. Investment performance was in line with the School's objectives.

Bursary Policy

This year the School awarded scholarships, bursaries and discounts of £951k (2019: £889k) which represented 12.7% of gross fee income (2019: 12%). The School also offered £181k in relation to Covid-19 related discounts. The Governors' policy, in line with that of most other independent schools, is to award Scholarships based on ability and bursaries based on need.

All Bursaries are means tested on application by an external assessment company.

Asset cover for funds

Note 26 sets out an analysis of these assets attributable to the various funds and a description of the trusts. These assets are sufficient to meet the School's obligations on a fund by fund basis.

Risk Management

The Governors are responsible for the management of the risks faced by the School. Risks are identified, assessed and controls established throughout the year. The Board reviews the full Risk Assessment annually in March, and Risk is a standing item on the agenda for other Board Meetings and all Executive Committee meetings.

The Governors consider the major potential risks to the School to be:

A challenging economic environment adversely affecting pupil numbers and fee levels.
The impact of the Covid-19 Pandemic.
Inflationary pressures on certain costs.
Competition from both independent and state schools for pupils
Ensuring Child Protection and Inspection in an increasingly regulated environment.

FINANCIAL REVIEW– continued

The key controls used by the School to mitigate risks include:

Formal agenda for Committee and Board activities.
Detailed Terms of reference for all Committees
Comprehensive strategic planning, budgeting and management accounting.
Established organisational structure and lines of reporting.
Formal written policies
Clear authorisation and approval levels.
Safer recruitment as required by law for the protection of the vulnerable.
Staff training, Child Protection and safeguarding.

Through the risk management processes established by the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that the systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

COMMUNITY LINKS AND PUBLIC BENEFIT

The School continued to promote and further develop links with the local community. A Christmas Carol event for neighbours was greatly appreciated. The Duke of Edinburgh's Award Scheme assisted the local community with its service section. The School held various fund raising activities in support of chosen charities, which have included Breast Cancer, British Legion, Cancer Research UK, Children of Gambia Services, Children's Trust, Hospice in the Weald, Kent Air Ambulance, Nourish Community Foodbank, Prostate Cancer, Rape Crisis Centre, Read for Good, Salvation Army, Save the Children, Sports Relief, Water Aid, as well as a range of other good causes.

As soon as the School closed for Lockdown, it donated all the materials that could be used as PPE equipment such as plastic gloves, goggles, lab coats to local Covid assistance organisations.

Until Lockdown in March, local primary schools and neighbours used the swimming pool to either learn how to swim or to participate in leisure swimming. This helps the primary schools achieve the recommended government minimum in physical activity for all Key stage 2 pupils – they are collected and returned using the School's mini-buses.

Local schools are also invited to attend the dress rehearsals of our School drama productions in February and June.

The School premises were made available to local organisations who wished to take advantage of them, including church groups and the Royal British Legion.

The range of organisations which would normally used the School's facilities was reduced this year due to Lockdown but included.

Staplehurst Monarchs Football Club (evenings until lockdown).
Goudhurst Junior Football Club (evenings until lockdown).
Goudhurst Tennis Club (in the Easter holidays)

The School offered 12.7% of fees income in Scholarships, Bursaries and Fees subsidies.

57	Pupils received Means Tested Bursaries of which 1 was for 70% of fees, 9 were for 50% of fees, 15 were 30% - 49% and 32 were under 30%
37	Pupils received a Sibling Discount (10%)
94	Pupils received Scholarships – Academic, Art, Dance, Drama, Music, Drama Sport and Technology of 10 – 40%
2	Pupils received Services or Clergy bursary (10%).

In addition the School set up a Bethany Parent Hardship Fund in March 2020 and set aside £100,000 for it. Parents were then given the opportunity to donate to it and 40% of them did. The purpose of this fund is to provide additional fee assistance to parents who were adversely affected by Covid-19.

One teacher and two Governors act as Governors of local primary schools.

DEVELOPMENTS AND FUTURE PLANS

As part of the preparations for the safe reopening of the School an extensive programme was undertaken during the summer months. These included installing one way systems, 21 new handwashing facilities around the campus, hand sanitising stations in every room, dedicated path ways for entries and exits from various classrooms and well as the hiring of additional toilet facilities. Staff and pupils were also temperature checked on arrival and they had to wear face coverings indoors including shared offices and classrooms.

In addition to the above the following maintenance was carried out to the existing buildings.

- The maintenance rest room was converted into a centralised laundry
- A total of 8 en-suite bathrooms were refurbished in the Orchard boarding house
- A new kitchen was fitted in the Pengelly Housemaster's flat
- Windows were replaced on the rear of the Orchard Boarding House
- Windows were replaced in PE 2 classroom
- Windows and doors were replaced in the sports hall
- The lower floor of the admin block was decorated and offices moved around
- Several staff accommodation units were redecorated and refurbished
- Boilers in the Orchard were upgraded
- New fire alarm systems were fitted to two buildings
- Additional electronic locks were fitted throughout the site
- The pathway to the assembly hall was replaced
- White lines were marked on the upper car park for safety
- Two fire escapes were brought up to current Regulations
- Fire escape routes were installed at the rear of Haywards
- A new floor was laid in the main kitchen
- The school site was prepared to be Covid-19 friendly in readiness for September return

The next major project is the construction of a Performing Arts Centre, which will incorporate the Music and Drama Departments. A successful pre planning application has been submitted and returned and a formal planning application is being created.

REPORTABLE INCIDENTS

During the year there have been no incidents which required notification to the Charity Commission.

STATEMENT OF GOVERNORS RESPONSIBILITIES

The Governors (who are also the directors of Bethany School 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).

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 those financial statements, the Governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the Governors are aware:

- There is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information

AUDITORS

A resolution proposing that TC Group be auditors for 2020/21 was put to the Trustees at the AGM and was agreed.

The Governors' Report, incorporating a strategic report, was approved by the Board of Governors, as the company directors, on 27-3-21 And signed on the board's behalf by:



R J Stubbs BSocSc CMRS - Chairman

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL

Opinion

We have audited the financial statements of Bethany School (the 'charitable company') for the year ended 31 August 2020. 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 incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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, other than the financial statements and our auditor's report thereon. 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 (incorporating the strategic report and the governors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the governors' report (including the strategic report) has been prepared in accordance with applicable legal requirement

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL - continued

Matters on which we are required to report by exception

In the light of our 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 (including the strategic report).

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the governors were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the governors' report and from the requirement to prepare a strategic report.

Responsibilities of governors

As explained more fully in the governors' responsibilities statement, 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:
https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx.This description forms part of our auditor's report.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF BETHANY SCHOOL - continued

Use of this 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.

TC Group

Mark Cummins FCCA (Senior Statutory Auditor)

for and on behalf of
TC Group
Statutory Auditor

Date: 14 April 2021
Office: Steyning

BETHANY SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted fund £	Designated fund £	Endowment funds £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	4,464	87,778	-	92,242	19,899
Charitable activities	3	6,472,104	-	(39,819)	6,432,285	6,659,466
Other trading activities	4	284,466	-	-	284,466	183,144
Investment income	5	7,285	-	26,348	33,633	54,001
Other income	6	1,500	-	-	1,500	-
Total		6,769,819	87,778	(13,471)	6,844,126	6,916,510
EXPENDITURE ON						
Raising funds	7	5,122	-	5,088	10,210	14,192
Charitable activities	7	6,644,408	-	19,623	6,664,031	6,607,855
Total		6,649,530	-	24,711	6,674,241	6,622,047
Net realised gains/(losses) on investments	15	-	-	35,381	35,381	(7,599)
Net unrealised gains/(losses) on investments	15	-	-	(2,940)	(2,940)	17,267
NET INCOME/(EXPENDITURE)		120,289	87,778	(5,741)	202,326	304,131
Transfers between funds	24	(100,000)	100,000	-	-	-
Net movement in funds		20,289	187,778	(5,741)	202,326	304,131
RECONCILIATION OF FUNDS						
Total funds brought forward		12,504,608	150,000	2,622,906	15,277,514	14,973,383
TOTAL FUNDS CARRIED FORWARD		12,524,897	337,778	2,617,165	15,479,840	15,277,514

CONTINUING OPERATIONS
All income and gains for the period are recognised above. All of the company's activities are classified as continuing. The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes form part of these financial statements

BETHANY SCHOOL

BALANCE SHEET
31 AUGUST 2020

	Notes	2020 £	2019 £
FIXED ASSETS			
Tangible assets	13	12,886,035	12,955,332
Investments	15	1,210,259	1,085,794
Investment property	14	600,000	600,000
		14,696,294	14,641,126
CURRENT ASSETS			
Stocks	16	11,059	30,490
Debtors	17	217,814	221,961
Cash at bank	18	3,190,838	3,405,344
		3,419,711	3,657,795
CREDITORS			
Amounts falling due within one year	19	(1,697,789)	(1,922,853)
NET CURRENT ASSETS		1,721,921	1,734,942
TOTAL ASSETS LESS CURRENT LIABILITIES		16,418,216	16,376,068
CREDITORS			
Amounts falling due after more than one year	21	(938,376)	(1,098,554)
NET ASSETS		15,479,840	15,277,514
FUNDS			
Unrestricted funds		12,524,897	12,504,608
Designated funds	24	337,778	150,000
Endowment funds	25	2,617,165	2,622,906
TOTAL FUNDS		15,479,840	15,277,514

The financial statements were approved by the Board of Governors' and authorised for issue on 27-3-21 and were signed on its behalf by:

.....
R J Stubbs BSocSc MMRS - Governor

The notes form part of these financial statements

BETHANY SCHOOL

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	2020 £	2019 £
Cash flows from operating activities			
Cash generated from operations	1	376,957	448,668
Net cash provided by operating activities		376,957	448,668
Cash flows from investing activities			
Purchase of tangible fixed assets	13	(336,212)	(127,159)
Purchase of fixed asset investments	15	(1,337,404)	(974,622)
Sale of tangible fixed assets		1,500	-
Sale of fixed asset investments	15	1,245,380	999,794
Interest received		7,285	2,998
Dividends received		26,348	32,303
Net cash used in investing activities		(393,103)	(66,686)
Cash flows from financing activities			
Income attributable to endowment	25	(13,471)	50,027
Expenditure attributable to endowment	25	(24,711)	(25,652)
Repayment of long term bank loan		(160,178)	(180,000)
Net cash (used in)/provided by financing activities		(198,360)	(155,625)
Change in cash and cash equivalents in the reporting period		(214,506)	226,357
Cash and cash equivalents at the beginning of the reporting period		3,405,344	3,178,987
Cash and cash equivalents at the end of the reporting period		3,190,838	3,405,344

The notes form part of these financial statements

BETHANY SCHOOL

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net income for the reporting period (as per the Statement of Financial Activities)	202,326	304,131
Adjustments for:		
Depreciation charges	405,507	371,151
Gain on investments	(32,441)	(9,668)
Profit on disposal of fixed assets	(1,500)	-
Interest received	(7,285)	(2,998)
Dividends received	(26,348)	(32,303)
Income attributable to endowment	13,471	(50,027)
Expenditure attributable to endowment	24,711	25,651
Decrease in stocks	19,431	-
Decrease/ (increase) in debtors	4,147	(70,122)
Decrease in creditors	(225,066)	(87,147)
Net cash provided by operations	376,957	448,668

2. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2020 £	2019 £
Cash in hand	3,190,838	3,405,344
Total cash and cash equivalents	3,190,838	3,405,344

1. ACCOUNTING POLICIES

Charity Information
Bethany School is a charitable company limited by guarantee incorporated in England (charity number 307937, company number 00624273) and operates from its registered office Curtisden Green, Goudhurst, Kent TN17 1LB.

Basis of preparing the financial statements
The financial statements of the School, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Preparation of the accounts on a going concern basis
The Governors consider that there are no material uncertainties about the School's ability to continue as a going concern.

Statement of cash flows
The School's cashflow statement reflects the presentation requirements of FRS102. In addition, the cash flow statement reconciles cash and cash equivalents whereas under previous UK GAAP the statement reconciled to cash.

Income
All income is recognised in the Statement of Financial Activities once the school has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

School fee income is accounted for on a receivable basis and consists of charges billed for the school year ended 31 August 2020, less bursaries and allowances. Fees received for education to be provided in future years are carried forward as deferred income.

Donations are accounted for once the school has entitlement to the gift, it is probable that the income will be received and the amount can be measured reliably.

Investment income is accounted for when it is receivable and the amount can be measured reliably.

There are no restrictions on the incoming resources of the endowment fund.

Expenditure and irrecoverable value added tax (VAT)
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the school to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

The irrecoverable element of value added tax is included with the item of expense to which it relates.

Support costs are allocated to the cost of raising funds and charitable activities on the basis of an appropriate apportionment of resources and activities.

Governance costs have been allocated in line with administration costs and include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the School.

Donations of goods, services and facilities
Donated goods, professional services and facilities are recognised as income when the School has control over the item or has received the service, any conditions associated with the donation have been met, the receipt of the economic benefit from the use of an item by the school is probable, and that economic benefit can be measured reliably.

continued...

1. ACCOUNTING POLICIES - continued

Donations of goods, services and facilities (continued)
On receipt, donated goods, professional services and facilities are recognised on the basis of the value of the gift to the School which is the amount the School would have been willing to pay to obtain the goods, services or facilities on the open marker; a corresponding amount is then recognised in the expenditure in the period of receipt.

Goods donated for on-going use by the School in carrying out its day to day activities are recognised as tangible fixed assets.

Fund accounting

Unrestricted funds are general funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the School and which have not been designated for other purposes.

Designated and Endowment funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Operating leases
Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Foreign exchange
Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange differences are dealt with through the Statement of Financial Activities.

Tangible fixed assets and depreciation
Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land is not depreciated.

Assets under construction are not depreciated until they are available for use.

Land and buildings	2% - 4% on cost
Fixtures, fittings & equipment	20% on cost
Motor vehicles	20% on cost

It is the School's policy to capitalise all items of a capital nature over £5,000.

Investments
Fixed asset investments are stated at fair value. Realised and unrealised gains and losses are dealt with through the Statement of Financial Activities.

Investment property is included at fair value. Gains and losses are recognised through the Statement of Financial Activities.

Stock
Stocks are valued at the lower of cost and net realisable value, after making allowance for obsolete and slow moving items.

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

Cash at bank and in hand
Cash at bank and 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.

continued...

1. ACCOUNTING POLICIES - continued

Creditors and provisions
Creditors and provisions are recognised when the School has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments
The School only has financial assets and financial liabilities of a kind that qualify as basic financial instruments under FRS102. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Critical accounting estimates and judgements
In the application of the School's accounting policies, the Governors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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.

The Governors do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

Pension costs and other post retirement benefits
Most of the teaching staff are members of the Teachers' Pension Scheme (TPS), a defined benefit scheme administered by the Teachers' Pension Agency. The Teachers' Pension Scheme is a multi-employer pension scheme which is unfunded. Actuarial valuations are carried out on a notional set of investments.

The School is unable to identify its share of the underlying (notional) assets and liabilities of the scheme. Accordingly, under FRS102, the scheme is accounted for as if it were a defined contributions scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged to the Statement of Financial Activities in the period in which the salaries to which they relate are payable.

The School also contributes to personal pension schemes for other teachers and non-teaching staff. These schemes are defined contribution schemes. The assets of the schemes are held separately from those of the School in independently administered funds. Contributions payable for the year are charged to the Statement of Financial Activities. The School has no other liabilities under these schemes.

Employee benefits
Short term employee benefits including holiday pay are recognised in the Statement of Financial Activities in the period in which the service is rendered. Termination benefits are accounted for on an accrual basis and in accordance with FRS102.

2. DONATIONS AND LEGACIES

	Unrestricted funds	Designated funds	Endowment funds	2020 Total funds	2019 Total funds
	£	£	£	£	£
Donations	4,464	87,778	-	92,242	19,899
	4,464	87,778	-	92,242	19,899

continued...

3. CHARITABLE ACTIVITIES

	Unrestricted funds £	Designated funds £	Endowment funds £	2020 Total funds £	2019 Total funds £
School fees	7,463,217	-	-	7,463,217	7,407,147
Registration fees	12,869	-	-	12,869	14,799
Bursaries and scholarships	(910,968)	-	(39,819)	(950,787)	(888,963)
Hardship discount	(181,437)	-	-	(181,437)	-
Transport income	88,423	-	-	88,423	126,483
	6,472,104	-	(39,819)	6,432,285	6,659,466

4. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Designated funds £	Endowment funds £	2020 Total funds £	2019 Total funds £
Rental income	1,745	-	-	1,745	183,144
Job retention scheme grant	282,721	-	-	282,721	-
	284,466	-	-	284,466	183,144

5. INVESTMENT INCOME

	Unrestricted funds £	Designated funds £	Endowment funds £	2020 Total funds £	2019 Total funds £
Income from listed investments	-	-	26,348	26,348	32,303
Income from investment property	-	-	-	-	18,700
Interest received	7,285	-	-	7,285	2,998
	7,285	-	26,348	33,633	54,001

6. OTHER INCOME

	Unrestricted funds £	Designated funds £	Endowment funds £	2020 Total funds £	2019 Total funds £
Gain on sale of fixed assets	1,500	-	-	1,500	-
	1,500	-	-	1,500	-

continued...

7. EXPENDITURE

	Staff Costs	Depreciation	Other Costs	Total 2020	Total 2019
	£	£	£	£	£
Raising funds					
Investment management fees	-	-	5,088	5,088	6,028
Fundraising costs	-	-	5,122	5,122	8,164
Total costs of raising funds	-	-	10,210	10,210	14,192
Charitable activities Education					
Teaching costs	2,616,901	19,623	296,787	2,933,311	2,664,972
Welfare costs	241,283	-	431,628	672,911	815,768
Premises costs	473,617	385,884	1,146,930	2,006,431	2,146,869
Support costs	526,439	-	469,486	995,925	958,386
Finance costs	-	-	24,996	24,996	1,475
Governance costs	-	-	30,457	30,457	20,385
Total charitable activities	3,858,240	405,507	2,400,284	6,664,031	6,607,855
Total expenditure	3,858,240	405,507	2,410,494	6,674,241	6,622,047

Governance costs include payments of £14,580 (2019: £12,000) for audit fees and payments of £7,348 (2019: £5,910) for other non-audit services.

Net income is stated after charging £46,050 (2019: £23,458) to operating lease rentals included within premises costs, £11,516 (2019: £11,516) to operating lease rentals included within support costs and interest charged on bank loans of £23,306 (2019: £180) included within finance costs.

8. SUPPORT COSTS

	2020	2019
	£	£
Support staff costs	526,439	535,914
Marketing costs	138,951	80,804
Computer costs	8,762	25,538
Post & stationery	41,492	49,308
Staff welfare & other staff costs	53,440	30,466
Staff recruitment	18,693	40,285
Telephone	8,321	4,954
Overseas recruitment & commission	84,485	91,924
Professional fees	56,833	28,043
Travel & subsistence	5,619	4,174
Subscriptions	18,574	14,527
Miscellaneous costs	34,316	52,449
TOTAL	995,925	958,386

continued...

9. GOVERNORS' REMUNERATION AND BENEFITS

None of the Governors (or any persons connected with them) received any remuneration or other benefits from an employment with the school during the current or previous year.

During the year, one of the Governors was reimbursed a total of £55 for travelling expenses (2019: two were reimbursed a total of £830 for travelling expenses).

No amounts were due to or from Governors at the balance sheet date (2019: £nil).

10. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	3,033,206	2,957,249
Social security costs	303,371	288,137
Other pension costs	521,663	384,598
	3,858,240	3,629,984

The average monthly number of employees during the year was as follows:

	2020	2019
Teaching	54	55
Administration	25	19
Welfare and premises	36	38
	115	112

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2020	2019
£60,000 - £70,000	2	1
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-
	3	2

Contributions totalling £55,775 (2019: £44,020) were made during the year to money purchase pension schemes on behalf of employees whose employee benefits exceed £60,000.

The key management personnel of the school are the Headmaster, the bursar, the HR manager, the deputy Headmaster, the deputy head academic and the pastoral deputy. The total employee benefits including pension contributions for the key management personnel were £472,251 (2019: £483,585).

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Designated fund £	Endowment funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	19,899	-	-	19,899
Charitable activities	6,641,742	-	17,724	6,659,466
Other trading activities	183,144	-	-	183,144
Investment income	21,698	-	32,303	54,001
Total Income	6,866,483	-	50,027	6,916,510
EXPENDITURE ON				
Raising funds	8,164	-	6,028	14,192
Charitable activities	6,588,232	-	19,623	6,607,855
Total Expenditure	6,596,396	-	25,651	6,622,047
Net realised gains/(losses) on investments	-	-	(7,599)	(7,599)
Net unrealised gains/(losses) on investments	-	-	17,267	17,267
NET INCOME	270,087	-	34,044	304,131
RECONCILIATION OF FUNDS				
Total funds brought forward	12,234,521	150,000	2,588,862	14,973,383
TOTAL FUNDS CARRIED FORWARD	12,504,608	150,000	2,622,906	15,277,514

12. TAXATION

The school is a Registered Charity (number 307937). All activities are undertaken to fulfil the primary objectives of the charity and are therefore exempt under Part 11 of the Corporation Tax Act 2010.

13. TANGIBLE FIXED ASSETS

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Assets under construction £	Totals £
COST					
At 1 September 2019	16,478,070	362,469	37,158	-	16,877,697
Additions	30,841	227,787	35,650	41,934	336,212
Disposals	-	-	(11,345)	-	(11,345)
At 31 August 2020	16,508,911	590,256	61,463	41,934	17,202,564
DEPRECIATION					
At 1 September 2019	3,608,671	280,712	32,982	-	3,922,365
Charge for year	340,396	56,363	8,750	-	405,509
Eliminated on disposal	-	-	(11,345)	-	(11,345)
At 31 August 2020	3,949,067	337,075	30,387	-	4,316,529
NET BOOK VALUE					
At 31 August 2020	12,559,844	253,181	31,076	41,934	12,886,035
At 31 August 2019	12,869,399	81,757	4,176	-	12,955,332

Included within land and buildings is freehold land of £1,591,176 (2019: £1,591,176) which is not depreciated.

continued...

14. INVESTMENT PROPERTY

	£
Fair value at 1 September 2019	600,000
Fair value at 31 August 2020	600,000

15. FIXED ASSET INVESTMENTS

	Managed investments £
MARKET VALUE	
At 1 September 2019	1,085,794
Acquisitions at cost	1,337,404
Disposals	(1,245,380)
Change in value during the year	32,441
At 31 August 2020	1,210,259
NET BOOK VALUE	
At 31 August 2020	1,210,259
At 31 August 2019	1,085,794
Historical cost:	
At 31 August 2020	1,210,224
At 31 August 2019	961,445

The gain on investments shown within the Statement of Financial Activities of £32,441 (2019: £9,668) comprises a realised gain of £35,381 (2019: loss of £7,599) on investments sold during the year, and an unrealised loss of £2,940 (2019: gain of £17,267) on investments held at the year end.

As at 31 August 2020, the following investments represented over 5% of the portfolio market value:

Rathbone Unit Trust Mgmt – Core Investment Fund for Charities	1,210,259 – 100%

16. STOCKS

	2020 £	2019 £
Stocks	11,059	30,490

continued...

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade debtors	132,494	132,483
Accrued income	79,920	-
Prepayments	5,400	89,478
	217,814	221,961

18. CASH AT BANK

	General fund	Designated fund	Endowment fund
	£	£	£
Operational cash	2,272,710	337,778	536,651
Managed investment cash	-	-	6,720
Total	2,272,710	337,778	543,371

	Bursary fund	2020 Total funds	2019 Total funds
	£	£	£
Operational cash	36,979	3,184,118	3,318,988
Managed investment cash	-	6,720	86,356
Total	36,979	3,190,838	3,405,344

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Bank loans and overdrafts (see note 21)	180,000	180,000
Trade creditors	105,121	155,247
Social security and other taxes	76,849	74,292
Fees in advance	655,235	994,607
Accruals and other creditors	680,584	518,707
	1,697,789	1,922,853

Fees in advance represent fees due for the Michaelmas term 2020 and are analysed below in note 20.

20. FEES IN ADVANCE

	£
Balance at 1 September 2019	994,607
Fees released during the year	(994,607)
Fees deferred during the year	655,235
Balance at 31 August 2020	655,235

continued...

21. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2020	2019
	£	£
Bank loans (see note 22)	938,376	1,098,554

22. LOANS

An analysis of the maturity of loans is given below:

	2020	2019
	£	£
Amounts falling due within one year on demand:		
Bank loans	180,000	180,000
Amounts falling between one and two years:		
Bank loans - 1-2 years	180,000	180,000
Amounts falling due between two and five years:		
Bank loans - 2-5 years	540,000	540,000
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more 5 years	218,376	378,554

The bank loans are secured by a fixed charge over certain freehold properties. At the year end this charge amounted to 47% (2019: 54%) of the cost of the freehold properties.

Details of the bank loans are as follows:

Loan - £1,118,376 - interest charged at 1.15% above base, repayable by 31/01/2027.

23. OPERATING LEASE COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	Other operating leases	
	2020	2019
	£	£
Less than one year	11,861	15,649
Between two and five years	13,436	23,377

24. DESIGNATED FUNDS

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2019	Income	Expenditure	Transfers	Balance at 31 August 2020
	£	£	£	£	£
Special projects	150,000	-	-	-	150,000
Hardship fund	-	87,778	-	100,000	187,778
	150,000	87,778	-	100,000	337,778

continued...

24. DESIGNATED FUNDS – continued

Designated funds represent amounts set aside for special projects at the discretion of the Governors.

The Governors' agreed to set aside a hardship fund in the year ended 31 August 2020. The purpose of this fund is to provide additional fee assistance to parents who were adversely affected by Covid-19.

25. ENDOWMENT FUNDS

The income funds of the charity include the following endowment funds which have been set aside out of unrestricted funds by the Governors for specific purposes:

	Balance at 1 September 2019	Income	Expenditure	Transfers	Investment Gains/ Losses	Balance at 31 August 2020
	£	£	£	£	£	£
Permanent endowments						
Jane Tomkinson	1,347	-	-	-	-	1,347
Expendable endowments						
C J Endowment fund	2,621,559	(13,471)	(24,711)	-	32,441	2,615,818
	2,622,906	(13,471)	(24,711)	-	32,441	2,617,165

The permanent endowment funds comprise the Jane Tomkinson Art Bursary.

The Governors have agreed to investments in an expendable endowment fund. Any gains or losses of the investments form part of the fund.

The income in the C J Endowment fund represents the school's dividend and interest income of £26,348 (2019: £32,303) for investments held as part of the endowment fund, bursaries and scholarships of £39,818 (2019: £17,724). The expenditure in the fund comprises £5,088 (2019: £6,028) of investment management fees and £19,623 (2019: £19,623) of depreciation.

26. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Designated fund	Endowment funds	2020 Total funds	2019 Total funds
	£	£	£	£	£
Fixed assets	12,059,481	-	826,554	12,886,035	12,955,332
Investments	600,000	-	1,210,259	1,810,259	1,685,794
Current assets	2,501,583	337,778	580,352	3,419,713	3,657,794
Current liabilities	(1,697,791)	-	-	(1,697,791)	(1,922,853)
Long term liabilities	(938,376)	-	-	(938,376)	(1,098,554)
	12,524,897	337,778	2,617,165	15,479,840	15,277,513

continued...

27. PENSION SCHEME

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £418,436 (2019: £284,270) and at the year-end £50,470 (2019: £38,632) 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.

continued...

28. RELATED PARTY DISCLOSURES

Total donations received from related parties during the year ended 31 August 2020 amounted to £nil (2019: £nil).

There were no further related party transactions during the year other than those with Governors as detailed in note 9.

29. ULTIMATE CONTROLLING PARTY

The company, which is registered in England & Wales, is limited by guarantee and has no share capital. In the event of the charity being wound up and unable to meet its liabilities, each of the Governors undertakes to contribute such amounts as may be required up to a maximum of £1.

No one party has overall control of the school.

30. CAPITAL COMMITMENTS

At the balance sheet date, the school had no capital commitments.