

# KING EDWARD THE SIXTH GRAMMAR SCHOOL, NORWICH

England & Wales · Charity number 311280

## Details

---

**Other names** NORWICH SCHOOL

**Status** Registered

**Legal form** Other

**Company number** [02940688](#)

**Registered** 1966-05-25

**Register** [View on the Charity Commission register](#)

## Contact

---

**Address** Norwich School  
69-71a The Close  
Norwich  
NR1 4DD

**Phone** 01603728432

**Email** [bursar@norwich-school.org.uk](mailto:bursar@norwich-school.org.uk)

**Website** [www.norwich-school.org.uk](http://www.norwich-school.org.uk)

## Activities

---

**Objects:** TO PROVIDE AND CONDUCT IN NORWICH OR ELSEWHERE A DAY OR DAY-AND-BOARDING SCHOOL FOR BOYS AND GIRLS

**Activities:** Norwich School's objects are to provide and conduct in Norwich or elsewhere a day or day-and-boarding school for boys and girls.

## Classification

---

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

## Geography

---

- Norfolk

## Finances

---

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£26,723,000	£25,686,000	£23,452,000	336
2023-08-31	£24,988,000	£23,484,000	£22,394,000	313
2022-08-31	£22,200,000	£21,366,000	£21,032,000	294
2021-08-31	£20,842,000	£20,935,000	£19,894,000	290
2020-08-31	£21,309,000	£20,159,000	£20,787,000	252

## Trustees

Name	Role	Appointed
<b>Andrew Charles Wood</b>	Chair	2017-12-08
ANTHONY RICHARD MORRELL LITTLE MA		2016-03-21
Anasua Sarkar Roy		2021-07-02
DAVID W TALBOT FCA		2010-03-19
Deirdre Annuncia Willmott		2016-12-09
Hannah Amy Salmon		2023-06-23
James Michael Hunter		2019-03-22
Julian Sandford Wells MRICS		2023-06-23
MICHELLE JARROLD		2013-06-12
Major General Gregory Stephen Smith CB QVRM TD		2019-03-22
NIGEL BACK		2017-12-08
Narman Puvanachandra		2022-12-09
PAUL HENDERSON		2018-03-16
Rev Aidan Stephen George Platten		2017-12-08
Robert George Scott Moncrieff		2024-03-22
TRACY J YATES BA		2007-06-15
Very Reverend Dr Andrew Jonathan Braddock		2023-06-23

## Linked charities

- THE KING EDWARD VI GRAMMAR SCHOOL NORWICH GENERAL CHARITABLE TRUST (311280-1)
- THE MONCKTON COPEMAN PRIZE FOR SCIENCE (311280-2)
- MANCROFT PRIZE FUND (311280-3)
- EDWARD ATHLOW FIELDS BEQUEST (311280-4)
- THE HARMER SCHOLARSHIP (311280-5)
- JOHN GOODWIN JOHNS ON PRIZE (311280-6)
- ALEXANDER FLEMING PRIZE (311280-7)
- J H BROWN MEMORIAL PRIZE (311280-8)

**KING EDWARD THE SIXTH GRAMMAR SCHOOL, NORWICH**

England & Wales - Charity number 311280

---

# Accounts

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

**TRUSTEE'S REPORT AND CONSOLIDATED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2024**

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

CONTENTS

---

	Page
Reference and Administrative Details of the Charity, its Trustee and Advisers	1 - 2
Report of the Trustee	3 - 23
Independent Auditors' Report on the Financial Statements	24 - 27
Consolidated Statement of Financial Activities	28
Consolidated Balance Sheet	29 - 30
Charity Balance Sheet	31 - 32
Consolidated Statement of Cash Flows	33
Notes to the Financial Statements	34 - 63

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

**Council of Management** P J E Smith, MA, Chairman (resigned 28 June 2024) \*\*  
Dr A C Wood, OBE (Chairman from 28 June 2024) \*\*  
N Q Back  
Dr S C Bamber (Vice Chairman) \*\*  
The Very Reverend Dr A Braddock  
P J Henderson  
J M Holme, MBCS, CITP (resigned 8 December 2023)  
J M Hunter \*\*  
Ms. D G M Jarrold, MA Cantab \*\*  
H C Jourdain  
A R M Little, FRSA  
R S Moncrief (appointed 22 March 2024)  
The Reverend Canon A Platten  
N Puvanachandra  
Mrs. H Salmon  
Mrs. A Sarkar Roy  
J M D Schofield, LLB, FCA \*\*  
G S Smith  
D W Talbot, FCA  
Mr. J Wells  
Mrs. D A Willmott  
Dr D F Wood MA, MD, FRCP  
Miss T J Yates, BA  
Professor K H Yeoman

\*\* Members of the Executive Sub-Committee.

**Charity registered number** 311280

**Principal office** 71a The Close  
Norwich  
Norfolk  
NR1 4DD

**Trustee** Norwich School (a company limited by guarantee)

**Head** S D A Griffiths

**Bursar** C J P Evans

**Assistant Bursar** K M Smith (Maternity Cover)

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS  
(CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024

---

**Senior Leadership Team** The Head, the Bursar and:  
Mrs. N A Fairweather BA - Principal Deputy Head  
Dr R Clark BSc, PhD - Deputy Head (Co-Curriculum)  
Dr D N Farr BA, PhD, FRHS - Deputy Head (Director of Studies)  
J K Ingham BA - Master of the Lower School  
Mrs. N J Hill BSc - Assistant Head (Admissions, Marketing & Partnerships)  
A Rowlandson BA - Assistant Head (Staff Development)

**Independent auditors** Larking Gowen LLP  
Chartered Accountants  
1st Floor, Prospect House  
Rouen Road  
Norwich  
NR1 1RE

**Bankers** Barclays Bank PLC  
3 St James Court  
Whitefriars  
Norwich  
NR3 1RJ  
  
CCLA  
85 Queen Victoria Street  
London  
EC4V 4ET

**Solicitors** Mills & Reeve LLP  
1 St James Court  
Whitefriars  
Norwich  
NR3 1RU  
  
Farrer & Co LLP  
66 Lincoln's Inn Fields  
London  
WC2A 3LH

**Investment advisers** Barratt & Cooke Limited  
5/6 Opie Street  
Norwich  
NR1 3DW

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE FOR THE YEAR ENDED 31 AUGUST 2024

---

#### ETHOS & AIMS

A lifelong love of learning is at the heart of the holistic, educational journey for each Norwich School pupil. The wider Norwich School family of staff, parents, alumni and other supporters work together to nurture our young people, both in Cathedral Close and beyond.

Education has been associated with Norwich Cathedral and Christian principles since its earliest beginnings at the end of the 11th century. Set in The Close at the heart of our city, Norwich School is the proud 21st century heir to this tradition.

As the leading school of any type in East Anglia and one of the best co-educational day schools in the United Kingdom, our outstanding all-round practice blends tradition and innovation to serve the short and long-term interests of every pupil. Our community's daily activities and relationships are nurtured by the guiding concepts of inclusion, love and compassion. We have a restless ambition for self-improvement at the forefront of pedagogical innovation in local, national and international contexts; a beacon in the East of educational excellence.

The Schools aim to:

- Inspire young people to develop their curiosity in intellectual, creative and practical spheres, establishing capacity for pupils to become reflective thinkers who are capable of handling complex concepts and articulate expression in varied media;
- Establish a platform of rich and varied educational opportunity which enables every pupil to fulfil their unique potential; and
- Create opportunities in leadership and service for all pupils, which will empower them to be ambitious forces for good in the wider community throughout their lives.

#### OBJECTIVES & ACTIVITIES

The School met its main operational objectives during the 2023/24 academic year.

Norwich School is a charity whose object is a purpose falling within section 3(1)b of the Charities Act 2011, namely the advancement of education. It is a purpose for the public benefit and is therefore a charitable purpose as defined in section 2(1)b of the Act.

The School operates as an independent day school for boys and girls aged 4 to 18 years who are taught up to the age of 11 in the Lower School and thereafter in the Senior School. In the 2023/24 academic year, there were twenty-six international pupils (including seven BNO) in the Sixth Form. They are day pupils residing with local families through a homestay programme operated by Gabbitas Education, London.

Norwich School was inspected by the Independent Schools Inspectorate (ISI) over a two and a half day visit in November 2023, during which inspectors observed a broad spectrum of lessons, and met with many pupils, teachers, and support staff, as well as members of the Governing Body. Questionnaires were sent out to all parents, pupils, and staff. The report was conducted under the ISI's new framework which came into effect in September 2023, which means that instead of a single judgement or grade the pupil experience is assessed under four key areas and the report takes in the whole School provision from Reception to Upper 6. In addition, all reports contain recommended next steps. The School met the regulatory standards in all areas. The recommended next steps were to ensure leaders' quality assurance of teaching and learning promotes clearly articulated expectations in all curriculum areas, and to ensure pupils understand their next steps in learning by improving communication of feedback and progress. Work is already underway to implement these steps.

When the School's application for development of the Bishop's Palace Lawn site was turned down on appeal, the Governors resolved to separate the requirement for a community dining space from the desire to increase and update teaching spaces. Plans for any significant development were put on hold and the latter need was addressed by monitoring property development in and around the Close. The potential availability of accommodation at 15 Upper King Street presented an attractive addition to the School's property portfolio.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

---

With six floors, it covered a significant area, as well as being configured in a way that provided a good deal of internal flexibility and was proximate to existing School buildings. The School acquired the leasehold of the building in early 2024 and following change of use and other planning consents, phase one of an extensive programme of works was undertaken before the start of the new academic year to convert the upper floors of the building into modern flexible classroom, social and study space. This additional space enabled a change to the structure of the School day to take place in September 2024 by simplifying the timetable to 8 x 40-minute periods and creating one extended lunch break, which has provided significant pastoral and co-curricular benefits to the whole community. Phase two of the programme, which involves works to lower ground floor to provide much-needed additional catering space is underway, with an expected completion at Easter 2025. The final phase of the project, scheduled for summer 2025 will see the completion of works to the top floor of the building, including the roof terrace space.

Work on the exciting new Lower School development (replacing the temporary classroom buildings with a permanent structure on the site of the former two-storey building) started in April 2024, with a scheduled completion in April 2025.

The Homestay programme for international pupils continues to go from strength to strength, attracting high calibre pupils from the Far East and Europe.

The campaign to bolster externally funded bursary provision at Norwich School continues to make excellent progress, with a target of funding five pupils over two years as part of the Norfolk Sixth Form Scholarship Scheme.

## **REVIEW OF ACTIVITIES AND ACHIEVEMENTS**

### **Indirect Benefits**

The School offers indirect benefit to the wider community through the employment of 241 (2023: 228) full time equivalent staff and the School reduces the burden on the state sector by providing an education for 1,194 pupils (2022-23: 1,196).

### **Teaching links**

The School regularly collaborates with local state schools, academies, and other partner organisations to widen access to its own educational resources and to create a shared educational experience within its community. Examples of such activities are:

- Norwich School supports teacher training and professional development for new teachers in the region by offering placements for PGCE student trainees, those completing the Early Career Framework and the apprenticeship route to QTS, as well as acting as an Independent Schools Teacher Induction Panel (ISTIP) regional training centre for newly qualified teachers.
- The School is also one of six schools who have colleagues who plan and support the materials for the regional ISTIP group.
- Supporting those exploring teaching careers. During 2023/24, we offered guidance or opportunities for lesson observations to five aspiring teachers.

### **Sharing expertise**

The School regularly shares the knowledge, skills, expertise and experience of its members of staff with other educational providers, such as state schools, colleges, academies and universities, through initiatives that have included the following:

- The Norfolk Summer School is now into its third decade and aims to give young people support and boost their confidence enough to encourage them to aim high as they enter Year 13 at their own schools.

REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024

---

- This year over seventy pupils from around Norfolk attended three intensive days of small group seminars, lectures and visiting speakers offering ninety-eight seminar style sessions in nineteen different subjects, including Maths, English, French, Science, Psychology and Medicine. Pupils were also offered interview practice, help with their personal statement and the chance to meet speakers from the UK's top universities.
- Higher education support – the School continues to provide advice and support to local state schools to help them prepare their A level pupils for entry to university, including offering application support for Oxbridge candidates, delivering careers and university advice, and holding mock interviews.
- The Ogden Teaching Fellow works in partnership with local schools and institutions and national organisations, including teachers from Norfolk primary and secondary schools, Norwich Cathedral, the UEA, the Institute of Physics and Isaac Physics, undertaking outreach work that has an impact across the county.
- A number of local schools make use of Norwich School's examiners for GCSE and A-Level language oral examinations, including Mandarin.
- Our Head is a Governor at Ormiston Victory Academy, and five members of the School staff sit on the governing boards of local primary and secondary schools, offering expertise and advice on key issues, such as marketing, safeguarding and finance. These are voluntary positions and help to share best practice across the region.
- A further ten members of staff act as trustees on the boards of local charities.
- The School works with the DfE funded organisation Inspiring Governance to help inspire members of both the School and the local community to become school governors.
- Through the Swire Chinese Language Centre, the School acts as a hub in the region for teaching Mandarin to children in Norfolk. As a result, over 1,000 Norfolk pupils have been taught Mandarin by Norwich School Mandarin teachers and over 2,400 hours of teaching and learning have taken place in our Swire schools.

### Supporting joint local initiatives

The School is heavily involved in the organisation of a number of joint academic and extra-curricular events that aim to boost learning opportunities for children across the region. These have included:

#### *Music*

- The annual *Be A Chorister* day is open to boys and girls aged 6-11 for a fun day of music-making, when children can enjoy singing together as a group, take part in musical fun and games and sing in Norwich Cathedral alongside our Cathedral choristers. For parents there is the opportunity to find out about musical opportunities at Norwich Cathedral and Norwich School, ask questions about what is involved in the life of a chorister, hear about the new Cathedral Children's Choir and meet current chorister parents.
- *Making Musicians* is a developmental arts enrichment programme for exceptional musical talent, which organises the performance of concerts around the city and involves pupils from both local schools and Norwich School.
- Choral Society, which is open to keen singers in the city of all ages and gives regular performances including an annual concert in St Andrews Hall with Norwich School's Chapel Choir.
- Acting as a delivery partner to the Norwich Music Hub, including pupil involvement in the Norfolk County Youth Orchestra and other county ensembles and support of the Chamber Choir.

#### *Arts*

- The Crypt Gallery hosts exhibitions during the year open to the public free of charge, partnering with the NUA, UEA, local state schools and charity initiatives in the process.

REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024

---

*Sports*

- Founder of the Young Norfolk Sports Academy providing expert support and education for the county's most promising athletes. Providing support for the England Talent Pathway and GB Rowing Start programme through the use of the School's Boat Club facilities, equipment, towing and coaching.
- Hosting the Marylebone Cricket Club Norwich Hub – pupils from local state schools regularly attend masterclasses and focus sessions.
- An academy programme linked to and supported by Sussex County Cricket Club which aims to provide a pathway for talented cricketers in the East Anglia area to be involved in an elite development programme.

*Other events*

- In the past year, pupils have spent approximately 2,300 hours volunteering in their local community as part of the Community Service Programme.
- The School has hosted a series of interesting and informative lectures throughout the year on a wide range of subjects in partnership with the Norfolk Contemporary Arts Society, the Norfolk Cambridge Society, and the Royal Geographical Society.
- The fourth Discover Your Ability Day was held in partnership with local award-winning charity Able2B. This event pairs children from mainstream and special needs schools for a day of sporting activity. Pupils from Norwich School joined with Able2B children for a series of training sessions over the spring months and formed strategies for covering the course together. Over 100 children and young volunteers took part in the event, which sets out to raise the confidence and self-belief of disabled children and highlight their individual strengths.
- The Conversation Café is a partnership between Norwich School and English+ which aims to help new arrivals in Norwich improve their spoken English with native speakers and meets weekly at the School throughout the year. Supported by L6 and U6 pupils, the café not only welcomes guests from Ukraine, but also Hong Kong, Japan, Chile, and Turkey, encouraging visitors to find out more about and discuss a range of topics including the delights of British cuisine and pub culture, the education system, and the election.
- Both the Chapel and the Air Raid Shelter were opened to the public as part of the long-standing national Heritage Open Day scheme. The Chapel was open for multiple drop-ins, whilst the air raid shelter was open for eight sell-out sessions for small groups of visitors.
- The third Intergenerational Sports Day saw pupils from Norwich School, Ghost Hill Infant School and Framingham Earl High School joined by thirty residents from local care homes and families from the charity's Little Visitors scheme in an afternoon of sports activities. Team members ranging in age from 0 to 90-years-old took part in an egg and spoon race, bean bag toss, relay, and skittles game. To celebrate Global Intergenerational Week 2024, L4 pupils also took part in an Intergenerational Quiz with local charity Friend in Deed, with five care homes participating.
- The Laurie Herring Prize, in memory of Norwich School pupil Laurie Herring and run in partnership with St Martins Housing Trust, invites 11 to 18-year-olds from any school in Norfolk to submit a critical review of something they have consumed. This year one hundred entries were received from five schools, winning high praise from the judges and the prize culminated in an inaugural celebration evening with guest speaker Jay Rayner.
- The School hosted the Norfolk Primary Maths Challenges for Year 3, 4, 5 and 6 pupils, welcoming top mathematicians from nineteen primary schools who competed against the other 300 pupils in the room via a series of activities and games over four days.
- Pupils from U3 in the Lower School joined with visiting Year 6 pupils from across Norfolk for their annual Book festival, where they listened to talks from three different authors. The festival was a celebration of diversity and the power of storytelling.
- The Lower School hosted weekly 'Sensational Science' workshops for children from local primary schools.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

---

#### Community access

Norwich School is very much part of the wider community and is happy to share its educational facilities with the community where it is not to the detriment of the education it offers to its own pupils. The following local schools and organisations have used the School's facilities through the year:

- Norwich School is an Open Examination Centre open to home-educated, mature, foreign, and other students to use its facilities for iGCSE, GCSE, GCE and university entrance examinations with over 200 candidates a year.
- The Crypt Gallery hosts exhibitions from local artists throughout the year.
- The Norfolk Contemporary Arts Society, the Norfolk Cambridge Society, and the Royal Geographical Society hold lectures in the Blake Studio throughout the year.
- The School sponsors and hosts a number of events as part of the Hostry Festival
- Friend in Deed worked with the School to hold their Intergenerational Sports Day at Daynes Sports Centre
- Discover Your Ability held their annual event on the Lower School playing field.

#### Community service

Norwich School pupils take part in an extensive community service programme, with the aims of making a meaningful contribution to the wider community and equipping pupils for a lifetime of leadership and service. This cornerstone of the Sixth Form curriculum continues to go from strength to strength, with 147 pupils undertaking volunteering within thirty groups and fourteen external organisations. Their combined efforts totalled over 2,300 hours spent in the community at placements including visits by pupils to care homes, sailing trips for refugees and asylum seekers with the Nancy Oldfield Trust and visits to primary schools to support reading and engage pupils in language learning. Pupils also used the opportunity to develop important skills which will benefit them in future, including safeguarding training, volunteer readers receiving training from the Norfolk Reading Project and the newly formed Close Conversations podcast group receiving broadcast training.

The Lower School Service Award offers Lower School pupils the chance to volunteer and take part in a personalised community service programme, undertaking projects of their own choosing that have a positive impact on the local community.

#### Pupil numbers and fees

The principal source of the School's income is school fees. The average number of pupils in the School was 1,194 (2023: 1,196).

School fees for the year before the deduction of any means-tested bursaries and scholarships were:

	Per annum	Per term
Lower School (Reception to Year 2)	£13,548	£4,516
Lower School (Year 3 to Year 6)	£18,207	£6,069
Senior School (Year 7 to Year 13)	£19,977	£6,659

REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024

---

**Academic**

There was a strong set of A Level results this year. The cohort of 167 candidates achieved a 100% pass rate, with over 20% receiving an A\*, over 50% A\*-A, over 75% A\*-B and over 90% A\*-C.

Outstanding individual performances included six candidates with 4 A\*, seventeen candidates with 3A\* or more, and 54 candidates with three As or more. From the cohort of 138 candidates at GCSE, 27% achieved a grade 9, 47% achieved grades 9-8 (A\*), 70% achieved grades 9-7 (A\*-A), 85% achieved grades 9-6 (A\*-B) and 99% achieved overall pass-rate (grades 9-4). Outstanding individual performances included three candidates with eleven 9 grades or better, nine candidates with ten 9 grades or better, and thirty-two candidates with at least nine 8 or 9 grades.

It has been a successful year for Maths in the Senior School, culminating in four Norwich School Mathematicians achieving first place out of thirteen competing schools at the UKMT, where team Maths challenges give pupils the opportunity to tackle a variety of engaging mathematical activities while developing teamwork and communication skills.

Twenty-nine Chemists from L6 and U6 received awards in the Royal Society of Chemistry's annual Olympiad competition, our highest ever total, with one pupil receiving a prestigious gold medal. Additionally, various L6 pupils partook in the Royal Society of Chemistry's Young Analyst Competition, displaying great skill and professionalism. In addition, Norwich School performed excellently in the British Physics Olympiad with pupils from U4 to U6 achieving various awards.

The School has two academic societies: the Erpingham Society for pupils from M5 to U6, and the Ethelbert Society for pupils from L4 to L5. They enable pupils to hear presentations and hold interdisciplinary discussions on a diverse range of topics, covering a wide range of subjects including electoral reform, Egyptomania, the impact of depression on cardiac health, AI, the stock market, endangered languages, and cheese. Both societies produce an annual journal, The Longbow and The Arrow.

The desire to strive in the Sixth Form led to the creation of Norwich School's first-ever geopolitical discussion forum – the Wellington Society. This pupil-led society aims to engage those in U5 and above with current geopolitical issues. The society is built upon the foundations that a competent knowledge and understanding of these issues will prepare us to make more sense of the constantly changing world in which we live. Whether that be Russia/Ukraine or conflicts in the Middle East, the society allows for pupils to take a deeper dive into the story behind the headlines.

The Independent Project remains an important component of the Sixth Form curriculum at Norwich School, with all L6 pupils completing an extended academic study or creative project in a topic or medium of their choice. This gives them the opportunity to delve deeply into interests beyond the classroom, and to build self-motivation and time-management skills that will be valuable in higher education and employment. The breadth and variety of the projects that the pupils pursued was impressive, with topics spanning the creative arts and humanities, as well as the social and physical sciences.

The presentation evening in October saw twenty-three pupils deliver talks on subjects as varied as free will, dentistry, East Germany, recycling and whether there might be life on the moon, leading to lively questions and discussions from the audience.

The School's debating teams continued to build on last year's successes, with four teams attending the historic Cambridge Union for the Eastern regional round of the Cambridge Schools Debating Competition. All the teams finished in the top third of the competition and one team achieved second place overall out of fifty-six teams and were able to progress to the finals.

Seventeen pupils from L6 and U5 represented Norwich School in the Independent Schools Mock Law competition, marking our sixth year of participation and the most successful to date. After four months of preparing both the prosecution and defence arguments for two fictional cases, the Norwich School team emerged victorious, securing a spot in the national final at the prestigious Old Bailey in June. The final was further enriched by visits to the Middle Temple and the Royal Courts of Justice, offering pupils an invaluable opportunity to fully immerse themselves in the legal world.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

---

Competing against other regional winners at the Old Bailey, the team performed before High Court judges, achieving an impressive third place nationally.

The increasing popularity of our Business Breakfast sessions in 2023/4 shows that our young people want to invest in themselves and prepare for their futures beyond Norwich School. Pupils can self-select to attend these informal information and advice sessions before the school day begins, learning from visiting professionals about their roles, pathways to qualification, opportunities, and challenges, and ask searching questions of our guests. Engineers, marketing and arts management specialists, solicitors, a cyber security guru and many more offered real insights into their industries during the year and pupils experienced engineering quizzes, a presentation of architectural highlights across the world, thoughts about the rise of influencers in marketing, and much more.

The annual Careers and Networking Event played host to a diverse guest list, with industries from Acoustics Consultancy to Veterinary Medicine represented. This provides an important opportunity for pupils to meet with professionals outside of the School and their immediate circles, providing invaluable 'real-world' advice to help with effective career or next steps planning.

For the eighth year, Norwich School hosted the world's only stand-alone Model Arctic Council for schools, the Norwich Model Arctic Council (NORMAC), in collaboration with Polar Aspect. NORMAC 8 involved over fifty pupils from five schools in Spain and the UK, all coming together for this unique and innovative simulation of the real-world Arctic Council which is dedicated to international cooperation in the Arctic. All decisions are taken by consensus, so delegates gain valuable skills in finding common solutions to controversial issues. NORMAC 8 involved three days of intense diplomacy and glittering social events, including a formal dinner in the elegant surrounds of the Assembly House and delegates were successful in reaching diplomatic consensus on the issues of Marine Protected Areas and food security in the Arctic.

In its ninth year, the Model UN held weekly diplomatic simulations, as well as new-member training and sent delegations to three conferences: Wycombe Model UN (WASAMUN), Wycombe Model Arctic Council (WYCOMAC) and Haileybury Model UN (HMUN). Model diplomacy involves researching and understanding controversial global issues and playing the role of diplomat by building common approaches with others who may disagree. One pupil in particular was recognised for his outstanding performance to the WASAMUN Security Council.

### **Art & Design**

Over the year Fine Art pupils have produced a vast range of creative work. L4 developed their drawing skills through still life studies, whilst Upper 4 continued to produce a range of creative pieces inspired by portraiture and everyday objects. L5 pupils enjoyed a ten-week project to produce original abstract mixed media collage work and illustrated hybrid characters, enhanced by visits to the Norwich Castle Museum and figure drawing from life. At exam level the work of GCSE pupils was celebrated with an end of year exhibition in the Sixth Form studios within the Carter building and visitors were amazed at the standard and range of works from impressive paintings, drawings, and ceramics.

Both U5 and U6 gained inspiration from the V&A and Tate Britain, stimulating ideas for exam projects, whilst L6 enjoyed visiting the Sainsbury Centre for Visual Arts, which inspired some fabulous painting and fun sculpture work. At the end of the year the work of U6 pupils was showcased at an exhibition in the Forum in central Norwich.

2D pupils continue to excel in very different approaches across the specialism. Photographic pupils have made the most of the professional lighting studios to complete photoshoots of stunning quality, and film and animation work has also heavily featured this year. Image manipulation is reaching a new level of creativity, whilst many other pupils have continued to push the boundaries of the risograph printer, working with textiles and embroidery techniques to produce installations for photography and a range of branding for t-shirts, ceramics, and fashion-based items for graphics. One graphic designer produced a significant body of work that incorporated architectural themes and ultimately led to her gaining a place at Cambridge University to study Architecture.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

---

We have continued to enrich Art and Design pupil experiences with trips to the coast, Cambridge, London and visits to the cinema and theatre. M5 and L6 both had interim exhibitions of their Southwold work and album cover designs.

3D Design continues to grow with a wide range of work and disciplines being explored by the pupils across all years, from architecture to lighting design, public furniture to jewellery, constructed textiles, fashion design, body adornment and craft. Pupil work is underpinned by thoughtful research and creative inquiry, supported by high levels of invention and skilful manipulation of materials. Pupils work with a combination of traditional hand tools alongside innovative digital technology. Whilst laser cutters, CNC milling machines and digital embroidery machines are used daily, equal importance and time is given to the jewellery benches, the casting and soldering bay and the wood and metalwork areas. In an ever more digital age, it is fantastic to see pupils value craftsmanship whilst appreciating some of time saving benefits CAD/CAM brings.

The L6 fashion project was the largest and most ambitious yet and was showcased in a line at the Gather24 Fashion Show. In addition, pupils were involved in a range of curriculum support activities, including trips to Collect24, the international fair for contemporary craft and design at Somerset House, and regular attendance at Norfolk Contemporary Arts Society talks. Workshops with industry professionals gave pupils new insights and skills, and live briefs as part of our curriculum have given real world experience of working with clients and seeing designs through from conception to professional manufacture.

#### **Co-curricular activities**

Norwich School pupils have been involved in a wide range of co-curricular activities, which play an extensive part in delivering a truly rounded education.

#### ***Music***

As ever, musical pursuits were plentiful throughout the year and of a very high standard.

The Chapel Choir had a busy Michaelmas term singing at the Trafalgar and Remembrance Services and the Senior School Carol Service at the end of term. A highpoint of this term is always the trip to London in October to sing at the Service of Thanksgiving for the Dyers' Company, and all of our musicians were also busy this term with the Senior School musical, *Guys and Dolls*.

At the beginning of Lent Term, pupils enjoyed performing pop covers and their own compositions at the annual Unplugged event at the Playhouse, whilst singers performed at two Musical Theatre Nights in the Blake Studio. The Chapel Choir toured Hamburg, where they were warmly welcomed by congregations at several churches, including the beautiful St Michaelis. At the end of term, the School's adult Choral Society and Senior Orchestra joined forces with local musicians from Norwich Baroque for an exciting concert, with participants spanning multiple generations. At the end of term, Jazz Night at Epic Studios was an opportunity for players and singers to let their hair down and entertain an appreciative and enthusiastic crowd.

Exams notwithstanding, the Trinity Term was packed with performance opportunities, with the Deveson music competition in June and the annual end of term arts festival, Gather24. Highlights included the Choral Vigil and the Summer Spectacular Concert, both at St Peter Mancroft Church, the Senior Jazz Band playing a strong set at the Royal Norfolk Show and numerous musical performances at Gala Night, showcasing the impressive talent from pupils throughout the School.

It has been an exciting year for Norwich Cathedral Choir. The rebuilding of the Cathedral's pipe organ was completed in the summer of 2023 and the choristers have taken part in many events to celebrate its inauguration. The Organ Reborn! festival in July 2024 saw the choir performing a concert alongside their opposite numbers from Ely and Peterborough, singing live on BBC Radio 3 and giving a concert alongside the Britten Sinfonia. Back at the start of the school year, the choristers gave a concert with the Royal Philharmonic Concert Orchestra, conducted by Patrick Hawes, celebrating the King's Coronation.

REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024

---

As always, December was a busy time, including a carol concert at London's Temple Church, a performance of Handel's Messiah and a Christmas Concert, as well as another Radio 3 broadcast and all the usual Christmas services. The choristers continue to perform daily to an incredibly high standard and are recognised nationally for their excellence. Looking to the future, an exciting development was the decision by the Dean and Chapter to admit younger girl choristers to sing alongside the boys from September 2024. At the same time, the Cathedral is starting a choir for teenage boys with changing voices, to run alongside the senior girls' choir. These changes mean that Norwich Cathedral will be offering high quality singing opportunities for girls and boys right through from the age of 6 to 18.

The Lower School held a series of informal concerts for different year groups throughout the year, as well as introducing Concordia recitals, a platform for pupils who are excelling in their instrumental studies to perform two to three pieces in a more formal setting in front of an invited audience. Performers from a variety of vocal ensembles and instrumental groups performed to a packed audience in the Cathedral for the Michaelmas term concert. Members of the Lower School Chamber Choir journeyed to London to take part in the largest children's choir in the World as they combined with over 9,000 other children at the Young Voices 24 event at the prestigious O2 Arena. Three choirs from the Lower School performed at The Kings Centre in Norwich as part of the County Music Festival. At the end of the Trinity half term, The Blake Studio was filled with an array of swashbuckling pirates, dazzling mermaids, hearty singing, and humorous acting as L1 and U1 performed this year's Infant Musical, Pirates v Mermaids. The Summer Concert took place at The Kings Centre in Norwich, and a huge variety of instrumentalists took to the stage including the Guitar Ensemble performing the James Bond Theme Tune, The Mind Blowers with Feeling Good featuring some amazing vocals by Annabelle Hitchings, The Recorder Crew with some Tango fun, Steel Pans Ensemble bringing some sunshine into the Hall and virtuosic, loud drumming skills from the Stickers Ensemble.

### **Performing Arts**

The School offers a wide range of participation opportunities for all pupils in various forms of performing arts.

#### *Gather24*

Gather, Norwich School's three-week festival celebrating creative and performing arts, was once again a tremendous success, offering more than twenty diverse and engaging events. Among the standout moments was the return to the Forum for an inspiring exhibition of artwork; a superb pupil-led production of Annie and a high-calibre staging of Little Shop of Horrors. The festival also featured a spectacular Summer Concert, an electrifying Bandfest, and a calming and reflective Choral Vigil held at St Peter Mancroft Church. Having won the regional heats earlier in the year, the Senior Dance Company proudly represented the School at the Great Big Dance Off National Finals, whilst a talented cast of senior pupils delivered a brilliant adaptation of The Great Gatsby. Creative talents from Art, Design, Music, and Dance were further celebrated in the Charity Fashion Show, showcasing the breadth of talent within the Norwich School community. Gather24 culminated in a memorable Gala Night, where over 200 pupils, from the Lower School to U6, took to the outdoor stage for a stunning finale: a true testament to the vibrant creativity and talent within the School.

#### *Drama and Dance*

Productions at Norwich School span all year groups, with over 500 pupils involved in an average year in all areas: onstage, backstage, costume, technical theatre and in the devising of new theatre and film. Success in accessing prestigious conservatoire places continues to be a strength with recent leavers gaining places on degree and post graduate courses for professional training. The ambition and creativity of Independent Projects continue to grow and year on year our pupils are inspired by their peers to push the boundaries of their own creative fields. In recent work, film has really highlighted the hard work and dedication of pupils to bring their imaginative ideas to life. The range of productions in the 2023/24 academic year showcased the huge breadth of talent, style and innovation in the creative arts, with highlights including *Guys and Dolls*, *Little Shop of Horrors*, *Annie*, *Clue*, *Lord of the Flies*, L5 connections, L4 class plays, GCSE devised theatre, A Level devised performance, the examination years drama event, L5 Theatre in Education devised pieces, *Dream Catchers*, *That Face*, the Independent Project performance event and a film *Life, Among Other Things*.

REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024

---

Dance continues to thrive as a highly popular co-curricular activity, engaging a large number of pupils through clubs, sports options, and participation in shows and competitions. With seven weekly clubs and over seventy pupils regularly involved, the enthusiasm for this art form is unmistakable. Notably, the Junior and Senior Dance Companies, comprised of selected pupils for the competitive dance team, have been a focal point. Their primary goal was the prestigious Great British Dance Off, where both groups excelled, with the senior team winning the regional heat for the third consecutive year and advancing to the national finals. Beyond competitions, pupils showcased their talent in a variety of performances, including junior and senior dance shows, appearances at the Royal Norfolk Show, and significant and impressive contributions both at the Norwich School Charity Fashion Show and the sell-out Gala Night 2024.

The Lower School again showcased what a wide variety of talented performers there are at all levels throughout the School. The Informal Dance Celebration proved to be a resounding success, captivating the audience with the vibrant energy of over 40 participating children. Ranging from the youngest in Reception to the seasoned performers of Upper 3, this event was a delightful mix of dance genres, set to the backdrop of cheerful Christmas tunes. In a similar vein, the Informal Drama Sessions were a dynamic blend of performances, featuring an array of monologues and duologues. Children, brimming with enthusiasm, showcased their acting prowess by presenting pieces from their LAMDA examinations and displayed remarkable confidence on stage, delivering their acts with finesse. In the Lent term, L3 pupils tackled two of Shakespeare's biggest challenges in the Blake Studio, a double bill of *The Scottish Play*, followed by *Romeo and Juliet*, whilst U3 took to the stage in a triumphant performance of *Shrek Jr* for three sold out performances at the Garage theatre.

### **Sport**

A full programme of fixtures across a wide range of sports took place throughout the year.

The boy's 1st XI hockey team had a fantastic year, winning 20 matches and scoring 97 goals, narrowly missing out on a spot in the quarter finals of the England Hockey Tier 1 competition. Their good form continued into the Independent Schools Competition where they secured bronze in the Finals Day. The girl's 2nd XI team also had had an exceptional term, qualifying for the East Finals after securing second place in the county. In netball, the U12 team were crowned County Champions, scoring one hundred and thirteen goals, and conceding just twelve, whilst the 1st VII won the St Joseph's College National Netball Festival and gained an impressive win in their season finale against the UEA 1st VII, taking the game 61-32. The boys' 1st XI cricket team also had a successful season, playing 16 and winning 13 in all competitions. At the Schools Head of the River race in rowing, the boy's 1st VIII won their category, breaking a course record that has stood for over a decade. This is the best result in the School's history and shows the exceptionally high level at which the Boat Club competes. The girls VIII reached the A Final at the National Schools Regatta for the first time, and the boys coxed four gained a silver medal. Two pupils were selected to represent Great Britain at the J16 GB - France race in Rouen, where not only did they deliver a convincing win in their pair, but the boys GB team won overall.

Beyond the main sports, there were some notable achievements in a range of other activities.

In athletics, two pupils were selected to take part at the English Schools meet as part of the Norfolk County team, competing against the best athletes in the country. In football, the 1st XI had a record-breaking run in the ISFA Boodles Cup and an unbeaten campaign in the regular season fixtures and a pupil from U5 received a scholarship at Cambridge United. The U13 tennis team won the County Cup for the second year in succession and will go on to represent the county in the National stages of the competition in the next academic year. The 2023/24 ski season was a record-breaking year for Norwich School ski teams. After qualifying for the ESSKIA English finals, the boys U19 team retained their title as English champions, along with the individual Open titles of fastest male and female skiers. The team then went on to become British champions: a first for Norwich School.

REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024

---

### Beyond the Classroom

Norwich School has continued its commitment to Equity, Diversity, and Inclusion (EDI). Pupil-led societies have thrived, celebrating a diverse range of social and cultural identities. The School has played host to several influential guest speakers, including Hon. Dr. Stuart Lawrence, whose visit inspired both pupils and staff. His engaging talks, including a special assembly, and attending the L4 Book Festival and the Norfolk EDI and PSHE Networking Forum, made a lasting impact. The Forum, which welcomed over fifteen Norfolk schools, fostered vital discussions on PSHE and Anti-Racism. We have also adopted the Halo Code and collaborated with organizations such as the LGBTQ+ Project and the African Caribbean Education Network, further enhancing our commitment to inclusivity.

The Norwich School Feminist Society (FemSoc) had an impactful year. The Reclaim the Night vigil, held in the Cathedral Close, featured powerful poetry and speeches from pupils and teachers, and celebrations for International Women's Day, along with participation in the annual One Norwich School Day, reinforced pupils' dedication to promoting gender equity across the School. FemSoc also partnered with Dawn's New Horizons, a local domestic abuse charity, to raise funds through the Art on a Postcard campaign and contributed a Feminist Society fashion line to a school fashion show, featuring clothing from the charity's shop.

The Pride Group at Norwich School continues to provide an important, inclusive space for LGBTQ+ pupils and allies. Through meaningful discussions and advocacy, the group proudly promotes LGBTQ+ visibility and support. They designed and distributed ally badges, worn by pupils and staff as symbols of solidarity. Their participation in One Norwich School Day, in partnership with the Norfolk LGBTQ+ Project, helped raise awareness and foster positivity. Additionally, the group played a key role in developing resources for Pride Month and LGBTQ+ History Month, sharing diverse stories across the School Community.

The Neurodiversity Group at Norwich School fosters a sense of community and understanding, celebrating neurodivergent identities. Through School-wide awareness initiatives and discussions, the group promotes a culture of acceptance. They played an active role in the One Norwich School Day Fair, running a stall that celebrated the unique strengths of neurodivergence. By highlighting neurodivergent staff as role models and encouraging open dialogue, the group has helped create an environment where neurodiversity is embraced and valued across the School.

The Norwich School Cultural Appreciation Society has had a very busy year organising cultural food fairs which celebrated various heritages through cuisine and fostering cultural exchange. These events have become a beloved tradition at the School, with both pupils and staff eagerly trying new foods. The society also led the School's World Culture Day, sparking dialogue about global cultures and traditions. Additionally, members contributed to Black History Month assemblies, enriching the School's understanding of history and heritage.

One Norwich School Day was a celebration of community spirit at Norwich School. The week included an inclusive sports event, a screening of the film Black Panther in recognition of Black History Month, and activities for World Mental Health Day. The week culminated in the Norwich School Day Fair, featuring stalls from the Pride Group, Feminist Society, Neurodiversity Group, and the Norfolk LGBTQ+ Project. The Cultural Appreciation Society's food fair was a highlight, with pupils also participating in various games and activities. Additionally, tutor time focused on 'The Power of a Name,' with pupils completing a phonetic name pronunciation exercise. It was a week filled with community kindness and activities aimed at promoting mental well-being, diversity, and inclusion.

The 8th Norwich Sea Scouts had another activity-packed year. As much time as possible was spent on the water in the first half of the Autumn term before the confines of the scout hut in the winter months, interspersed with weekend activities such as sailing, windsurfing, and biking. The holidays brought with them the excitement of camps to the Broads (Power Cruise) and the mountains (Hiking and Biking). Spring saw a return to the water with the Easter Cruise camp, followed by the June Open Evening which provides the one time in the year when the Group gathers in its entirety. The Summer Camp at the start of the summer holiday is a chance to experience scouting traditions by living in patrols and the discipline of daily parades, along with more familiar adventurous activities in new places, and was followed by a more relaxed multi-sports camp at Biblins on the River Wye.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

---

The Norwich School Duke of Edinburgh programme had another impressive year, with the highest number of Gold participants in the region and one of the highest in the country at sixty-eight, along with sixty-six Silver and ninety-five Bronze. Despite poor weather adversely affecting the training sessions, the Bronze training weekend was well attended and thankfully the weather held for their qualifying expedition. The Silver group also suffered at the hands of bad weather, with a very wet practice in the Derbyshire Dales but despite this, they did extremely well. In contrast, their qualifying expedition in the Peak District was in lovely warm sunshine. As well as the walking groups, Silver Duke of Edinburgh this year saw two sailing and one canoeing group. The weather was once again split for the Gold expeditioners. The first four groups had some rainy days, whilst the second groups enjoyed much better weather. Tackling their qualifying expedition in October half-term in the Yorkshire Dales, there were also two canoeing groups and a sailing group.

The 2023/24 academic year was again packed with trips and opportunities for pupils to expand their studies beyond the classroom, including domestic visits to Go Ape, Bramley Lakes, Hautbois House, Sizewell B Power Station, BFI Southbank, Binham Priory and Castle Rising, Holkham Hall, and Houghton Hall. Further afield pupils visited New York, Barcelona, Hamburg, Malaga, Rouen, Perpignan, Madrid, and the battlefields of France and Belgium. The Lower School had a full programme of trips and visits, including Amazonia Zoo, Kentwell Hall, the Bridewell Museum, Bewilderwood, Norwich Castle and ventured further afield to the Peak District, York, London, and France.

The Charities Committee at Norwich School is comprised of volunteers from L6, who lead on ideas, events, and initiatives for the whole School to get involved in supporting local, national, and international charities. 2023/24 was a record year with over forty pupils joining the Committee and during the year they supported charities including Keeping Abreast, Future Projects, Cancer Research, Hospice Ethiopia, Norwich Samaritans, and Priscilla Bacon Hospice. As well as regular Home Clothes Days, the pupils organised two special collections for local food banks, delivering four vans of donated goods. The annual fundraising dinner for the L6 cohort raised a record-breaking amount and the year finished on a high with a fabulous Norwich School Fashion Show. In addition, the previous year's committee was awarded the Charity Champion Schools award for their fundraising efforts for the Norfolk and Norwich University Hospital. The Lower School raised funds for a variety of worthy causes throughout the year, including Jeans for Genes, the Benjamin Foundation, the Priscilla Bacon Lodge, the British Heart Foundation and Comic Relief.

#### **Details of bursary and scholarship awards**

##### *Bursaries*

This year the value of means-tested bursaries totalled £1,106,538 and represented 5.0% of the School's gross fees. Assistance was provided to 70 pupils. The School funds this assistance from its own resources which arise through the creation of an operating surplus generated by careful efficiency measures and cost control. The School is also very grateful for the help received from external parties who have made significant contributions such as Roger Robinson ON, Norwich Cathedral, the Choir Schools Association, the Charles Peel Charitable Trust, the Worshipful Company of Dyers, the Friends of Norwich School, the French Huguenot Trust, the Morse-Boycott Trust, Old Norvicensians, the Rank Foundation, Jon Wait ON, and the Staff Bursary Fund.

##### *Hardship support*

Emergency hardship support totalling £7,000 was provided during the 2023/24 academic year.

##### *Scholarships*

Scholarships are awarded to current and prospective pupils with outstanding ability and flair who will make a significant contribution to the School in their area of particular skill. In September 2018, a new customised scholarship programme was introduced in the areas of academic excellence (11+, 13+ and 16+ entry), music (11+, 13+ and 16+ entry), sport (11+, 13+ and 16+ entry), art and design (16+ entry) and drama (16+ entry). Instead of reduced fees, the focus of the new scheme is on enriching the pupil experience and providing activities that the scholars will enjoy through the provision of a varied and interesting enrichment programme.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

---

Scholarships continue to be held by the pupil throughout their time at the School, subject to meeting the scholarship's conditions.

Pupils who were beneficiaries of the previous Scholarship system will remain so until they leave the School. This currently totals six pupils amounting to £8,000 and representing just 0.03% of its gross fees. Of the six pupils, one also qualified for means-tested bursary support and are included in the figures relating to bursary awards.

Norwich Cathedral also offers scholarship awards to twenty boy choristers who attend the School. This is 50% for those in U4 or above (four pupils) but is now set at a flat rate of £8,400 for those in the Senior School (three pupils) and £7,700 for those in Lower School (thirteen pupils).

#### FUTURE PLANS

In pursuance of its strategic objectives, the major tactical and operational project areas in the 2024-25 academic year will be to:

##### Academic Progress

- Consolidation of GCSE curriculum change from September 2024
- Extension and review of non-examined GCSE courses for September 2025
- Development of academic mentoring scheme through M5/Year 10 supervised study periods
- Department moves and development of use of new teaching spaces at UKS in place for September 2025
- Development of IT platform to support new Sixth Form feedback system introduced in September 2024
- Academic input into review of MIS
- Review of Language provision in Lower and Senior School
- Review of 'minority subjects', especially at A Level
- Management of academic budgets and review of budgets for next academic year
- Further work on development of Individual Learner Profiles
- Roll out of 'Culture of Learning' approach from academic team
- Integration of Assistant SEND
- Establishment of new Combined Science course as part of greater optionality of GCSE provision
- Rewritten Curriculum Policy in light of curriculum and feedback changes
- Development of Academic Scholarship offer

##### Extra-Curricular

- Cost saving - within the Co-curriculum, areas of cost-saving focus are:
  - Staffing: When/if staff leave to consider the need for a like for like replacement and make internal changes as required
  - Sport: A focus on reducing:
    - Facilities hire, through greater use of on-site facilities
    - Zero hours coaching need (noting staffing point above)
    - Transport
    - Catering at fixtures
  - Venue hire for performing arts shows - using on site facilities for events whenever possible
- Evaluate, review, and amend where necessary, the impact of the newly modified games programme. Specifically with the introduction of PE and the greater emphasis on the non-timetabled sessions before, during and after school.
- Consider termly sport options for both Inters and Seniors, with a view to consolidating choice.
- Evolve the School rugby offering in light of the wider threats to the sport.
- Consider the range and offering of performing arts shows to focus on diversity and quality of experience.
- Outdoor Education Programme - continue with staffing development of the D of E team plus manage the financial relationship between the School and the 8th Norwich Sea Scouts.
- Investigate and develop ideas and platform for the Norwich School diploma.
- Evolve and refine the expanded clubs and societies offering.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

---

#### Pastoral Care, Pupil Voice, and Leadership

Providing pastoral stability through change; pupils are supported through the period of internal change (new buildings & timetable) and external pressures on the community, while momentum in EDI work continues to grow towards maturity. This includes but is not limited to:

- Further growth of Pupil Personal Development into the taught curriculum throughout the Senior School
- Evaluation and redevelopment of systems and opportunities for pupil reward and recognition in the Senior School
- Development of Tutor Standards to complement the Teaching Standards also in development this year
- Investigate the views of stakeholders regarding the use of smartphones in school leading to a robust policy
- Continue our work on attendance
- Progress EDI work, specifically in response to the Flair surveys underway, but also more broadly as we continue to develop an actively anti-prejudice community.

#### Staff

- Launch the 'Culture of Learning' whole school vision for teaching and learning
- Restructure CPD programme to focus on more cost-effective ways to deliver training
- Development and delivery of training programme for middle-leaders
- Continue to explore options for a new IT system for capturing ongoing professional development

#### Finances, site, and infrastructure

Protect revenue by considering the ongoing economic challenges during the budget period and adjusting operational plans and resources accordingly. This includes the impact of the following on the business model assumptions and operational resilience:

- VAT on Educational Services c£4,195k per annum (£2,796k January 25-August 25)
- Increase to Employers NI c£300k per annum
- Increase to National Living wage c£30k per annum
- Loss of Charitable Mandatory Business Rates Relief c£220k per annum
- Continued membership of Teachers Pension Scheme at increased contribution level (to be reviewed following next valuation)
- Continue to monitor cashflow and contingent funds to ensure ongoing delivery of overall strategic financial imperatives.
- Completion of the Lower School Capital Development Project in April 2024 with completion of the new entrance during Summer 2025.
- Completion of Phase 2 of works to 15 Upper King Street to provide Lower Ground Floor Catering and ancillary facilities by Easter 2025, with Phase 3 works (Top Floor including Terrace) to follow during the 2025 summer holidays.
- Continuing focus of Estates department to develop and enhance site (teaching and operational areas), safety and compliance, including appropriate Fire Safety upgrades where necessary.
- Continuing focus of IT department to drive improvement, particularly in respect of teaching and learning platforms, process efficiency, cyber and data security and the use of SharePoint and iSAMS.
- Continued investment in School transport fleet.
- Continuing refurbishment and renewal of parts of Bishop's Palace, Horsefair House and the Daynes Sports Centre.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

---

**Partnerships**

- To refresh and update our annual record of Partnerships work within the community and combine this with reporting for our Bursarial offer to create an "Impact Report" which covers both areas.
- To continue with our annual Partnerships large-scale events (Maths/English Symposium, Maths Quizzes etc.) but seek ways to make these more cost neutral or find funding from outside partners.
- Continue to consolidate existing partnerships and to keep looking for new areas of collaboration. Taking a "prioritise and prune" view to evaluate those which have biggest impact and are most cost-effective.
- To keep looking at our impact assessment process, learning from others such as RGS Newcastle and York and using tools which are currently in development from the Schools Partnerships Alliance.
- To continue our use of metrics to assess financial and in-kind costs of partnership work.
- Further our dissemination of WoLLoW within East Anglia including organising more conferences and visits to our school and others.
- Explore "funded teacher" models such as Ogden, Swire, HG Foundation (Computer Science) and England Rugby coaching to create Partnerships teacher roles managed by the School but part-funded by external organisations.

**Alumni and other stakeholders**

- Fostering a strong and positive sense of community from the different external constituencies that support the School's aims and ethos and ensuring their voice is heard
- Continued active campaigning to raise meaningful funds for means-tested bursaries, with an ambitious target of generating five new, additional bursary awards annually comprising the Norfolk Sixth Form Scholarship scheme (high value fee remission plus a scholarship in one of five key disciplines)
- Continued support for other school initiatives, raising funds for: capital projects; for prizes; for flagship public benefit and partnership initiatives; for legacies
- Strengthening, deepening, and broadening links with our sizeable alumni body, with particular focus on networking and careers ambassadorship as well as on a positive and inclusive engagement programme
- Continued development of the valuable links with our parental body and parents of Old Norvicensians as part of the active Friends of Norwich School charity
- high quality and culturally enriching engagement through an impressive series of Ensuring public lectures hosted at the School site (as the host of the Norfolk Cambridge Society, Royal Geographical Society of the East of England, and the Norfolk Contemporary Arts Society), suitable for both younger and older audiences

**Public benefit**

The Council of Management has given due regard to the Charity's Commission's guidance on public benefit and in furtherance of these aims, the Council, as the Charity trustees, have complied with the duty in s.17 of the Charities Act 2011 to have due regard to the Charity Commission's published general and relevant sub-sector guidance concerning the operation of the public benefit requirement under that Act.

Norwich School provides a significant benefit to the public by providing a first-class education, independent of the State System, for 1,194 pupils (2022-23: 1,196). Indirectly, the School provides additional public benefit through the employment of 336 (2023: 313) staff, supporting the local economy and wider supply chains, and through the dedicated stewardship of an historic estate located in and around the Cathedral Close.

The School strives to ensure that measures of public benefit are appropriate, and that significant sections of the public are not excluded from the opportunity to benefit from the education and facilities offered due to the need to pay a fee. In addition to significant provision of bursaries and other forms of means-tested financial support, the School provides a wide range of opportunities for community benefit and facilities, and events are often open to all.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

---

The School is dedicated to providing a first-class education to all children seeking such an education irrespective of their family circumstances or background. Norwich School continues to attract positive young people who relish learning and who are willing to contribute to the broader aspects of School life: whether in music, drama, sport, debating, clubs, societies, Sea Scouts, the Duke of Edinburgh's Award, charitable fundraising, community service or the many other activities that they encounter here. We select on academic potential, attitude, and all-round ability.

Norwich School is committed to safeguarding and promoting the welfare of all our pupils, irrespective of their background. The last educational ISI (Independent Schools Inspectorate) inspection noted the School's tutorial system offered pupils "very good pastoral care, which is valued by pupils" and that "the School is a friendly, welcoming community characterised by very good relationships between pupils of all ages and between pupils and staff."

#### **Financial review**

Total income amounted to £26,723k (2023: £24,988k) and after incurring expenditure of £25,686k (2023: £23,484k), net income before other recognised gains and losses amounted to £1,169k (2023: £1,461k). This is stated after net gains on investments of £132k (2023: net losses of £43k). After actuarial losses on the defined benefit pension scheme of £111k (2023: actuarial losses of £99k), the net increase in funds amounted to £1,058k (2023: £1,362k).

#### **Principal funding sources**

The principal source of the School's income comes from school fees. The average number of pupils in the School was 1,194 (2023: 1,196).

#### **Fixed assets**

In order to maintain and develop the educational provision, the School continues to undertake a carefully planned programme of fixed asset investments. In the year to 31 August 2024, additions amounted to £3,420k (2023: £1,355k). The most significant investments included works to the Lower School, the Bishops Palace, Redmayne sports field, an extensive programme of IT investment and the purchase of two new coaches.

#### **Investment powers**

The trustee is empowered to invest funds in a manner appropriate to the financial requirements of the School, having regard to the security of any investments made and the requirements of the Charity Commission's order.

#### **Investment policy**

The investments are managed on a discretionary basis by Barratt & Cooke Limited, stockbrokers. The funds are invested with the objective of creating a balance between income generation and preservation of capital in real terms.

#### **Reserves policy**

Note 22 of the financial statements sets out an analysis of the assets and liabilities attributable to the various funds. The Council of Management considers that these assets are sufficient to meet the charity's obligations on a fund-by-fund basis.

Other than freehold investment properties, which are held as an investment to produce income and capital growth, the School's tangible assets are held for use by the School. Taking one year with another, the Council of Management plans to spend any surplus within the unrestricted fund on improvements to the School.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

---

Free reserves of the School are defined as those unrestricted funds, excluding designated funds, which are freely expendable. At present the School's free reserves, being group net assets excluding fixed assets and investment properties within the general funds, amount to free reserves of £43k (2023: £2,767k).

The designated fund set out in note 21 corresponds to the capital expenditure approved and committed at the Balance Sheet date. These commitments are in addition to the fixed asset additions including projects in progress at 31 August 2024 amounting to £3,420k as set out in fixed assets (note 10).

#### **Structure, governance and management**

##### **Governing document**

King Edward VI Grammar School, Norwich was registered as a charity on 25 May 1966. Pursuant to a scheme dated 7 September 1994 and approved by the Charity Commission, the charity is administered by a company limited by guarantee known as Norwich School (company number 02940688). The land, assets and undertaking of the charity were vested in the company on 1 September 1994.

##### **Governor recruitment, nomination and appointment process**

The Council of Management consists of six representative governors and up to 19 co-opted governors. The representative governors are nominated by the Worshipful Company of Dyers, Chapter of the Cathedral Church of Norwich, and the Senate of the University of East Anglia. The Nomination Committee meets annually to review the skills portfolio of existing members of the Council and determines any potential gaps or imbalance. Governors may identify individuals who may be interested in becoming a co-opted governor or may fill a skill gap in the Council. The School welcomes individuals to approach the Chairman directly or via the Clerk of Governors expressing an interest in becoming a governor. The Chairman will meet with potential candidates and, in conjunction with the Vice-Chairman and the Head, review their suitability before putting all of the names forward for discussion at the next Nomination Committee. The Nomination Committee nominates suitable candidates to the Council of Management when a governor vacancy arises for the Council's review and appointment.

##### **Council of Management induction and training**

On appointment to the Council of Management, members are provided with:

- The Scheme of the Commissioners and the Memorandum and Articles of the trustee company
- The latest accounts of the charity

and are encouraged to read Charity Commission guidance note CC3 - "The Essential Trustee: What you need to know, what you need to do". In addition, new members are provided with detailed information about the School and encouraged to read Charity Commission and other newsletters and to attend courses designed to keep them abreast of their duties and responsibilities.

##### **Risk management**

The Trustees are responsible for the management of the risks faced by the School. Risks are identified and assessed, and controls established throughout the year. A formal Business Risk Model (risk register) is in place and is reviewed and updated on a regular basis by the Senior Leadership Team, various Committees (including the Executive Committee) and the Council of Management.

REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024

---

### Ongoing risk management

The principal risks and uncertainties identified in the Trust's Business Risk Model include:

- Recruiting sufficient able pupils into the School each year in order to maintain the pupil roll and therefore fee income in line with forecast.
- Maintaining tuition fees at an affordable level, whilst meeting rising costs including pension contributions for teaching staff, repaying the bank loan, and complying with the bank covenants, and continuing to invest in the facilities available to pupils.
- To manage the health and safety risks.
- The need to continue to recruit top quality staff remains a high priority.
- The Trustees remain vigilant with regards to child welfare.
- External financial risks are kept under review by the Trustees including the potential for changes to tax legislation or changes to the treatment of charities, inflationary pressures, changes to interest rates and other macroeconomic factors, including commodity and utilities shortages as a result of the war in Ukraine and the ongoing impact of Covid-19 on global supply-chains.

Key controls used by the charity include:

- Formal agendas for all Committee, Sub Committee and Board activity.
- Detailed terms of reference for Board Committees and Sub Committees.
- Comprehensive strategic planning, budgeting, and management accounting.
- Established organisational structures and lines of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures as required by law for the protection of the vulnerable.

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

### Organisational structure

The Council of Management meet a minimum of three times annually, including at least one meeting per term. The Executive Sub-Committee, consisting of six Council members, meets more frequently to monitor the financial management and development of the School. In addition, other more specialist Sub-Committees meet to consider current issues and strategy with a view to submitting recommendations to the Executive Sub-Committee and to the Council of Management as a whole.

The Council of Management and its Executive Sub-Committee set out the general policy of the School. The day-to-day affairs of the School are run by the Head and the Bursar.

### Setting of pay

The Remuneration Committee has the membership of a minimum of three governors and meets once a year normally in the Lent Term to review the performance of the Senior Management Team including the Head and the Bursar and their pay for the next academic year. The Committee sets any pay increased to be awarded to each member of the Senior Management Team.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024**

---

**Related parties**

The assets and liabilities of the School are vested in a company limited by guarantee known as Norwich School, which acts as a bare trustee for the School.

The School owns the entire issued share capital (being two £1 ordinary shares) of Norwich School Enterprises Limited, which was incorporated on 1 April 1998.

The School rents the majority of its properties from the Chapter of Norwich Cathedral, which was represented on the Council of Management during the year by The Very Reverend Dr A Braddock and The Reverend Canon A Platten. The Chapter of Norwich Cathedral's subsidiary company, Norwich Cathedral Enterprises Limited, also provided catering services to the School during the year.

Ms D G M Jarrold, member of the Council of Management, is a director of Jarrold and Sons Limited. The School made purchases from and sales to the company in the year, and at the year end, some amounts were owed to the School in relation to sales.

Mr J M Hunter, member of the Council of Management, is a member of Mills and Reeve LLP, which provided legal services to the School during the year. The School also had sales to Mills and Reeve LLP. At year end some amounts were due to the company, and some amounts were owed to the School. Mr Hunter is also a non-executive director of Barratt & Cooke Limited, which provided investment management services to the School during the year.

Mrs A Sarkar Roy, member of the Council of Management, is a Non-Executive Trustee of 8th Norwich Sea Scouts. The School made purchases from and sales to this charity during the year, and at the year end, some amounts were owed to the School in relation to the sales.

Mr N Q Back, member of the Council of Management, is the Chair of the Norfolk Club, which the School pays to make use of its gym facilities.

Mr D Talbot, member of the Council of Management, is a Trustee of the Norfolk Broads Yacht Club. The School made purchases from the Yacht Club during the year.

Dr A C Wood, member of the Council of Management, is a Council Member of the University of East Anglia. The School made purchases from UEA during the year.

Four members of the Council of Management, Mr J M Hunter, The Reverend Canon A Platten, Mrs A Sarkar Roy, and Dr A C Wood, have children or grandchildren at the School. Fees paid by these members are at the same rates applicable to all pupils. One member is in receipt of means-tested assistance.

Except where shown in note 9 and note 20 to the financial statements, no director has any financial interest in, or receives any remuneration from either the trustee company or the School.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

---

#### *Other relationships*

The Head is a member of the Headmasters' and Mistresses' conference (HMC), which is an opportunity to share expertise, knowledge and experience across the independent school sector. The Conference also permits appropriate representation to Government and regulators of the views of the sector. The Bursar is a member of the Independent Schools Bursars Association (ISBA) and various professional bodies. The Head of the Lower School is a member of the Independent Association of Prep Schools (IAPS). IAPS is the professional association for Headmasters' and Mistresses' of the leading independent prep schools in the UK and worldwide.

#### **Fundraising standards**

Fundraising activities at the School are carried out by its own staff in the Development Office and are not outsourced to professional fundraisers. Its activities are closely and regularly monitored by the Development Committee, a sub-committee of the Council of Management. It also follows the Institute of Fundraising guidelines for dealing with vulnerable people. King Edward VI Grammar School, Norwich is registered with the Fundraising Regulator and is committed to following the Code of Fundraising Practice and the Fundraising Promise. There have been no complaints about fundraising activity this year.

#### Statement of Responsibilities of the Council of Management

The Council of Management are responsible for preparing the Report and the Report of the Trustee and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Council of Management to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Council of Management are required to:

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

The Council of Management are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### **Council of Management**

All members held office throughout the year and up to the date of this report, with the exception of the following members who resigned during the year: Mr P J E Smith (resigned 28 June 2024), and Mr J M Holme (resigned 8 December 2023), and, the following member who was appointed during the year: Mr R S Moncrief (appointed 22 March 2024).

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024

---

*Disclosure of information to auditors*

Each of the persons who are members of the Council of Management at the time when this Report of the Trustee is approved has confirmed that:

- So far as that member is aware, there is no relevant audit information of which the Charitable Group's auditors are unaware, and
- That member has taken all the steps that ought to have been taken as a member in order to be aware of any relevant audit information and to establish that the Charitable Group's auditors are aware of that information.

**Auditors**

The auditors, Larking Gowen LLP, have indicated their willingness to continue in office. The designated members of the Council of Management will propose a motion reappointing the auditors at a meeting of the members of the Council of Management.



S D A Griffiths  
On behalf of the Trustees

Date: 22/01/2025

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH**

---

**Opinion**

We have audited the financial statements of King Edward VI Grammar School, Norwich (the 'parent Charity') and its subsidiary (the 'Group') for the year ended 31 August 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015:

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Charity's affairs as at 31 August 2024 and of the Group's 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 Charities Act 2011.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trustee's 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 Group's or the parent charity'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 Trustee with respect to going concern are described in the relevant sections of this report.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH (CONTINUED)**

---

**Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustee are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Matters on which we are required to report by exception**

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

- the information given in the Trustee's Report of the Trustee is inconsistent in any material respect with the financial statements; or
- the parent Charity has not kept sufficient accounting records; or
- the parent Charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of the Trustee**

As explained more fully in the Statement of Responsibilities of the Council of Management, the Trustee is responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustee 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 Trustee are responsible for assessing the Group's and the parent Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intend to liquidate the Group or the parent Charity or to cease operations, or have no realistic alternative but to do so.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH (CONTINUED)

---

**Auditors' responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, included the following:

- Enquiries with management, the bursar and the Council of Management about any known or suspected instances of non-compliance with laws and regulations, accidents in the workplace, safeguarding breaches, data breaches, potential litigation or claims and fraud;
- Reviewing legal and professional fees to confirm matters where the Company engaged lawyers during the year;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Reviewing meeting minutes of executive, development and education committees, Council of Management meeting minutes and any relevant correspondence with external authorities, including regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates, particularly around the actuarial assumptions used to estimate the defined benefit pension scheme; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of any significant transactions outside the normal course of business.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH (CONTINUED)

---

**Use of our report**

This report is made solely to the Charity's Trustee, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the Charity's Trustee 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 Charity and its Trustee, as a body, for our audit work, for this report, or for the opinions we have formed.

*Larking Gowen LLP*

**Larking Gowen LLP**  
Chartered Accountants  
Statutory Auditors  
1st Floor, Prospect House  
Rouen Road  
Norwich  
NR1 1RE

Date: 23 January 2025

Larking Gowen LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Endowment funds 2024 £000	Total funds 2024 £000	Total funds 2023 £000
<b>Income and endowments from:</b>						
Donations and legacies	4	-	780	-	780	719
Charitable activities	5	25,357	-	-	25,357	23,930
Investments	6	556	30	-	586	339
<b>Total income and endowments</b>		<b>25,913</b>	<b>810</b>	<b>-</b>	<b>26,723</b>	<b>24,988</b>
<b>Expenditure on:</b>						
Charitable activities	7	25,127	559	-	25,686	23,484
<b>Total expenditure</b>		<b>25,127</b>	<b>559</b>	<b>-</b>	<b>25,686</b>	<b>23,484</b>
Net gains/(losses) on investments		39	93	-	132	(43)
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>825</b>	<b>344</b>	<b>-</b>	<b>1,169</b>	<b>1,461</b>
<b>Other recognised losses:</b>						
Actuarial losses on defined benefit pension schemes	18	(111)	-	-	(111)	(99)
<b>Net movement in funds</b>		<b>714</b>	<b>344</b>	<b>-</b>	<b>1,058</b>	<b>1,362</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		16,623	2,498	3,273	22,394	21,032
Net movement in funds		714	344	-	1,058	1,362
<b>Total funds carried forward</b>		<b>17,337</b>	<b>2,842</b>	<b>3,273</b>	<b>23,452</b>	<b>22,394</b>

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

The notes on pages 34 to 63 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

CONSOLIDATED BALANCE SHEET  
AS AT 31 AUGUST 2024

	Note	2024 £000	2023 £000
<b>Fixed assets</b>			
Tangible assets	10	17,004	14,719
Investments	12	1,881	1,735
Investment property	11	730	730
		<u>19,615</u>	<u>17,184</u>
<b>Current assets</b>			
Stocks		32	21
Debtors	13	1,261	1,146
Cash at bank and in hand		11,542	9,774
		<u>12,835</u>	<u>10,941</u>
Creditors: amounts falling due within one year	14	(7,009)	(4,998)
<b>Net current assets</b>		<u>5,826</u>	<u>5,943</u>
<b>Total assets less current liabilities</b>		<u>25,441</u>	<u>23,127</u>
Creditors: amounts falling due after more than one year	15	(1,989)	(733)
<b>Total net assets</b>		<u><u>23,452</u></u>	<u><u>22,394</u></u>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

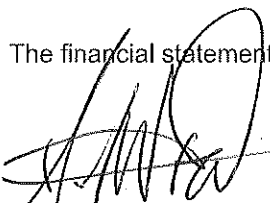
---


CONSOLIDATED BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2024

---

	Note	2024 £000	2023 £000
<b>Charity funds</b>			
Endowment funds	21	3,273	3,273
Restricted funds	21	2,842	2,498
Unrestricted funds	21	17,337	16,623
<b>Total funds</b>		<u>23,452</u>	<u>22,394</u>

The financial statements were approved and authorised for issue by the Trustee and signed on their behalf by:

  
.....  
Dr A C Wood  
Chairman

  
.....  
Dr S C Bamber  
Vice Chairman

Date: 22/01/2025

The notes on pages 34 to 63 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

CHARITY BALANCE SHEET  
AS AT 31 AUGUST 2024

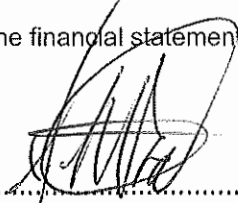
	Note	2024 £000	2023 £000
<b>Fixed assets</b>			
Tangible assets	10	17,004	14,719
Investments	12	1,881	1,735
Investment property	11	730	730
		<u>19,615</u>	<u>17,184</u>
<b>Current assets</b>			
Stocks		32	21
Debtors	13	1,261	1,146
Cash at bank and in hand		11,542	9,774
		<u>12,835</u>	<u>10,941</u>
Creditors: amounts falling due within one year	14	(7,009)	(4,998)
<b>Net current assets</b>		<u>5,826</u>	<u>5,943</u>
<b>Total assets less current liabilities</b>		<u>25,441</u>	<u>23,127</u>
Creditors: amounts falling due after more than one year	15	(1,989)	(733)
<b>Total net assets</b>		<u><u>23,452</u></u>	<u><u>22,394</u></u>


KING EDWARD VI GRAMMAR SCHOOL, NORWICH

CHARITY BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2024

	Note	2024 £000	2023 £000
<b>Charity funds</b>			
Endowment funds	21	3,273	3,273
Restricted funds	21	2,842	2,498
Unrestricted funds			
Designated funds	21	1,950	797
General funds	21	15,387	15,826
Unrestricted funds	21	17,337	16,623
Total unrestricted funds	21	17,337	16,623
<b>Total funds</b>		<b>23,452</b>	<b>22,394</b>

The financial statements were approved and authorised for issue by the Trustee and signed on their behalf by:

  
.....  
Dr A C Wood  
Chairman  
Date: 22/01/2025

  
.....  
Dr S C Bamber  
Vice Chairman

The notes on pages 34 to 63 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2024**

	2024 £000	2023 £000
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	4,869	2,551
<b>Cash flows from investing activities</b>		
Proceeds from the sale of tangible assets	-	13
Payments to acquire tangible fixed assets	(3,420)	(1,355)
Receipts from sale of investments	219	297
Payments to acquire investments	(221)	(305)
Interest received	467	227
Dividends received	44	46
Rentals received from investment properties	62	62
<b>Net cash used in investing activities</b>	<b>(2,849)</b>	<b>(1,015)</b>
<b>Cash flows from financing activities</b>		
Repayments of long term loans	(156)	(144)
Interest paid	(53)	(55)
Repayments of hire purchase finance	(43)	(42)
<b>Net cash used in financing activities</b>	<b>(252)</b>	<b>(241)</b>
<b>Change in cash and cash equivalents in the year</b>	<b>1,768</b>	<b>1,295</b>
Cash and cash equivalents at the beginning of the year	9,774	8,479
<b>Cash and cash equivalents at the end of the year</b>	<b>11,542</b>	<b>9,774</b>

The notes on pages 34 to 63 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

---

**1. General information**

King Edward VI Grammar School, Norwich is a charity registered in England and Wales, charity number 311280. The registered office is 71a The Close, Norwich, Norfolk, NR1 4DD.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) revised October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

King Edward VI Grammar School, Norwich meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

**2.2 Going concern**

Management's going concern assessment takes into full consideration key data sets, including latest pupil numbers, projected employment costs, freehold, leasehold, and maintenance requirements for the next 12 months and beyond, and known capital commitments; allied to the latest 5-year cashflow models and other key performance indicators.

The last two years have seen significant employment cost inflation with awards reflecting both the macro inflationary environment and pay award levels made within the wider education sector. Also impactful, the additional 5% TPS (Teachers' Pension Scheme) Employer's Contribution levels from 1st April 2024 has put further strain on academic employment budgets. The position taken by the school offering a DC alternative and noting the current employer contribution level is the limit of should limit exposure to further TPS pension costs from the time of the next valuation.

Confirmation of the application of VAT on school fees from 1st January 2025 led to significant work being undertaken (and which continues) to review all areas of expenditure, examine cost savings to both current year budgets (revenue and CAP) and onward budgets, with a particular focus on 2025-26, which will be the first full year of VAT. This includes close scrutiny of all areas of operation, external guidance, and consideration of structural changes to both staffing and core costs, whilst ensuring that the value proposition remains strong.

The Budget on October 30th did not clarify many of the details needed to apply the draft legislation, and at the time of writing HMRC guidance still has not addressed numerous queries around the actual application of this legislation within the framework of current Tax law and precedents.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

2. Accounting policies (continued)

2.2 Going concern (continued)

In the meantime, and as we move towards the implementation date, the school is working hard on both understanding and modelling VAT recovery options (including partial recovery, CGS, CAP and exemption), whilst working to ensure systems are in place to operate the business within VAT protocols. In the absence of clarity over much of the practical application of the new VAT regime, there are obvious challenges in onward projections, both in terms of revenue recovery and the impact on demand for pupil places.

Given the timescales imposed to introduce VAT within the sector, the announcement in the budget of significant increases to Employer's National Insurance Contributions creates an additional challenge, adding a further £300,000 to the cost base. In conjunction with the loss of Mandatory Business Rates Relief and increases in the National Living Wage, cumulatively these equate to an additional annual burden on the school's finances of c£550,000.

The application of VAT on fees gives us scope for careful consideration of both the current cost base and operational practice. It is also likely we will see changes in the local/regional marketplace over the following 36 months. However, with much of our costs fixed/semi-fixed the scope for immediate action is more challenged, hence the concentration of processes within the current year to position ourselves for 2025-26.

The position for the current budget cycle is therefore threefold: acceptance of reduced revenue surplus for the current year, adjusted REV/CAP budgets and a sharing of the 20% VAT burden with fee payers – the latter seeing adjusted bills from January 2025 with a 12% uplift - the differential reflecting expected recovery and the in year-cost savings and surplus reduction previously mentioned.

In terms of CAP, the School is committed to the completion of both current major projects; 15 Upper King Street (M339) and the Lower School Development (M061) both of which are expected to be completed during the first half of 2025. Thereafter, the School has no plans for major capital projects and the intent is to keep both REV and CAP expenditure to essential only items with appropriate contingencies.

The school is yet to see a significant drop in pupil numbers because of the VAT announcement during the summer. Year-on-Year numbers, whilst lower, are close to expectations, and a very keen eye is now on our recruitment cycle for 2025-26 entry and beyond.

In the context of such a risk horizon, the School is carefully focusing on mitigation options to offset the inevitable pressures on future cashflow. This will, of course, require a keen focus on both revenue and capital expenditure, at a time when the affordability of fees, and the value proposition of our product remains a key consideration.

Despite all of these challenges, with good projected income allied to sensible budgeting, robust levels of working capital, a strong balance sheet, appropriate levels of both interest and debt cover allied to prudent cash flow management (and access to additional funding if needed) and an appropriate reserves policy, the School feels able to address the continuing economic and financial uncertainties whilst delivering the core offering and creating continued demand for our product.

Since the balance sheet date there have been no subsequent events to give management doubts that the school is not a going concern, and considering the above, Norwich School has a reasonable expectation that the charity has no material uncertainties, and has adequate resources to continue in operational existence for the foreseeable future.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

**2. Accounting policies (continued)**

**2.3 Fund accounting**

Unrestricted general funds are funds which can be used in accordance with the charitable objects at the discretion of the Council of Management.

Unrestricted designated funds are funds earmarked by the Council of Management for particular purposes.

Restricted funds are funds that 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.

Endowment funds are funds that must be held permanently by the Charity consisting of investments, properties and the original school buildings.

**2.4 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income from donations, grants, gifts, and specific fund raising events is included in full in the Statement of Financial Activities when receivable.

For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasions legacies will be notified to the Charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from property and other non-voluntary services is included in the year in which the conditions for receipt have been met.

Income from investments is included when receivable. Income from investments held as part of the permanent endowment fund is unrestricted. Income from investments held as part of the restricted Scholarship Fund is restricted to providing prizes, scholarships and financial assistance as part of the Scholarship Fund.

Tuition fees represent charges for tuition in the academic year 2023/2024 and are stated gross of fee remissions.

**2.5 Expenditure**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes VAT and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

2. Accounting policies (continued)

2.5 Expenditure (continued)

- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.
- Prizes, awards, scholarships and financial assistance costs are stated within expenditure on charitable activities and are not netted off tuition fees.

2.6 Tangible fixed assets and depreciation

The Charity elected to use a previous valuation as deemed cost for freehold and long-term leasehold properties held at the Charity's date of transition to FRS 102 of 1 September 2014. Additions made to freehold and long-term leasehold properties since this date have been accounted for at cost and depreciated on the basis set out below.

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined, which is the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Land and assets under construction are not depreciated.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight line method.

Depreciation is provided on the following basis:

Freehold buildings	-	Over the expected useful life of the asset
Long-term leasehold property	-	Over the expected useful life of the asset
Short-term leasehold property	-	Over the expected useful life of the asset
Plant, equipment, fixtures and fittings	-	2% - 25%
Assets in the course of construction	-	Not depreciated

The assets' residual values, useful lives and depreciation methods are reviewed and adjusted prospectively, if appropriate or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and recognised in the Consolidated Statement of Financial Activities.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

**2. Accounting policies (continued)**

**2.7 Investments**

Investments held for the long-term to generate income and preserve capital in real terms are carried at market value as fixed assets. Investments are held as part of the designated Development Fund and the restricted Scholarship Fund.

The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year.

**2.8 Investment property**

Freehold investment properties are included at a valuation determined by the Council of Management on an annual basis based on formal valuations prepared by a firm of property and business consultants.

**2.9 Stocks**

Stock consists of goods for resale and is valued at the lower of cost and net realisable value. Expenditure on teaching materials is written off immediately when incurred.

**2.10 Operating leases**

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

**2.11 Pensions**

The School contributes to the Teachers' Pension Scheme (TPS). This is a defined benefit scheme and the assets are held separately from those of the School. The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme and the contributions recognised in the period to which they relate.

The School operated a defined benefit pension scheme for non-teaching staff which provided benefits based on final pensionable salary. The assets of the scheme were held separately from those of the School being invested with an insurance company. As from 5 April 2004 contributions to secure benefits accruing after this date ceased and ongoing contributions are made to eliminate the funding deficit. The Trust recognises a defined benefit pension plan surplus as an asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

The School also operates a defined contribution scheme. The assets of the scheme are held separately from those of the School. The annual contributions payable are charged to the Statement of Financial Activities.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

**2. Accounting policies (continued)**

**2.12 Debtors**

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

**2.13 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.

**2.14 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**2.15 Financial instruments**

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

**2.16 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.17 Government grants**

Grants of a revenue nature are recognised in the Statement of Financial Activities in the same period as the related expenditure.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

2. Accounting policies (continued)

2.18 Finance leases and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

**3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgment:

Defined benefit pension scheme

The present value of the defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation has been used by the actuary in valuing the pensions liability at the year end.

Valuation of investment properties

Investment properties must be valued at open market value, which should factor in any impairment, either specific to the investment asset, or arising more generally from sector or market conditions. Alternatively, any increase in value arising from enhancement to the asset or from wider sector or market conditions. Professional valuations of the investment properties are expected to be undertaken on a regular basis (although not necessarily annually) to assist management in assessing the valuation of investment property at each accounting period end. Investment properties are accounted for in accordance with note 2.8 and are disclosed in note 11.

Depreciation and impairment of tangible fixed assets

The Charity should select a depreciation method that reflects the pattern in which it expects to consume the asset's future economic benefits and must consider whether a straight line or reducing balance basis is most appropriate for each class of assets. If there is an indication that there has been a significant change since the last annual reporting date, for example where costs incurred in relation to future projects are no longer expected to carry any future value, the Council of Management must review its present depreciation method and, if current expectations differ, change the depreciation method to reflect the new pattern. Depreciation methods adopted are disclosed in note 2.6 and carrying values of fixed assets at the reporting date are disclosed in note 10.

Bad and doubtful debt provision

The bad and doubtful debt provision relates to unpaid pupil fees. The Council of Management review all outstanding debts at the year end to consider which debts may not be settled in full and calculate a provision on this basis. Trade debtors, which relates to amounts owed in relation to tuition and associated fees, are disclosed net of the bad and doubtful provision assessed in note 13.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

4. Income from donations and legacies

	Restricted funds 2024 £000	Total funds 2024 £000
Donations and legacies	780	780
	<u>780</u>	<u>780</u>
	<i>Restricted funds 2023 £000</i>	<i>Total funds 2023 £000</i>
Donations and legacies	719	719
	<u>719</u>	<u>719</u>

5. Income from charitable activities

	Unrestricted funds 2024 £000	Total funds 2024 £000
Tuition fees	23,223	23,223
Other educational income	956	956
Other ancillary income	186	186
School meals	992	992
<b>Total 2024</b>	<u>25,357</u>	<u>25,357</u>
	<i>Unrestricted funds 2023 £000</i>	<i>Total funds 2023 £000</i>
Tuition fees	21,991	21,991
Other educational income	874	874
Other ancillary income	156	156
School meals	909	909
<i>Total 2023</i>	<u>23,930</u>	<u>23,930</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

6. Investment income

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Rental income	62	-	62
Income from investments	14	30	44
Deposit account interest and interest from other debtors	467	-	467
Pension income	13	-	13
<b>Total 2024</b>	<b>556</b>	<b>30</b>	<b>586</b>
	<i>Unrestricted funds 2023 £000</i>	<i>Restricted funds 2023 £000</i>	<i>Total funds 2023 £000</i>
Rental income	62	-	62
Income from investments	13	33	46
Deposit account interest and interest from other debtors	227	-	227
Pension income	4	-	4
<i>Total 2023</i>	<i>306</i>	<i>33</i>	<i>339</i>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total 2024 £000
Teaching and education	14,339	-	14,339
Welfare	1,579	-	1,579
Establishment	4,540	-	4,540
Support costs	2,621	-	2,621
Finance costs	200	-	200
Governance costs	105	-	105
Prizes, awards, scholarships and financial assistance	1,743	559	2,302
<b>Total 2024</b>	<b>25,127</b>	<b>559</b>	<b>25,686</b>

	<i>Unrestricted</i> <i>funds</i> 2023 £000	<i>Restricted</i> <i>funds</i> 2023 £000	<i>Total</i> 2023 £000
Teaching and education	13,505	-	13,505
Welfare	1,444	-	1,444
Establishment	3,956	-	3,956
Support costs	2,307	-	2,307
Finance costs	86	-	86
Governance costs (see below)	75	-	75
Prizes, awards, scholarships and financial assistance	1,543	568	2,111
<b>Total 2023</b>	<b>22,916</b>	<b>568</b>	<b>23,484</b>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

7. Analysis of expenditure on charitable activities (continued)

Summary by expenditure type

	Staff costs 2024 £000	Depreciation 2024 £000	Other costs 2024 £000	Total 2024 £000
Teaching and education	11,399	440	2,500	14,339
Welfare	205	-	1,374	1,579
Establishment	773	605	3,162	4,540
Support costs	1,058	-	1,563	2,621
Finance costs	-	-	200	200
Governance costs (see below)	-	-	105	105
Prizes, awards, scholarships and financial assistance	-	-	2,302	2,302
<b>Total 2024</b>	<b>13,435</b>	<b>1,045</b>	<b>11,206</b>	<b>25,686</b>

	Staff costs 2023 £000	Depreciation 2023 £000	Other costs 2023 £000	Total 2023 £000
Teaching and education	10,518	482	2,505	13,505
Welfare	181	-	1,263	1,444
Establishment	517	619	2,820	3,956
Support costs	992	-	1,315	2,307
Finance costs	-	-	86	86
Governance costs (see below)	-	-	75	75
Prizes, awards, scholarships and financial assistance	-	-	2,111	2,111
<b>Total 2023</b>	<b>12,208</b>	<b>1,101</b>	<b>10,175</b>	<b>23,484</b>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

Analysis of expenditure on charitable activities (continued)

	2024 £000	2023 £000
<b>Analysis of governance costs:</b>		
Costs relating to governors	6	4
Trustee and Professional indemnity insurance	18	18
Audit, accountancy and legal fees	81	53
	<u>105</u>	<u>75</u>

Costs relating to governors includes training, venue hire, and any reimbursement to members of the Council of Management for their out of pocket travel expenses. Note 9 provides a specific disclosure of reimbursed expenses.

8. Auditors' remuneration

	2024 £000	2023 £000
Fees payable to the Charity's auditor and its associates for the audit of the Charity's annual accounts	19	18
Fees payable to the Charity's auditor and its associates in respect of:		
Teachers' Pension audit	1	1
Taxation advisory services	4	-
	<u>24</u>	<u>19</u>

9. Staff costs

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Wages and salaries	10,606	9,670	10,606	9,670
Social security costs	1,080	1,016	1,080	1,016
Pension costs	1,749	1,522	1,749	1,522
	<u>13,435</u>	<u>12,208</u>	<u>13,435</u>	<u>12,208</u>

During the year, the Charity made termination payments totalling £16,000 under settlement agreement terms. At the balance sheet date, there were no outstanding commitments for termination payments.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

9. Staff costs (continued)

The average number of persons employed by the Charity during the year was as follows:

	Group 2024 No.	Group 2023 No.
Teaching staff	150	153
Support staff	186	160
	<u>336</u>	<u>313</u>

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

	Group 2024 No.	Group 2023 No.
In the band £60,001 - £70,000	4	1
In the band £70,001 - £80,000	2	1
In the band £80,001 - £90,000	3	3
In the band £90,001 - £100,000	-	1
In the band £100,001 - £110,000	1	1
In the band £200,001 - £210,000	1	1
	<u>1</u>	<u>1</u>

No member of the Council of Management received any remuneration from the trustee company or School.

No members of the Council of Management were reimbursed for out-of-pocket expenditure in the year (2023: None).

Key management remuneration in the year totalled £1,031k (2023: £895k) in respect of the Head, Bursar and Senior Leadership Team as listed on pages 1 and 2.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

10. Tangible fixed assets

Group and Charity

	Freehold property £000	Long-term leasehold property £000	Short-term leasehold property £000	Plant, equipment, fixtures and fittings £000	Assets in the course of construction £000	Total £000
<b>Cost or valuation</b>						
At 1 September 2023	7,019	5,513	2,329	9,164	-	24,025
Additions	-	11	14	1,209	2,186	3,420
Disposals	-	(69)	-	(2,037)	-	(2,106)
At 31 August 2024	<u>7,019</u>	<u>5,455</u>	<u>2,343</u>	<u>8,336</u>	<u>2,186</u>	<u>25,339</u>
<b>Depreciation</b>						
At 1 September 2023	1,049	760	1,441	6,056	-	9,306
Charge for the year	123	86	173	664	-	1,046
On disposals	-	(8)	-	(2,009)	-	(2,017)
At 31 August 2024	<u>1,172</u>	<u>838</u>	<u>1,614</u>	<u>4,711</u>	<u>-</u>	<u>8,335</u>
<b>Net book value</b>						
At 31 August 2024	<u>5,847</u>	<u>4,617</u>	<u>729</u>	<u>3,625</u>	<u>2,186</u>	<u>17,004</u>
At 31 August 2023	<u>5,970</u>	<u>4,753</u>	<u>888</u>	<u>3,108</u>	<u>-</u>	<u>14,719</u>

Included in freehold property is freehold land at valuation of £1,819,860 which is not depreciated.

Assets in the course of construction relate to costs associated with the 15 Upper King Street and Lower School Capital Development Projects.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

11. Investment property

Group

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2023	730
At 31 August 2024	<u>730</u>

Charity

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2023	730
At 31 August 2024	<u>730</u>

The freehold investment properties are included at open market valuation determined by the Council of Management's valuation as at 31 August 2024 based on a formal valuation dated 30 August 2024 by Brown & Co - Property and Business Consultants LLP. The properties are held to produce income and capital growth and have an estimated historical cost of £116,432 (2023: £116,432).

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

12. Fixed asset investments

Group and Charity	Listed investments £000
<b>Cost or valuation</b>	
At 1 September 2023	1,735
Additions	321
Disposals	(319)
Revaluations	144
At 31 August 2024	<u>1,881</u>
<b>Net book value</b>	
At 31 August 2024	<u>1,881</u>
At 31 August 2023	<u>1,735</u>

The majority of investments were gifted.

The historic cost of listed investments on 31 August 2024 was £1,523k (2023: £1,464k).

The School owns the entire issued share capital, £2, of its subsidiary undertaking Norwich School Enterprises Limited, a company registered in England and Wales (company number 03538479), which is now dormant. As at 31 August 2024, the company had net liabilities amounting to £1,569 (2023: £1,596).

All investments are listed on the London Stock Exchange other than the investment in Norwich School Enterprises Limited.

No investments represented more than 5% of the total value of the portfolio at 31 August 2024. (2023: No investments).

Investments are allocated between the funds as set out in Note 22 of the financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

13. Debtors

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
<b>Due within one year</b>				
Trade debtors	228	232	228	232
Other debtors	9	9	9	9
Prepayments and accrued income	1,024	905	1,024	905
	<u>1,261</u>	<u>1,146</u>	<u>1,261</u>	<u>1,146</u>

14. Creditors: Amounts falling due within one year

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Bank loans	194	194	194	194
Fees received in advance	3,920	2,970	3,920	2,970
Trade creditors	1,621	1,041	1,621	1,041
Other taxation and social security	264	254	264	254
Obligations under finance lease and hire purchase contracts	44	43	44	43
Other creditors	346	97	346	97
Accruals and deferred income	620	399	620	399
	<u>7,009</u>	<u>4,998</u>	<u>7,009</u>	<u>4,998</u>

Obligations under finance lease and hire purchase contracts of £44k (2023: £43k) are secured on the assets to which the liability relates.

Deferred income consists of £3,920k (2023: £2,970k) fees received in advance and £81k (2023: £77k) of income received in respect of donations for use in funding bursary awards in the next financial year.

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Deferred income at 1 September 2023	3,047	3,250	3,047	3,250
Resources deferred during the year	4,001	3,047	4,001	3,047
Amounts released from previous periods	(3,047)	(3,250)	(3,047)	(3,250)
<b>Deferred income at 31 August 2024</b>	<u>4,001</u>	<u>3,047</u>	<u>4,001</u>	<u>3,047</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

15. Creditors: Amounts falling due after more than one year

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Bank loans	523	679	523	679
Fees received in advance	1,456	-	1,456	-
Net obligations under finance lease and hire purchase contracts	10	54	10	54
	<u>1,989</u>	<u>733</u>	<u>1,989</u>	<u>733</u>

Obligations under finance lease and hire purchase contracts of £10k (2023: £54k) are secured on the assets to which the liability relates.

16. Hire purchase

Minimum lease payments under hire purchase fall due as follows:

	2024 £000	2023 £000
<b>Group and Charity</b>		
Within one year	46	47
Between 1-5 years	10	56
Less: finance charges allocated to future periods	(2)	(6)
	<u>54</u>	<u>97</u>

17. Capital commitments

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
<b>Contracted for but not provided in these financial statements</b>				
Lower School development	2,125	-	2,125	-
Upper King Street	427	-	427	-
	<u>2,552</u>	<u>-</u>	<u>2,552</u>	<u>-</u>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

18. Pension commitments

**Teachers' 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 £1,477k (2023: £1,404k) and at the year-end £196k (2023: £Nil) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report, which was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

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

**Pension scheme as an alternative to the Teachers' Pension Scheme**

From 1 September 2022 the School began operating a new direct contribution pension scheme to provide teaching staff with an alternative option to the Teachers' Pension Scheme. The scheme is operated by APTIS and is on an 'opt-in' basis.

**Norwich School Defined Contribution Scheme**

In addition to the alternative scheme noted above, the School also continues to operate the existing defined contribution scheme. The assets of the scheme are held separately from those of the School. The annual contributions payable are charged to the Statement of Financial Activities.

**Norwich School Defined Benefit Pension Scheme**

The Group operates a defined benefit pension scheme.

The Norwich School Pension Scheme, for non-teaching staff, is operated in the UK. A full actuarial valuation of the Scheme was carried out as at 6 April 2021, and the results updated to 31 August 2024 by a qualified independent actuary.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

18. Pension commitments (continued)

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	At 31 August 2024	At 31 August 2023
	%	%
Discount rate	5.1	5.1
Price inflation (CPI)	3.0	3.25
Future increases to pensions deferment	3.5	3.25
Future increases to pensions in payment	3.7	3.8

	At 31 August 2024	At 31 August 2023
	Years	Years
Mortality rates (in years)		
- for a male aged 65 now	86.3	86.4
- at 65 for a male aged 45 now	87.5	87.6
- for a female aged 65 now	88.8	88.9
- at 65 for a female aged 45 now	90.2	90.3

The Group's share of the assets in the scheme was:

	At 31 August 2024	At 31 August 2023
	£000	£000
Cash and other liquid assets	270	181
Investment funds	647	587
<b>Total fair value of assets</b>	<b>917</b>	<b>768</b>

The actual return on scheme assets was £19,000 (2023 - £46,000 loss).

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	2024	2023
	£000	£000
Interest income	(41)	(31)
Interest cost	28	27
<b>Total amount recognised in the Consolidated Statement of Financial Activities</b>	<b>(13)</b>	<b>(4)</b>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

18. Pension commitments (continued)

Movements in the present value of the defined benefit obligation were as follows:

	2024 £000	2023 £000
Opening defined benefit obligation	552	642
Interest cost	28	27
Actuarial losses/(gains)	22	(109)
Benefits paid	(9)	(8)
<b>Closing defined benefit obligation</b>	<b>593</b>	<b>552</b>

Movements in the fair value of the Group's share of scheme assets were as follows:

	2024 £000	2023 £000
Opening fair value of scheme assets before asset ceiling adjustment	768	696
Expected return on assets	41	31
Actuarial gains/(losses)	19	(46)
Contributions by employer	98	95
Benefits paid	(9)	(8)
Asset ceiling adjustment	(324)	(216)
<b>Closing fair value of scheme assets</b>	<b>593</b>	<b>552</b>

19. Operating lease commitments

At 31 August 2024 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Not later than 1 year	728	495	728	495
Later than 1 year and not later than 5 years	2,418	1,653	2,418	1,653
Later than 5 years	6,020	3,771	6,020	3,771
	<b>9,166</b>	<b>5,919</b>	<b>9,166</b>	<b>5,919</b>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

**20. Related party transactions**

The assets and liabilities of the School are vested in a company limited by guarantee known as Norwich School, which acts as a bare trustee for the School. No transactions occurred between the School and the company during the year under review.

At 31 August 2024 the School was owed £2,255 (2023: £2,255) by Norwich School Enterprises Limited, which is dormant.

The School rents the majority of its properties from the Chapter of Norwich Cathedral which was represented on the Council of Management during the year and in the previous year by The Very Reverend Dr A Braddock and The Reverend Canon A Platten. The rents in the year, including those for the use of the Cathedral for the School's assemblies, amounted to £347,531 (2023: £314,705). The School had £6,597 of sales to the Chapter of Norwich Cathedral (2023: £6,176) of which £Nil was due to the School at the year end (2023: £1,249). In addition, the Chapter's 100% subsidiary company, Norwich Cathedral Enterprises Limited, provided catering services to the School totalling £410 (2023: £314) of which £Nil was outstanding at the year end (2023: £Nil).

Ms D G M Jarrold, member of the Council of Management, is a director of Jarrold and Sons Limited, which, together with its division, Jarrold Training, provided goods and services to the School during the year totalling £170 (2023: £1,742), with £Nil remaining due to Jarrold and Sons Limited at year end (2023: £1,650). The School made sales of £550 to Jarrold and Sons Limited in the year (2023: £Nil), all £550 of which was still due to be received at year end (2023: £Nil).

Mr J M Hunter, member of the Council of Management, is a member of Mills and Reeve LLP, which provided legal services to the School during the year totalling £106,596 (2023: £12,182) with £441 remaining due to Mills and Reeve LLP at year end (2023: £Nil). The School had sales of £360 in the year to Mills and Reeve LLP, and £80 was due to the School at year end (2023: £250 sales and £Nil due at year end).

Mrs A Sarkar Roy, member of the Council of Management, is Treasurer and a Non-Executive Trustee of 8th Norwich Sea Scouts. The School made purchases from and sales to this charity during the year of £1,086 and £34,646 respectively (2023: £930 and £30,009 respectively). At the year end £8,633 was owed to the School (2023: £9,279).

Mr N Q Back, member of the Council of Management, is the Chair of the Norfolk Club, of which the School uses the gym facilities. The School made purchases from this charity during the year of £7,776 (2023: £4,880), of which £Nil remained due to the Norfolk Club at year end (2023: £595).

Mr D Talbot, member of the Council of Management, is a Trustee of the Norfolk Broads Yacht Club. The School made purchases from the Norfolk Broads Yacht Club totalling £7,544 (2023: £11,197). There were no amounts outstanding at the year end (2023: £Nil).

Dr A C Wood, member of the Council of Management, is a Council Member of the University of East Anglia. The School made purchases from UEA (including UEA Sportspark) totalling £30,175 (2023: £24,763) of which £Nil remained due to UEA at year end (2023: £3,174).

Four members of the Council of Management, Mr J M Hunter, The Reverend Canon A Platten, Mrs A Sarkar Roy, and Dr A C Wood, have children or grandchildren at the School. Fees paid by these members are at the same rates applicable to all pupils. One member is in receipt of means-tested assistance.

The children of staff, including those of the senior leadership, attend the School, these children are also subject to the standard fee rates and discounts.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

21. Statement of funds

Statement of funds - current year

	Balance at 1 September 2023 £000	Income £000	Expenditure £000	Transfers in/(out) £000	Gains/ (Losses) £000	Balance at 31 August 2024 £000
<b>Designated funds</b>						
School development fund	597	14	-	1,300	39	1,950
Staff development fund	200	-	-	(200)	-	-
	<u>797</u>	<u>14</u>	<u>-</u>	<u>1,100</u>	<u>39</u>	<u>1,950</u>
<b>General funds</b>						
General Funds - all funds	15,826	25,899	(25,127)	(1,100)	(111)	15,387
<b>Total Unrestricted funds</b>	<u>16,623</u>	<u>25,913</u>	<u>(25,127)</u>	<u>-</u>	<u>(72)</u>	<u>17,337</u>
<b>Endowment funds</b>						
Permanent endowment	3,273	-	-	-	-	3,273
<b>Restricted funds</b>						
Bursary funds	298	322	(167)	3	-	456
Other restricted funds	998	452	(386)	(3)	-	1,061
Scholarship funds	1,202	36	(6)	-	93	1,325
	<u>2,498</u>	<u>810</u>	<u>(559)</u>	<u>-</u>	<u>93</u>	<u>2,842</u>
<b>Total of funds</b>	<u><u>22,394</u></u>	<u><u>26,723</u></u>	<u><u>(25,686)</u></u>	<u><u>-</u></u>	<u><u>21</u></u>	<u><u>23,452</u></u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

21. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/(out) £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
<b>Designated funds</b>						
School development fund	598	13	-	-	(14)	597
Staff development fund	-	-	-	200	-	200
	<u>598</u>	<u>13</u>	<u>-</u>	<u>200</u>	<u>(14)</u>	<u>797</u>
<b>General funds</b>						
General Funds - all funds	14,818	24,223	(22,916)	(200)	(99)	15,826
<b>Total Unrestricted funds</b>	<u>15,416</u>	<u>24,236</u>	<u>(22,916)</u>	<u>-</u>	<u>(113)</u>	<u>16,623</u>
<b>Endowment funds</b>						
Permanent endowment	3,273	-	-	-	-	3,273
<b>Restricted funds</b>						
Bursary funds	257	260	(219)	-	-	298
Other restricted funds	888	453	(343)	-	-	998
Scholarship funds	1,198	39	(6)	-	(29)	1,202
	<u>2,343</u>	<u>752</u>	<u>(568)</u>	<u>-</u>	<u>(29)</u>	<u>2,498</u>
<b>Total of funds</b>	<u>21,032</u>	<u>24,988</u>	<u>(23,484)</u>	<u>-</u>	<u>(142)</u>	<u>22,394</u>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

---

**Endowment fund**

The permanent endowment fund consists of investments, properties and the original school buildings arising from endowments.

**Restricted funds**

Restricted bursary funds include the funds set out below:

Bowling Family Bursary - this is a Senior School bursary awarded to one particular student.

Bursary Campaign Fund - utilises monies generated by the Development Office's Bursary campaign to provide means-tested assistance across the Senior School. This includes awards made for those on the Norfolk Sixth Form Scholars Scheme, which offers transformational support to five pupils for the duration of their Sixth form career.

Cathedral Chorister Fund - funds received from Norwich Cathedral to contribute towards fees of choristers who attend Norwich School.

The ON Bursary Fund consists of funds received from alumni (Old Norvicensians) towards bursaries.

Choir Schools Association Bursary, Dyers Bursary Award, French Huguenot Trust Bursary, The Friends of Norwich School Bursary, Charles Peel Bursary, Staff Bursary and The Wait Family Bursary, Morse-Boycott Trust Bursary - means tested bursary awards to pupils requiring financial assistance towards their school fees.

Other restricted funds include the funds set out below:

The Annual Fund - Headmaster's Discretionary Fund - funds received from the public towards projects which directly benefit the School, its pupils and the wider community.

The Annual Fund - Pupil Enrichment Fund - funds received from the public towards specific projects to encourage the children at the School to develop broader skills and equip them for life.

Capital Fund - funds raised for planned building projects at the School.

Ogden Trust grant - represents funds received towards the continuation and extension of physics outreach work, the set up and delivery of a language programme and various school holiday courses for pupils of other local schools.

Horatio Society - funds raised by pupils to be allocated to projects in the School at their discretion.

Investing in Our Future - an annual fund campaign that encouraged people to give to one of three pots (Headmaster's discretionary Fund, Pupil Enrichment Fund or Bursaries) under the umbrella term of Investing in Our Future.

Sebastian John Award - Funds received from the public to create a pupil award fund in memory of a former pupil who died.

The Council of Management separately maintains a Scholarship Fund, which provides monies towards the provision of prizes, awards, scholarships and financial assistance for pupils of the School. A Dyers Scholarship Fund was created for the benefit of specific pupils.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

**Designated Funds**

The Council of Management designates certain funds on an annual basis, and there are currently two funds; a School Development Fund and a Staff Development Fund.

The School Development Fund relates to amounts designated for future School Capital projects. Funds allocated for this purpose are invested within the School's listed investment portfolio and bank notice accounts. Income allocated to the fund relates to dividends received from listed investments and interest. Gains/(losses) during the year relate to gains on revaluation and on disposal of listed investments. The Staff Development Fund was in place to assist with enhanced costs during the period.

**Unrestricted funds: Direct benefit pension scheme liability**

A liability on the School's direct benefit pension scheme is usually recognised within unrestricted funds. This liability is calculated each year by an independent actuary. During the year ended 31 August 2022, in common with other UK direct benefit pension funds, a significant actuarial gain of £353k arose. Due to this and to contributions made by the School, the direct benefit pension fund was, unusually, not in a liability position at year end, but instead was valued at £nil. In the current year, losses of £111k (2023: £99k) have arisen but the pension fund was once again not in a liability position at the year end, and so is valued at £nil. This has resulted in the capping of the actuarial gain by £108k (2023: £162k).

**22. Summary of funds**

**Summary of funds - current year**

	Balance at 1 September 2023 £000	Income £000	Expenditure £000	Transfers in/(out) £000	Gains/ (Losses) £000	Balance at 31 August 2024 £000
Designated funds	797	14	-	1,100	39	1,950
General funds	15,826	25,899	(25,127)	(1,100)	(111)	15,387
Endowment funds	3,273	-	-	-	-	3,273
Restricted funds	2,498	810	(559)	-	93	2,842
	<u>22,394</u>	<u>26,723</u>	<u>(25,686)</u>	<u>-</u>	<u>21</u>	<u>23,452</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

22. Summary of funds (continued)

Summary of funds - prior year

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/(out) £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
Designated funds	598	13	-	200	(14)	797
General funds	14,818	24,223	(22,916)	(200)	(99)	15,826
Endowment funds	3,273	-	-	-	-	3,273
Restricted funds	2,343	752	(568)	-	(29)	2,498
	<u>21,032</u>	<u>24,988</u>	<u>(23,484)</u>	<u>-</u>	<u>(142)</u>	<u>22,394</u>

23. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Endowment funds 2024 £000	Total funds 2024 £000
Tangible fixed assets	14,614	-	2,390	17,004
Fixed asset investments	590	1,136	155	1,881
Investment property	730	-	-	730
Current assets	10,401	1,706	728	12,835
Creditors due within one year	(7,009)	-	-	(7,009)
Creditors due in more than one year	(1,989)	-	-	(1,989)
<b>Total</b>	<u>17,337</u>	<u>2,842</u>	<u>3,273</u>	<u>23,452</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

24. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2024 £000	Group 2023 £000
Net income for the period (as per Statement of Financial Activities)	1,169	1,461
<b>Adjustments for:</b>		
Dividends received	(44)	(46)
Rents received from investment properties	(62)	(62)
Interest receivable	(467)	(227)
Interest payable	53	55
Depreciation	1,046	1,101
Revaluation of investments	(144)	43
Loss on disposal of fixed assets	89	10
Decrease in stock	(11)	2
(Increase)/decrease in debtors	(115)	(58)
Increase/(decrease) in creditors	3,466	371
Pension scheme non-cash movements	(111)	(99)
<b>Net cash provided by operating activities</b>	<b>4,869</b>	<b>2,551</b>

25. Analysis of cash and cash equivalents

	Group 2024 £000	Group 2023 £000
Cash at bank and in hand	11,542	9,774
<b>Total cash and cash equivalents</b>	<b>11,542</b>	<b>9,774</b>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

26. Analysis of changes in net debt

	At 1 September 2023 £000	Cash flows £000	Other non- cash changes £000	At 31 August 2024 £000
Cash at bank and in hand	9,774	1,768	-	11,542
Debt due within 1 year	(194)	-	-	(194)
Debt due after 1 year	(679)	205	(49)	(523)
Hire purchase	(97)	47	(4)	(54)
	<u>8,804</u>	<u>2,020</u>	<u>(53)</u>	<u>10,771</u>

27. Financial instruments

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
<b>Financial assets</b>				
Financial assets measured at fair value through income and expenditure	<u>1,881</u>	<u>1,735</u>	<u>1,881</u>	<u>1,735</u>

Financial assets measured at fair value through income and expenditure comprises listed investments.



**KING EDWARD THE SIXTH GRAMMAR SCHOOL, NORWICH**

England & Wales - Charity number 311280

---

# Accounts

---

Charity number: 311280

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

**TRUSTEE'S REPORT AND CONSOLIDATED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2023**

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

CONTENTS

---

	Page
Reference and Administrative Details of the Charity, its Trustee and Advisers	1 - 2
Report of the Trustee	3 - 20
Independent Auditors' Report on the Financial Statements	21 - 24
Consolidated Statement of Financial Activities	25
Consolidated Balance Sheet	26 - 27
Charity Balance Sheet	28 - 29
Consolidated Statement of Cash Flows	30
Notes to the Financial Statements	31 - 60

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2023**

---

**Council of Management** P J E Smith, MA, Chairman<sup>1</sup>  
Dr S C Bamber, Vice Chairman<sup>1</sup>  
I Reid, BSc, MRICS (resigned 17 March 2023)<sup>1</sup>  
J M D Schofield, LLB, FCA<sup>1</sup>  
N Q Back  
The Very Reverend Dr A Braddock (appointed 23 June 2023)  
P J Henderson  
J M Holme, MBCS, CITP  
J M Hunter  
Ms. D G M Jarrold, MA Cantab<sup>1</sup>  
H C Jourdain  
A R M Little, FRSA  
The Reverend Canon A Platten  
N Puvanachandra (appointed 9 December 2022)  
Mrs. H Salmon (appointed 23 June 2023)  
Mrs. A Sarkar Roy  
G S Smith  
D W Talbot, FCA  
Mr. J Wells (appointed 23 June 2023)  
Mrs. D A Willmott  
Dr A C Wood  
Dr D F Wood MA, MD, FRCP  
Miss T J Yates, BA  
Professor K H Yeoman

<sup>1</sup> Members of the Executive Sub-Committee.

**Charity registered number** 311280

**Principal office** 71a The Close  
Norwich  
Norfolk  
NR1 4DD

**Trustee** Norwich School (a company limited by guarantee)

**Head** S D A Griffiths

**Bursar** C J P Evans

**Assistant Bursar** K M Smith (Maternity Cover)

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS  
(CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023

---

<b>Senior Leadership Team</b>	The Head, the Bursar and: Mrs. N A Fairweather BA - Principal Deputy Head Dr R Clark BSc, PhD - Deputy Head (Co-Curriculum) Dr D N Farr BA, PhD, FRHS - Deputy Head (Director of Studies) J K Ingham BA - Master of the Lower School Mrs. N J Hill BSc - Assistant Head (Admissions, Marketing & Partnerships) P A Todd BA - Assistant Head (Teaching and Learning) (resigned 31 Dec 2022) A Rowlandson BA - Assistant Head (Staff Development)
<b>Independent auditors</b>	Larking Gowen LLP Chartered Accountants 1st Floor, Prospect House Rouen Road Norwich NR1 1RE
<b>Bankers</b>	Barclays Bank PLC 3 St James Court Whitefriars Norwich NR3 1RJ  CCLA 85 Queen Victoria Street London EC4V 4ET
<b>Solicitors</b>	Mills & Reeve LLP 1 St James Court Whitefriars Norwich NR3 1RU  Farrer & Co LLP 66 Lincoln's Inn Fields London WC2A 3LH
<b>Investment advisers</b>	Barratt & Cooke Limited 5/6 Opie Street Norwich NR1 3DW

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE FOR THE YEAR ENDED 31 AUGUST 2023

---

#### ETHOS & AIMS

A lifelong love of learning is at the heart of the holistic, educational journey for each Norwich School pupil. The wider Norwich School family of staff, parents, alumni and other supporters work together to nurture our young people, both in Cathedral Close and beyond.

Education has been associated with Norwich Cathedral and Christian principles since its earliest beginnings at the end of the 11th century. Set in The Close at the heart of our city, Norwich School is the proud 21st century heir to this tradition.

As the leading school of any type in East Anglia and one of the best co-educational day schools in the United Kingdom, our outstanding all-round practice blends tradition and innovation to serve the short and long-term interests of every pupil. Our community's daily activities and relationships are nurtured by the guiding concepts of inclusion, love and compassion. We have a restless ambition for self-improvement at the forefront of pedagogical innovation in local, national and international contexts; a beacon in the East of educational excellence.

The schools aim to:

- Inspire young people to develop their curiosity in intellectual, creative and practical spheres, establishing capacity for pupils to become reflective thinkers who are capable of handling complex concepts and articulate expression in varied media;
- Establish a platform of rich and varied educational opportunity which enables every pupil to fulfil their unique potential; and
- Create opportunities in leadership and service for all pupils, which will empower them to be ambitious forces for good in the wider community throughout their lives.

#### OBJECTIVES & ACTIVITIES

Despite experiencing the continued effects of the global Coronavirus pandemic on all aspects of operations, the school met its main operational objectives during the 2022/23 academic year.

Norwich School is a charity whose object is a purpose falling within section 3(1)b of the Charities Act 2011, namely the advancement of education. It is a purpose for the public benefit and is therefore a charitable purpose as defined in section 2(1)b of the Act.

The school operates as an independent day school for boys and girls aged 4 to 18 years who are taught up to the age of 11 in the Lower School and thereafter in the Senior School. In the 2022/23 academic year, there were 29 international pupils (including 7 BNO) in the Sixth Form. They are day pupils residing with local families through a homestay programme operated by Gabbitas Education, London.

Both the Senior and Lower Schools underwent a focused compliance and educational quality inspection by the Independent School's Inspectorate (ISI) in September 2019, meeting all eight parts of the compliance requirements. The quality of pupils' academic and other achievements and of their personal development was found to be excellent in both schools. A further material change inspection was carried out in October 2022 at the request of the Department for Education to assess the school's proposal to increase its notional maximum capacity figure to 1,250. The inspection focused on the school's compliance with Education (Independent Schools' Standards) Regulations 2014 (ISSRs) and the requirements of the Early Years Statutory Framework, and all standards were met, and the school's practice found to be compliant with ISI regulations in the important area of safeguarding, particularly with regard to equity, diversity, and inclusion.

Plans for the future development of a new dining facility on the Bishop's Palace Lawn, within the constraints outlined by the planning authorities under the recent unsuccessful applications, continue to be prepared for submission to Norwich City Council early in 2024.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

Planning permission was received during the Trinity Term for the development at the Lower School to replace the temporary classroom buildings with a permanent structure on the site of the former two-storey building and work is scheduled to begin in March 2024, finishing in March 2025.

The Homestay programme for international pupils continues to go from strength to strength, attracting high caliber pupils from the Far East and Europe..

The initial campaign to bolster externally funded bursary provision at Norwich School made excellent progress. The target of providing the equivalent of ten new bursary places offering 100% remission by 2023 (£188,550) was met with funds now directed towards supporting five pupils over two years as part of the Norfolk Sixth Form Scholarship Scheme.

#### REVIEW OF ACTIVITIES AND ACHIEVEMENTS

##### Indirect Benefits

The school offers indirect benefit to the wider community through the employment of 228 (2022: 219) full time equivalent staff and the school reduces the burden on the state sector by providing an education for 1,196 pupils (2021-22: 1,151).

##### Teaching links

The school regularly collaborates with local state schools, academies, and other partner organisations to widen access to its own educational resources and to create a shared educational experience within its community. Examples of such activities are:

- Norwich School supports teacher training and professional development for new teachers in the region by offering placements for PGCE student trainees, those completing the Early Career Framework and the apprenticeship route to QTS, as well as acting as an Independent Schools Teacher Induction Panel (ISTIP) regional training centre for newly qualified teachers.
- The school is also one of six schools who have colleagues who plan and support the materials for the regional ISTIP group.
- Supporting those exploring teaching careers. During 2022/23, we offered guidance or opportunities for lesson observations to nine aspiring teachers.

##### Sharing expertise

The school regularly shares the knowledge, skills, expertise and experience of its members of staff with other educational providers, such as state schools, colleges, academies and universities, through initiatives that have included the following:

- For the 21st year, the Norfolk Summer School welcomed 45 year 12 pupils from local state schools to three days of tuition on 21 different subjects, UCAS advice, interview practice and crucial preparation tasks for making applications to competitive university courses. Pupils continue to get support throughout their year 13, through personal statement advice and Oxbridge interview practice.
- This year the school held its inaugural Scholars' and Gifted and Talented Pupil Day for both Norwich School scholars and 40 pupils from state schools across Norfolk, which allowed pupils to expand their knowledge beyond the curriculum through access to a diverse range of speakers.
- Higher education support – the school continues to provide advice and support to local state schools to help them prepare their A-Level pupils for entry to university, including offering application support for Oxbridge candidates, delivering careers and university advice, and holding mock interviews.
- The Ogden Teaching Fellow works in partnership with local schools and institutions and national organisations, including teachers from Norfolk primary and secondary schools, Norwich Cathedral, the UEA, the Institute of Physics and Isaac Physics, undertaking outreach work that has an impact across the county.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

- A number of local schools make use of Norwich School's examiners for GCSE and A-Level language oral examinations, including Mandarin.
- Our Head is a Governor at Ormiston Victory Academy, and five members of the school staff sit on the governing boards of local primary and secondary schools, offering expertise and advice on key issues, such as marketing, safeguarding and finance. These are voluntary positions and help to share best practice across the region.
- A further ten members of staff act as trustees on the boards of local charities.
- The school works with the DfE funded organisation Inspiring Governance to help inspire members of both the school and the local community to become school governors.
- Through the Swire Chinese Language Centre, the school acts as a hub in the region for teaching Mandarin to children in Norfolk. As a result, over 1,000 Norfolk pupils have been taught Mandarin by Norwich School Mandarin teachers and over 2,400 hours of teaching and learning have taken place in our Swire schools.

#### **Supporting joint local initiatives**

The school is heavily involved in the organisation of a number of joint academic and extra-curricular events that aim to boost learning opportunities for children across the region. These have included:

#### *Music*

- Cathedral Choristers, including an outreach scheme (run by the Norwich School Music Department). This involves choral practice in schools for four weeks followed by a termly Cathedral concert.
- The annual Be A Chorister day is open to boys and girls aged 6-11 for a fun day of music-making, when children can enjoy singing together as a group, take part in musical fun and games and sing in Norwich Cathedral alongside our Cathedral choristers. For parents there is the opportunity to find out about musical opportunities at Norwich Cathedral and Norwich School, ask questions about what is involved in the life of a chorister, hear about the new Cathedral Children's Choir and meet current chorister parents.
- *Making Musicians* is a developmental arts enrichment programme for exceptional musical talent, which organises the performance of concerts around the city and involves pupils from both local schools and Norwich School.
- Choral Society, which is open to keen singers in the city of all ages and gives regular performances including an annual concert in St Andrews Hall with Norwich School's Chapel Choir.
- Acting as a delivery partner to the Norwich Music Hub, including pupil involvement in the Norfolk County Youth Orchestra and other county ensembles and support of the Chamber Choir.

#### *Arts*

- The Crypt Gallery hosts exhibitions during the year open to the public free of charge, partnering with the NUA, UEA, local state schools and charity initiatives in the process.

#### *Sports*

- Founder of the Young Norfolk Sports Academy providing expert support and education for the county's most promising athletes. Providing support for the England Talent Pathway and GB Rowing Start programme through the use of the school's Boat Club facilities, equipment, towing and coaching.
- Hosting the Marylebone Cricket Club Norwich Hub – pupils from eight local state schools regularly attend masterclasses and focus sessions coached by Norwich School staff.
- An academy programme linked to and supported by Sussex County Cricket Club which aims to provide a pathway for talented cricketers in the East Anglia area to be involved in an elite development programme. The academy is for boys and girls aged 10 to 16 from both Norwich School and other schools in the local region.

#### *Other events*

- In the past year, pupils have spent approximately 2,300 hours volunteering in their local community as part of the Community Service Programme.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

- The school has hosted a series of interesting and informative lectures throughout the year on a wide range of subjects in partnership with the Norfolk Contemporary Arts Society, the Norfolk Cambridge Society, and the Royal Geographical Society.
- The third Discover Your Ability event took place on the Lower School playing fields, in conjunction with the charity Able2B. Fifteen Norwich School pupils paired with pupils from local special schools over a series of training sessions, learning more about each other's abilities and preparing for a special duathlon event at Norwich School, in which 50 pupils and children took part. Able2B also joined the school's Sports Day, providing a team strategy game and raising funds for future projects.
- The school has worked closely to support Ukrainian refugees within the local community, holding a weekly Conversation Café, aided by four Sixth Form volunteers, to help those newly arrived in the UK learn English and become more confident in speaking, as well as holding a second Family Fun Day and BBQ, and setting up a Ukrainian Teen Group with Norfolk County Council to run throughout the summer holiday.
- Hosting the Norfolk Youth Summit where pupils from four schools attended a workshop with Letter to Earth to explore climate change through creative writing and discussion, empowering them to be more able to have an influence on climate change as young people.
- The annual Book Festival in the Trinity Term, where L4 pupils are joined by Year 7 pupils from five schools from around Norfolk to listen to three award-winning authors, inspiring them to explore new worlds, empathize with diverse experiences, and appreciate the power of literature.
- Hosting the annual Year 5 & 6 Maths Challenges over two days for over 200 pupils from 23 schools. The quizzes were overseen by some expert helpers from the U4 Maths top set and the Youth Stemm group.

#### Community access

Norwich School is very much part of the wider community and is happy to share its educational facilities with the community where it is not to the detriment of the education it offers to its own pupils. The following local schools and organisations have used the school's facilities through the year:

- City College Norwich – use of the school's examination set-up to deliver a range of examined language options.
- Norwich School is an Open Examination Centre open to home-educated, mature, foreign, and other students to use its facilities for iGCSE, GCSE, GCE and university entrance examinations with over 200 candidates a year.
- The Crypt Gallery hosts exhibitions from local artists throughout the year.
- The Norfolk Contemporary Arts Society, the Norfolk Cambridge Society, and the Royal Geographical Society hold lectures in the Blake Studio throughout the year.
- The school sponsors and hosts a number of events as part of the Hostry Festival
- Friend in Deed worked with the school to hold their Intergenerational Sports Day on the Lower Close field
- Discover Your Ability held their annual event on the Lower School playing field.

#### Community service

Norwich School pupils take part in an extensive community service programme, with the aim of making a meaningful contribution to the wider community and of equipping pupils for a lifetime of leadership and service. This cornerstone of the Sixth Form curriculum continues to go from strength to strength, with 116 pupils undertaking volunteering within 35 groups and 20 external organisations. Their combined efforts totalled over 2,300 hours spent in the community at placements including 160 visits to care homes, 20 sailing trips for refugees and asylum seekers with the Nancy Oldfield Trust and weekly dance workshops at Magdalen Gates and Harford Manor Schools. Pupils also used the opportunity to develop important skills which will benefit them in future, with 18 undertaking safeguarding training, volunteer readers receiving training from the Norfolk Reading Project and the newly formed Close Encounters podcast group receiving broadcast training.

The Lower School Service Award offers Lower School pupils the chance to volunteer and take part in a personalised community service programme, undertaking projects of their own choosing that have a positive impact on the local community.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

#### *Norwich Opportunity Area*

Norwich School sits on the Norwich Opportunity Area (NOA) Advice, Transitions and Destinations working group. The NOA is an initiative of the New Anglia Local Enterprise Partnership and the Department for Education. The purpose of the group is to promote social mobility within Norwich, which has been highlighted as a key barrier to children's achievement. The group focuses on crucial areas of development, such as early speech and language learning, careers information and support for young people as they transition through education and supporting those most at risk from exclusion and disengagement from school.

During this process the NOA has discussed new strategies to meet its ambitious targets, including a Community Mentoring scheme, the creation of the NOA Youth Board and the creation of a Careers' Hub to support Careers' Leads in secondary schools. The group is formed of multiple stakeholders from the Norfolk Chamber of Commerce, NCS and the UEA, to cornerstone employers such as Aviva and KPMG.

Now the planning stage for NOA is complete, the school is part of the Collaboration thematic group and will commit to the targets set out by the group, offering advice, opportunities and a venue for the NOA Youth Board.

#### **Pupil numbers and fees**

The principal source of the school's income is school fees. The average number of pupils in the school was 1,196 (2022: 1,151).

School fees for the year before the deduction of any means-tested bursaries and scholarships were:

	Per annum	Per term
Lower School (Reception to Year 2)	£12,789	£4,263
Lower School (Year 3 to Year 6)	£17,184	£5,728
Senior School (Year 7 to Year 13)	£18,855	£6,285

#### **Academic**

There was plenty of good news for individual pupils within this year's A Level results. Outstanding performances included three candidates with 4 A\* or more, eleven candidates with three A\* or more, and 47 candidates with three As or more. There were further impressive individual performances at GCSE including two candidates with 12 grade 9s, eleven candidates with ten grade 9s or more, twenty candidates with eight grade 9s or more, and thirty candidates with nine grade 8s or 9s or more.

In a successful year for our creative pupils one of the L6 Art scholars won a competition with First Buses Eastern Counties, whilst the photography of a M5 pupil was selected for inclusion in the prestigious Norwich University of the Arts Beyond the Frame competition. Later in the year four Sixth Form pupils had their work shortlisted for The Norfolk Art & Design Competition, which showcases creative pupil talent from sixth forms and colleges in Norfolk, with one being placed 1st out of 200. The Biology Department also embraced their creative side with pupils entering a competition run by the national Royal Society of Biology to combine Art and Biology, with one L6 pupil winning the Individual category and another short-listed in the individual category.

A new initiative, Business Breakfasts, has been set up this year. This aims to give pupils access to careers information from experts in their field, including ONs. Professionals from the fields of textile design, engineering, law, finance, and policing have met with pupils before the school day begins, to share their expertise, professional information, and career pathway advice. The Careers & Networking Event returned in March 2023 at St Andrews Hall and welcomed representatives from a wide range of professions. Pupils and families from Norwich School as well as over 100 pupils from other Norfolk secondary schools were able to meet experts and gain advice for their own post-school plans.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

Talent abounded amongst the school's creative writers this year. In January Norwich School pupils entered the Routes into Languages Mother Tongue Other Tongue Poetry Competition as part of their WoLLoW and MFL lessons. Poems were submitted in Thai, Mandarin, Bengali, Punjabi, Tamil, Urdu, Arabic, French, Ukrainian, Spanish, German, Polish, Czech and Latin to name just a few, and 16 pupils were successful in being shortlisted as finalists; their poems were published in the Routes into Languages East Mother Tongue Other Tongue Poetry Anthology 2022. The following month there was further success for a L4 pupil who won the Secondary School Category for poetry in the Lord Mayor's Poetry Competition.

The school has two academic societies: The Erpingham Society for pupils from M5 to U6, and the Ethelbert Society for pupils from L4 to L5. They enable pupils to hear presentations and hold discussions on a diverse range of topics, this year covering subjects from Adoption to Modern Imperialism, and robotics and AI to the history of chocolate. The Gartley Society, the pupil-lead group which investigates business and economics outside the classroom, has used connected with a wide variety of speakers. In a collaboration with the Economic Research Council pupils have met the director of Cambridge Econometrics to discuss levelling up, Charlie Bean of the LSE on inflation and monetary policy, and Rain Newton-Smith on the Treasury's role in the transition to net zero, Dame Margaret Hodge's on economic crime and illicit finance, and Sir Vince Cable on his perspectives of globalisation. A highlight was a session with Sam Jeffery, commercial director at Norwich City Football Club on the 'business of football'.

All L6 pupils complete an Independent Project in a topic or medium of their choice, allowing them to delve deeply into interests beyond the classroom, and to build self-motivation and time-management skills that will be valuable in higher education and employment. Topics span the creative arts and humanities, and the social and physical sciences. The Independent Project evening gave a large audience the opportunity to hear presentations from pupils who had completed projects of real depth and exceptional quality and to face questions from the audience.

The UKMT Senior, Intermediate and Junior Mathematical Challenges have long been a fixture in the calendar for aspiring mathematicians. This year eleven Seniors progressed onto the follow-on round, with one pupil achieving the highest score; and another taking on the even more challenging British Mathematical Olympiad. Seven pupils progressed to the Intermediates' follow-on round with several top performances and one pupil achieving a Distinction in the Hamilton Olympiad.

The eighth year of Model UN saw pupils engage in weekly diplomatic simulations, as well as new member training. Senior members also led delegations to three conferences. Model diplomacy involves researching and understanding controversial global issues and playing the role of diplomat by building common approaches with others who may disagree. Our members excelled at these vital tasks, with several earning special awards from conference organisers for their efforts.

For the seventh year, Norwich School hosted the world's only stand-alone Model Arctic Council for schools, the Norwich Model Arctic Council (NORMAC), in collaboration with Polar Aspect, welcoming pupils from outside Norwich School to a simulation of the real-world Arctic Council. The Arctic Council is dedicated to international cooperation in the Arctic and takes all decisions by consensus, so NORMAC delegates must find common solutions to controversial issues - a valuable skill to learn in today's partisan political climate. NORMAC 7 involved two days of intense diplomacy, as well as a formal dinner.

Norwich School pupils have had ample opportunity to test their skills and pit their wits against their peers from around the country. Four L6 pupils scooped the Bronze Award at the ICE CityZen Awards, in recognition for their plan to improve traffic in Norwich by implementing sustainable trolleybuses. Twenty-nine L6 chemists spent a day taking part in the Royal Society of Chemistry's Young Analyst Competition, and a further twenty-one L6 chemists took part in the Cambridge Chemistry Challenge; a gruelling competition in which participants had to apply their chemical knowledge beyond the specification and were encouraged to think about Chemistry in the way they would at university. The year finished with a small group of U4 and L5 pupils being invited to attend a STEM challenge day at The Hewett Academy. Working in teams of four, they collaborated with pupils from other schools to tackle a variety of challenges.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023**

---

Throughout the year, our scientists had multiple opportunities to compete in national Olympiads. U6 pupils took part in the British Physics Olympiad Year 13 Challenge hosted by the University of Oxford. The challenge involved answering a series of highly demanding abstract Physics problems from beyond the scope of the A Level curriculum, with some of our pupils coming away with a prestigious Merit, the highest award possible at the event. U5 physicists competed against around 6,000 pupils across the UK at the University of Oxford, with all our pupils coming away with either bronze, silver or gold awards. The year finished with L6 pupils competing in the British Physics Olympiad Senior Challenge, again resulting in pupils being awarded bronze, silver and gold.

**Co-curricular activities**

Norwich School pupils have been involved in a wide range of co-curricular activities, which play an extensive part in delivering a truly rounded education.

***Music***

As ever, musical pursuits were plentiful throughout the year and of a very high standard.

The Chapel Choir had a busy year, with the highpoint being their annual trip to London in October to sing at the Service of Thanksgiving for the Dyers' Company. A professional recording was made of the Choir, with the view to bringing out a CD in 2023. All the school's musicians were kept busy by the highly successful Senior School musical, Footloose.

During the Lent Term Norwich School Opera presented a semi-staged production of Purcell's masterpiece, Dido and Aeneas. It was a fantastic opportunity for the talented group of young singers to explore a Baroque opera in its entirety and the cast gave two performances in the school Chapel and St Mary's Church in Bungay. The annual acoustic event, Unplugged, saw pupils performing a range of pop covers at the Norwich Playhouse, and singers keen on musical theatre performed at two Musical Theatre Nights in the Blake Studio. At the end of the Lent term, the School's Choral Society and Senior Orchestra joined forces with local music group Norwich Baroque, for an exciting concert with participants spanning the generations. The choir were particularly pleased to sing a piece written for them by the Music department's own Mr Weeks – A Mass for Planet Earth. Jazz Night returned this year to Epic Studios and was an opportunity for performers to really let their hair down and entertain a very appreciative crowd.

Musical highlights of the annual end-of-term arts festival, Gather, included the Senior Jazz Band and Symphonic Wind Band playing strong sets at the Royal Norfolk Show, an Instrumental Concert at the King's Centre, the Choral Vigil, and performances by numerous musicians at Gala Night.

In addition to their daily rehearsal and service duties, the choristers this year have had many highlights: a performance of Handel's Messiah to a packed cathedral, Christmas concerts in London and Norwich, Britten's Ceremony of Carols with harp accompaniment and a performance of Bach's monumental St Matthew Passion. As always, the choristers have been at the forefront of many important Civic and County occasions that have taken place at the cathedral, notably the service of Thanksgiving for the life of the late Queen Elizabeth II and subsequently the service celebrating the Coronation of King Charles III. With the return of the cathedral organ after a £1.8 million rebuild, the year ahead has a lot to look forward to including broadcasts on BBC Radio 3 and 4. The boys and girls of the cathedral choir continue to be outstanding ambassadors for both Norwich School and Norwich Cathedral and the school is proud to celebrate their many achievements.

For the first time Lower School pupils showcased their own works in a special Composers Concert. Glitchy beats, experimental audio looping, song writing, instrumental compositions and sonic fusions all came together for a fantastic evening celebrating their hard work. The Trinity Summer Concert at St Andrews Hall in Norwich featured the School Choir, Chamber Choir, Little Voices Group, Reception, Lower 1 and Upper 1 vocal ensembles and for the first time a combined choir of Upper 3 and Lower 4 pupils from the Senior School. L1 and U1 performed the Bee Musical during the Lent term, whilst in the final week of the term the Little Voices, Infant, School, and Chamber Choirs received a Highly Commended Plus award at the Norfolk County Music Festival.

REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023

---

This year's L2 and U2 musical was Dragon Days in the Blake Studio, which was filled with an array of dazzling costumes, inspirational singing, and expressive acting.

**Art & Design**

Fine Art this year has been marked by the pupils' ambitious exploration of broad and varied themes, with a diverse range of materials and media employed, spanning from traditional oil painting, and engraving to sculptural ceramics, textiles, thread work, card modelling, Gelli plate printing, and beyond. In the KS3 classes, emphasis has been placed on innovative drawing approaches, encompassing still life, abstracted Pop Art, and Surrealist animals, whilst in the exam years, the projects undertaken by each pupil grew increasingly ambitious as the year progressed. Pupils sought to push boundaries, challenging themselves with the refinement of techniques used. The culmination of these efforts was the highly successful final exhibition, where a breathtaking array of artwork was showcased. This included garment-inspired sculptures, intricately layered oil paintings depicting foliage, thread-embellished portraits, meticulously detailed studies of wildlife, and much more..

In 2D Design, pupils continue to excel in very different approaches across the specialism. Photographic pupils have made the most of the professional lighting studios to complete photoshoots of stunning quality. Documentary style film work and photography has also heavily featured this year, including a detailed study of a local wood over a period of months and visits to the train stations along the Norfolk Railway Poppy Line. 3D rendering, hyper-realistic software editing, and beautifully shot film work continues to excite and challenge the pupils. To counter this, many others have discovered retro printing techniques with the use of the risograph printer, working with textiles and embroidery techniques to produce installations for Photography and a range of branding for t-shirts and other fashion-based items for Graphics. Pupils have enriched their experiences this year with visits to Cambridge, London, trips to the cinema and residential trips to Edinburgh and London for the scholars. The M5 and L6 have both had interim exhibitions of their poster and album cover work, whilst the U5 and U6 have showcased their work at a major end of year show as part of Gather23.

3D Design pupils continue to enjoy a wide range of work and disciplines, including architectural models, lighting design, furniture and jewellery, alongside constructed textiles, and fashion design. Underpinning this work is thoughtful research and inquiry, supported by high levels of invention and skilful manipulation of materials. A real strength has been the development in visualisation, both hand-rendered and digital. This sees the pupils not only proposing their designs prior to construction, but also developing visuals that explore what they look like in context as part of their final presentation. Pupils work with a combination of traditional hand tools alongside cutting-edge digital technology. New equipment such as the CNC router and handheld digital shaper have also helped us to bridge the gap between the digital and the hand made. It has been a successful year in projects beyond the classroom. The L6 pupils fashion project saw fully realised garments showcased at the Gather23 Fashion Show. Pupils were also shortlisted for national design competitions with two pupils selected for the Norwich University of the Arts Norfolk Art and Design Competition, one of whom won the competition, as well as being Highly Commended in the Young Norfolk Arts summer exhibition. A range of curriculum support activities were undertaken, including a trip to Collect23, the international fair for contemporary craft and design at Somerset House, and regular attendance at the Norfolk Contemporary Arts Society. U5 and U6 also showcased their work at a major end of year show as part of Gather23.

**Performing Arts**

The school offers a wide range of participation opportunities for all pupils in various forms of performing arts.

*Gather23*

Gather, the school's annual arts festival continues to go from strength to strength. This year's festival was a tremendous showcase of the breadth of the school's performing and creative arts, with productions including Matilda The Musical, The Wizard of Oz, One Man Two Guvnors and The Last Can. During the three-week celebration there were author visits, many and varied musical performances, the creativity of the school's art and design talents on display in the summer show, and the annual charity Fashion Show.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

As always, the Festival culminated in an audience of over 800 pupils, parents and staff enjoying a spectacular Gala Night in the Lower Close, involving over 200 performers from both the Lower and Senior School.

#### *Drama and Dance*

As well as the various performances for Gather, a talented cast of ten pupils from L5 to U6 took to the stage for the Senior play in the Lent term, *All My Sons* by Arthur Miller, and in the Michaelmas term, the Fourth and Fifth Form performed the comedy *The 39 Steps* in the Blake Studio.

Pupils from the Lower and Senior Schools came together for the spectacular Junior Dance and Drama showcase, which featured a high energy performance of *Alice In Wonderland* by the Fourth Form, and a variety of dance performances from GCSE dancers down to Lower School performers. The Senior School musical this year was *Footloose*, performed to great acclaim by pupils from U5, L6 and U6 over four sell out nights and a matinee at the Playhouse. Over 100 performers from L4 to U6 delivered two nights of incredible entertainment at the Senior Dance Festival, covering ballet, tap, jazz and contemporary dance.

The Lower School again showcased what a wide variety of talented performers there are at all levels throughout the school. L3 performed a trio of Shakespeare plays, *Romeo & Juliet*, *Macbeth*, and *A Midsummer Night's Dream* in the Blake Studio, whilst U3 delighted their audience with an outstanding performance of *Peter Pan* at the Norwich Puppet Theatre. The year culminated with an amazing array of music, dance, magic and more at the end of year Talent Show in July.

Dancers from both the Senior and Junior dance companies qualified for the national finals of the Great British Dance Off competition in Cheltenham, with the Seniors being placed third in the country.

#### **Sport**

A full programme of fixtures across a wide range of sports took place throughout the year.

Highlights of the year included the U15 boys' hockey team becoming the first U15A Norwich School team to reach Finals Day of the Independent School Hockey Cup, where they were placed fourth nationally. In rugby the 1st XV was outstanding, winning nine and losing two in the regular campaign, whilst also securing the county cup, the James Matthews cup and attending the Merchiston Castle School National U18 Festival for the first time, finishing sixth out of 16 teams from across the UK.

Record numbers of pupils selected netball at Inter and Senior age groups across the whole school 274 pupils represented the school in fixtures across 31 teams. The U14, U16 and U19 teams all qualified for the England Netball regional round of the National Schools competition, with the U19s qualifying as County Champions, whilst the U13s won the County Cup and the U12s, U14s and U16s finished as runners up.

Beyond the main sports, there were some notable achievements in a range of other activities. Both the U15 and U13 tennis teams won the country cup and will now go on to represent the county in the National stages of the competition in the next academic year. It was an incredibly successful season for both the boys and girls U16 ski team. In the English Championships, the boys won both the U16 and overall competitions, while the girls were placed seventh. Both teams qualified for the British Finals, held in Stoke, with the boys coming a close second behind a much older team from Scotland. A former pupil also became the 2022 British Dry Slope Champion and top ranked in the country.

The 2022 football squad had the most successful season in the history of Norwich School football, winning seven games and losing only twice, putting them above the former 2011 record holding squad. In orienteering, Norwich School retained their East Anglian Schools Championships title. The largest cohort of pupils in five years took part in athletics for their game's choice, meaning the school were able to field strong teams for the main competitions. Seven pupils qualified for Norfolk School's Championships from which two senior pupils went on to qualify for the National English Schools Championships in Birmingham. Norwich School secured both the boys and girls East Anglian League individual champions in cross country running.

REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023

---

### Beyond the Classroom

Over the past year, Norwich School's EDI journey has continued to develop. The school values Equity, Diversity, and Inclusion as a key part of its practice and it is an area that is explored with pupils with openness and curiosity. Inspiring figures and organisations such as Bold Voices, Chanel Contos and the African Caribbean Education Network have visited the school, all of which have truly enriched pupils' learning. The school organised the inaugural Norfolk EDI and PSHE Networking Forum, uniting ten Norfolk schools to discuss PSHE and consent education. Pupil-led societies have empowered pupils, celebrating their diverse social and cultural identities. The candlelit Reclaim the Night vigil within the Cathedral Close organised by The Feminist Society featured powerful poetry and speeches by pupils and teachers. The Society continues to champion gender equality with enthusiasm and purpose. The Cultural Appreciation Society (formerly the BAME Society) hosted several cultural food fairs throughout the year, celebrating various heritages through delicious cuisine, fostering cultural exchange, and raising funds for vital charities, as well as playing an active role in Black History Month assemblies, contributing to a richer understanding of history and heritage throughout the school.

The Pride Group is an important, welcoming space for LGBTQ+ pupils and allies to discuss pertinent issues, proudly championing the LGBTQ+ community, making and distributing ally badges to pupils and staff to wear as a symbol of support and solidarity. The annual One Norwich School Day celebrated diversity and inclusion through a variety of events, such as an inclusive sports event, a screening of Prima Facie, International Women's Day activities, a creative showcase of school talent, and the One Norwich School Day Fair, with stalls from various pupil groups. Finally, the Norwich School Round Table Society works to foster open conversations between pupils and staff on a wide array of crucial social-political subjects. During the year it has hosted discussions on topics surrounding period stigma, masculinity, exploring black history and disability awareness. The society provides a safe platform for informed exploration and received an informative guest talk by a Norfolk LGBT+ Project member on transgender awareness. It continues to make a positive impact, empowering pupils to navigate complex topics with knowledge and empathy.

It has been another busy year for outdoor pursuits with the 8th Norwich Sea Scouts (8NSS) and the Duke of Edinburgh award scheme both offering leadership and service opportunities for pupils. For the Duke of Edinburgh award scheme, approximately 100 pupils completed the Bronze practice and qualifying expeditions (either by foot or canoe), 72 pupils completed Silver expedition (59 walking, seven canoeing and six sailing) and 41 worked towards their Gold award with the walkers practice expedition to the Peak district in early July and four pupils completing their Gold Sailing qualifier in August.

Membership of the 8NSS remains high, with a busy schedule of activities throughout the year, including summer camps to Kent and the Wye Valley, surfing in Cornwall and the annual cub camp at Great Hautbois. This year has seen two major celebrations to mark the 8NSS centenary. A celebration weekend was held in April, involving 100 scouts and their families enjoying a day of activities, an evening meal and campfire sing along, as well as celebrating with ON Scouts at a drinks and food reception sharing some wonderful memories of the group. In early June, the group held a 'Centathlon' comprising a 100km round Norfolk event with members from all sections taking part to cycle, swim, canoe, bike, walk and sail around the 100km course.

The usual wide range of trips took place throughout the year, ranging from the annual L4 residential trip to Hautbois House and the L5 team building trip to Bramley Lakes, to trips to Iceland, Berlin, Hamburg, Paris, Valencia, Madrid and First World War Battlefields in France and Belgium. Closer to home there were trips to Edinburgh, Warner Bros Studios, local heritage sites, and the John Innes Centre, amongst others. The Lower School pupils were out and about both in Norfolk and further afield throughout the year, including trips to Kentwell Hall, Amazona Zoo, Boughton Woods, Norfolk Lakes Activity Centre, Holkham Hall, Sutton Hoo, the Peak District, and Tate Modern,

Run by a dedicated team of L6 pupils, the Charities Committee works tirelessly to raise funds for deserving charities. Voted on by the whole school, the beneficiaries this year were The Trusell Trust, the Norfolk & Norwich Hospital Charity and Big C. As well as arranging a termly home clothes day, the pupils planned a Great Gatsby themed Lent Term Dinner and organised the Fashion Show as part of Gather23. Overall, the committee raised over £11,000 and received the Norfolk & Norwich Hospital Charities Champion Award 2023.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

The Lower School supported a range of charities throughout the year, including Jeans for Genes, the Norwich Food Bank, Children in Need, Make A Wish, the Benjamin Foundation Christmas Gift Appeal, Street Child, and Save The Children.

As the nation mourned the death of Queen Elizabeth II, the whole school community gathered for a special assembly in the Cathedral, where the Head reflected on the late Queen's lifetime of service and dedication. As part of the celebrations for the King's Coronation, five staff and five pupils learnt to ring church bells and the special 'Kings' sequence. Following weekly practices after school at St Peter Mancroft Church, those involved were able to ring for the King on coronation day at St Mary's Church in South Walsham. The Lower School celebrated the coronation with a range of activities, including a home clothes day, a bake sale, crown making and a poetry competition.

#### **Details of bursary and scholarship awards**

##### *Bursaries*

This year the value of means-tested bursaries totalled £1,054,474 and represented 4.8% of the school's gross fees. Assistance was provided to 68 pupils. The school funds this assistance from its own resources which arise through the creation of an operating surplus generated by careful efficiency measures and cost control. The school is also very grateful for the help received from external parties who have made significant contributions such as Roger Robinson ON, Norwich Cathedral, the Choir Schools Association, the Charles Peel Charitable Trust, the Worshipful Company of Dyers, the Friends of Norwich School, the French Huguenot Trust, the Morse-Boycott Trust, Old Norvicensians, the Rank Foundation, Jon Wait ON, and the Staff Bursary Fund.

##### *Hardship support*

As a direct response to the financial shock faced by many within the school community due to the coronavirus pandemic and the cost of living crisis, emergency hardship support totalling £58,877 was provided during the 2022-23 academic year.

##### *Scholarships*

Scholarships are awarded to current and prospective pupils with outstanding ability and flair who will make a significant contribution to the school in their area of particular skill. In September 2018, a new customised scholarship programme was introduced in the areas of academic excellence (11+, 13+ and 16+ entry), music (11+, 13+ and 16+ entry), sport (11+, 13+ and 16+ entry), art and design (16+ entry) and drama (16+ entry). Instead of reduced fees, the focus of the new scheme is on enriching the pupil experience and providing activities that the scholars will enjoy through the provision of a varied and interesting enrichment programme. Scholarships continue to be held by the pupil throughout their time at the school, subject to meeting the scholarship's conditions.

Pupils who were beneficiaries of the previous Scholarship system will remain so until they leave the school. This currently totals 12 pupils amounting to £19,000 and representing 0.1% of its gross fees. Of the 12 pupils, none also qualified for means-tested bursary support and are included in the figures relating to bursary awards.

Norwich Cathedral also offers scholarship awards to 20 boy choristers who attend the school. This is 50% for those in L4 or above (6 pupils) but is now set at a flat rate of £7,700 for new awards to those in U3 and below (14 pupils).

#### **FUTURE PLANS**

In pursuance of its strategic objectives, the major tactical and operational project areas in the 2023-24 academic year will be to:

##### **Academic Progress**

- GCSE Curriculum change for September 2024

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

- Review of Reporting structure and processes for September 2024
- Review of Study spaces and use of study periods by 6th form
- Management of International Pupil progress with IELTS for UCAS requirements
- Preparation for use of possible new teaching facilities for September 2024
- Review broader curriculum change for September 2025
- Curriculum review in relation to EDI
- Individual Pupil Learner Profiles

#### **Extra-Curricular**

- Further develop opportunities to enhance participation in school-wide sports events.
- Plan for the evolution of the school-wide sports offer as part of the Curriculum Review, including assessment of the feasibility for PE and movement screening.
- Assess the balance between and support for main sports and participation sports in the school at all levels.
- Conduct a financial appraisal of sports department spending.
- Review the Scholars programme, introduce mentoring and scholar reports.
- Outdoor Education Programme - Roll-out the expansion of Outdoor Education in the Lower School; develop staff support for Duke of Edinburgh Award Scheme and review the partnership agreement between school and the 8th Norwich Sea Scouts.
- Dance - Promote GCSE Dance and develop opportunities for boys in dance.

#### **Pastoral Care, Pupil Voice, and Leadership**

- Strategic work with the academic leadership team to create a Norwich School learner profile.
- Further growth of Pupil Personal Development (our SMSC / PSHE programme) - particularly expansion at Key Stage 4 and 5.
- Continued development of pupil voice mechanisms - new external pupil survey, new anonymous reporting system (Whisper) and further embedding of pupil leadership roles in the Prefect Team (including EDI, Girls & Young Women, Pupil Councils and Pastoral Prefects).
- In response to DfE concerns about pupil attendance in the UK we are monitoring attendance closely and communicating any concerns with parents and guardians as they arise.
- To develop the Lower School PD programme, as Pupil Personal Development (PPD) to keep in line with the Senior school. To develop and implement the Lower School Virtues as part of a broader PPD curriculum, including embedding Fundamental British Values throughout..

#### **Staff**

- Induct new staff-facing roles: Assistant Head (Quality of Teaching and Education Development); Assistant Head (Professional Learning); Assistant Head (Pupil Progress); Middle Leader Mentor; and Joint Heads of Staff Health and Wellbeing
- Launch new Staff Representative group structure.
- Pilot apprenticeship route to achieving QTS and ED&I mentoring for trainee teacher with Angie Browne
- Explore options for implementing a new HR system.
- Embed VVV as our single platform for managing mandatory training.

#### **Finances, site, and infrastructure**

- Protect revenue by considering the ongoing global economic challenges during the budget period and adjusting operational expenditure, as required.
- Continue to monitor cashflow and contingent funds to ensure ongoing delivery of overall strategic financial imperatives.
- Contingency planning for risk horizon events, including potential macroeconomic and political changes leading to challenges to business model assumptions and operational resilience.
- Commencement of the Lower School Capital Development Project in March 2024 with an estimated completion of March 2025.
- Leasehold acquisition of 15 Upper King Street to provide additional teaching and ancillary support opportunities. (TBC)
- Continue to re-work deliverable planning options for Bishop's Palace Lawn development.
- Continuing focus of Estates department to develop and enhance site (teaching and operational areas),

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

- safety and compliance, including appropriate Fire Safety upgrades where necessary.
- Continuing focus of IT department to drive improvement, particularly in respect of teaching and learning platforms, process efficiency, cyber and data security and the use of SharePoint and iSAMS.
- Installation of rooftop solar array to Daynes Sports Centre.
- Continued investment in School transport fleet, including replacement of heavy fleet vehicles.
- Continuing refurbishment and renewal of parts of Bishop's Palace, New Buildings and Daynes Sports Centre.

#### Partnerships

- To refresh and update our annual record of Partnerships work within the community: our 'Together we Can' document.
- To launch a termly offering by way of a calendar (rather like our new 'At Close Quarters' document), to send to our partner schools - demonstrating a more strategic approach to our regular partnership activity.
- Continue to consolidate existing partnerships and to keep looking for new areas of collaboration.
- To keep looking at our impact assessment process for measurement of partnership work alongside our Lower School colleague, newly appointed.
- Refine our use of metrics to assess financial and in-kind costs of partnership work.
- Further our dissemination of WoLLoW within East Anglia including organising more conferences and visits to our school and others.

#### Alumni and other stakeholders

- Continued active campaigning for funded means-tested bursaries, with an ambitious target of five additional 100% bursary awards annually.
- Continued support for our proposed site development plans which will become active fundraising once planning has been granted.
- Strengthening, deepening, and broadening links with our sizeable alumni body, with particular focus on networking and mentoring as well as through meaningful engagement
- Continued developing of links with our parental body and parents of ONs as part of our active Friends of Norwich School charitable body.
- Ensuring high quality partnerships for a wide-ranging and engaging series of public lectures hosted on school (as the host site for the Norfolk Cambridge Society, Royal Geographical Society of the East of England, and the Norfolk Contemporary Arts Society, as well as ad hoc lectures and events)
- Ensuring involvement of voices from different constituencies to support the school's aims and ethos.

#### Public benefit

The Council of Management has given due regard to the Charity's Commission's guidance on public benefit and in furtherance of these aims, the Council, as the Charity trustees, have complied with the duty in s.17 of the Charities Act 2011 to have due regard to the Charity Commission's published general and relevant sub-sector guidance concerning the operation of the public benefit requirement under that Act.

Norwich School provides a significant benefit to the public by providing a first-class education, independent of the State System, for 1,196 pupils (2021-22: 1,151). Indirectly, the school provides additional public benefit through the employment of 228 (2022: 219) full time equivalent staff, supporting the local economy and wider supply chains, and through the dedicated stewardship of an historic estate located in and around the Cathedral Close.

The school strives to ensure that measures of public benefit are appropriate, and that significant sections of the public are not excluded from the opportunity to benefit from the education and facilities offered due to the need to pay a fee. In addition to significant provision of bursaries and other forms of means-tested financial support, the school provides a wide range of opportunities for community benefit and facilities, and events are often open to all.

The school is dedicated to providing a first-class education to all children seeking such an education irrespective of their family circumstances or background.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

Norwich School continues to attract positive young people who relish learning and who are willing to contribute to the broader aspects of school life: whether in music, drama, sport, debating, clubs, societies, Sea Scouts, the Duke of Edinburgh's Award, charitable fundraising, community service or the many other activities that they encounter here. We select on academic potential, attitude, and all-round ability.

Norwich School is committed to safeguarding and promoting the welfare of all our pupils, irrespective of their background. The last educational ISI (Independent Schools Inspectorate) inspection noted the school's tutorial system offered pupils "very good pastoral care, which is valued by pupils" and that "the school is a friendly, welcoming community characterised by very good relationships between pupils of all ages and between pupils and staff."

#### Financial review

Total income amounted to £24,988k (2022: £22,200k) and after incurring expenditure of £23,484k (2022: £21,365k), net income before other recognised gains and losses amounted to £1,461k (2022: £785k). This is stated after net losses on investments of £43k (2022: net losses of £50k). After actuarial losses on the defined benefit pension scheme of £99k (2022: actuarial gains of £353k), the net increase in funds amounted to £1,362k (2022: £1,138k).

#### Principal funding sources

The principal source of the school's income comes from school fees. The average number of pupils in the school was 1,196 (2022: 1,151)..

#### Fixed assets

In order to maintain and develop the educational provision, the School continues to undertake a carefully planned programme of fixed asset investments. In the year to 31 August 2023, additions amounted to £1,355k (2022: £1,026k). The most significant investments included works to the Lower School, the Bishops Palace, Redmayne sports field, an extensive programme of IT investment and the purchase of two new coaches.

#### Investment powers

The trustee is empowered to invest funds in a manner appropriate to the financial requirements of the School, having regard to the security of any investments made and the requirements of the Charity Commission's order.

#### Investment policy

The investments are managed on a discretionary basis by Barratt & Cooke Limited, stockbrokers. The funds are invested with the objective of creating a balance between income generation and preservation of capital in real terms.

#### Reserves policy

Note 22 of the financial statements sets out an analysis of the assets and liabilities attributable to the various funds. The Council of Management considers that these assets are sufficient to meet the charity's obligations on a fund-by-fund basis.

Other than freehold investment properties, which are held as an investment to produce income and capital growth, the School's tangible assets are held for use by the School. Taking one year with another, the Council of Management plans to spend any surplus within the unrestricted fund on improvements to the School. At present the School's free reserves, being group net current assets within the general funds, amount to a surplus of £3,497k (2022: £2,720k).

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

#### Structure, governance and management

##### Governing document

King Edward VI Grammar School, Norwich was registered as a charity on 25 May 1966. Pursuant to a scheme dated 7 September 1994 and approved by the Charity Commission, the charity is administered by a company limited by guarantee known as Norwich School (company number 02940688). The land, assets and undertaking of the charity were vested in the company on 1 September 1994.

##### Governor recruitment, nomination and appointment process

The Council of Management consists of six representative governors and up to 19 co-opted governors. The representative governors are nominated by the Worshipful Company of Dyers, Chapter of the Cathedral Church of Norwich, and the Senate of the University of East Anglia. The Nomination Committee meets annually to review the skills portfolio of existing members of the Council and determines any potential gaps or imbalance. Governors may identify individuals who may be interested in becoming a co-opted governor or may fill a skill gap in the Council. The school welcomes individuals to approach the Chairman directly or via the Clerk of Governors expressing an interest in becoming a governor. The Chairman will meet with potential candidates and, in conjunction with the Vice-Chairman and the Head, review their suitability before putting all of the names forward for discussion at the next Nomination Committee. The Nomination Committee nominates suitable candidates to the Council of Management when a governor vacancy arises for the Council's review and appointment.

##### Council of Management induction and training

On appointment to the Council of Management, members are provided with:

- The Scheme of the Commissioners and the Memorandum and Articles of the trustee company
- The latest accounts of the charity

and are encouraged to read Charity Commission guidance note CC3 - "The Essential Trustee: What you need to know, what you need to do". In addition, new members are provided with detailed information about the School and encouraged to read Charity Commission and other newsletters and to attend courses designed to keep them abreast of their duties and responsibilities.

##### Risk management

The Trustees are responsible for the management of the risks faced by the School. Risks are identified and assessed, and controls established throughout the year. A formal Business Risk Model (risk register) is in place and is reviewed and updated on a regular basis by the Senior Leadership Team, various Committees (including the Executive Committee) and the Council of Management.

##### Ongoing risk management

The principal risks and uncertainties identified in the Trust's Business Risk Model include:

- Recruiting sufficient able pupils into the school each year in order to maintain the pupil roll and therefore fee income in line with forecast.
- Maintaining tuition fees at an affordable level, whilst meeting rising costs including pension contributions for teaching staff, repaying the bank loan, and complying with the bank covenants, and continuing to invest in the facilities available to pupils.
- To manage the health and safety risks.
- The need to continue to recruit top quality staff remains a high priority.
- The Trustees remain vigilant with regards to child welfare.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

- External financial risks are kept under review by the Trustees including the potential for changes to tax legislation or changes to the treatment of charities, inflationary pressures, changes to interest rates and other macroeconomic factors, including commodity and utilities shortages as a result of the war in Ukraine and the ongoing impact of Covid-19 on global supply-chains.

Key controls used by the charity include:

- Formal agendas for all Committee, Sub Committee and Board activity.
- Detailed terms of reference for Board Committees and Sub Committees.
- Comprehensive strategic planning, budgeting, and management accounting.
- Established organisational structures and lines of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures as required by law for the protection of the vulnerable.

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

#### **Organisational structure**

The Council of Management meet a minimum of three times annually, including at least one meeting per term. The Executive Sub-Committee, consisting of six Council members, meets more frequently to monitor the financial management and development of the School. In addition, other more specialist Sub-Committees meet to consider current issues and strategy with a view to submitting recommendations to the Executive Sub-Committee and to the Council of Management as a whole.

The Council of Management and its Executive Sub-Committee set out the general policy of the School. The day-to-day affairs of the School are run by the Head and the Bursar.

#### **Setting of pay**

The Remuneration Committee has the membership of a minimum of three governors and meets once a year normally in the Lent Term to review the performance of the Senior Management Team including the Head and the Bursar and their pay for the next academic year. The Committee sets any pay increased to be awarded to each member of the Senior Management Team.

#### **Related parties**

The assets and liabilities of the School are vested in a company limited by guarantee known as Norwich School, which acts as a bare trustee for the School.

The School owns the entire issued share capital (being two £1 ordinary shares) of Norwich School Enterprises Limited, which was incorporated on 1 April 1998.

The School rents the majority of its properties from the Chapter of Norwich Cathedral, which was represented on the Council of Management during the year by The Very Reverend Dr A Braddock and The Reverend Canon A Platten. The Chapter of Norwich Cathedral's subsidiary company, Norwich Cathedral Enterprises Limited, also provided catering services to the School during the year.

Ms D G M Jarrold, member of the Council of Management, is a shareholder of Jarrold and Sons Limited, which provided goods and services to the School during the year. Some amounts were due to Jarrold and Sons Limited at year end.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

Mr J M Hunter, member of the Council of Management, is a member of Mills and Reeve LLP, which provided legal services to the School during the year. The school also had sales to Mills and Reeve LLP. Mr Hunter is also a non-executive director of Barratt & Cooke Limited, which provided investment management services to the School during the year.

Mrs A Sarkar Roy, member of the Council of Management, is a Non-Executive Trustee of 8th Norwich Sea Scouts. The School made purchases from and sales to this charity during the year, and at the year end, some amounts were owed to the School in relation to the sales.

Mr N Q Back, member of the Council of Management, is the Chair of the Norfolk Club, which the School pays to make use of its gym facilities. Some amounts were due to the Norfolk Club at year end.

Mr D Talbot, member of the Council of Management, is a Trustee of the Norfolk Broads Yacht Club. The School made purchases from the Yacht Club during the year.

Dr A C Wood, member of the Council of Management, is a Council Member of the University of East Anglia. The School made purchases from UEA during the year, some of which remained due for payment at year end.

Five members of the Council of Management, The Reverend Canon A Platten, Mr J M D Schofield, Dr A C Wood, Mr J M Hunter and Mrs A Sarkar Roy have children or grandchildren at the School. Fees paid by these members are at the same rates applicable to all pupils. One member is in receipt of means-tested assistance.

Except where shown in note 9 and note 19 to the financial statements, no director has any financial interest in, or receives any remuneration from either the trustee company or the School.

#### *Other relationships*

The Head is a member of the Headmasters' and Mistresses' conference (HMC), which is an opportunity to share expertise, knowledge and experience across the independent school sector. The Conference also permits appropriate representation to Government and regulators of the views of the sector. The Bursar is a member of the Independent Schools Bursars Association (ISBA) and various professional bodies. The Head of the Lower School is a member of the Independent Association of Prep Schools (IAPS). IAPS is the professional association for Headmasters' and Mistresses' of the leading independent prep schools in the UK and worldwide.

#### **Fundraising standards**

Fundraising activities at the School are carried out by its own staff in the Development Office and are not outsourced to professional fundraisers. Its activities are closely and regularly monitored by the Development Committee, a sub-committee of the Council of Management. It also follows the Institute of Fundraising guidelines for dealing with vulnerable people. King Edward VI Grammar School, Norwich is registered with the Fundraising Regulator and is committed to following the Code of Fundraising Practice and the Fundraising Promise. There have been no complaints about fundraising activity this year.

#### **Statement of Responsibilities of the Council of Management**

The Council of Management are responsible for preparing the Report and the Report of the Trustee and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Council of Management to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Council of Management are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of the Charities SORP (FRS 102);
- Make judgments and accounting estimates that are reasonable and prudent;

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023

---

- State whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Council of Management are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### Council of Management

All members held office throughout the year and up to the date of this report, with the exception of the following member who resigned during the year: Mr I Reid (resigned 17 March 2023), and the following four members who were appointed during the year: Mr N Puvanachandra (appointed 9 December 2022), The Very Reverend Dr A Braddock (appointed 23 June 2023), Mrs H Salmon (appointed 23 June 2023) and Mr J Wells (appointed 23 June 2023).

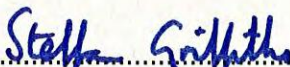
#### *Disclosure of information to auditors*

Each of the persons who are members of the Council of Management at the time when this Report of the Trustee is approved has confirmed that:

- So far as that member is aware, there is no relevant audit information of which the Charitable Group's auditors are unaware, and
- That member has taken all the steps that ought to have been taken as a member in order to be aware of any relevant audit information and to establish that the Charitable Group's auditors are aware of that information.

#### Auditors

The auditors, Larking Gowen LLP, have indicated their willingness to continue in office. The designated members of the Council of Management will propose a motion reappointing the auditors at a meeting of the members of the Council of Management.

  
.....  
S D A Griffiths  
On behalf of the Trustees

Date: 8 December 2023

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH**

---

**Opinion**

We have audited the financial statements of King Edward VI Grammar School, Norwich (the 'parent Charity') and its subsidiary (the 'Group') for the year ended 31 August 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Charity's affairs as at 31 August 2023 and of the Group's 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 Charities Act 2011.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trustee's 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 Group's or the parent charity'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 Trustee with respect to going concern are described in the relevant sections of this report.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH (CONTINUED)**

---

**Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustee are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Matters on which we are required to report by exception**

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

- the information given in the Trustee's Report of the Trustee is inconsistent in any material respect with the financial statements; or
- the parent Charity has not kept sufficient accounting records; or
- the parent Charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of the Trustee**

As explained more fully in the Statement of Responsibilities of the Council of Management, the Trustee is responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustee 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 Trustee are responsible for assessing the Group's and the parent Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intend to liquidate the Group or the parent Charity or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH (CONTINUED)

---

**Auditors' responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, included the following:

- Enquiries with management, the bursar and the Council of Management about any known or suspected instances of non-compliance with laws and regulations, accidents in the workplace, safeguarding breaches, data breaches, potential litigation or claims and fraud;
- Reviewing legal and professional fees to confirm matters where the Company engaged lawyers during the year;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Reviewing meeting minutes of executive, development and education committees, Council of Management meeting minutes and any relevant correspondence with external authorities, including regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates, particularly around the actuarial assumptions used to estimate the defined benefit pension scheme; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of any significant transactions outside the normal course of business.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH (CONTINUED)

---

**Use of our report**

This report is made solely to the Charity's Trustee, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the Charity's Trustee 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 Charity and its Trustee, as a body, for our audit work, for this report, or for the opinions we have formed.



**Larking Gowen LLP**  
Chartered Accountants  
Statutory Auditors  
1st Floor, Prospect House  
Rouen Road  
Norwich  
NR1 1RE

Date: 20/12/2023

Larking Gowen LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Endowment funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
<b>Income and endowments from:</b>						
Donations and legacies	4	-	719	-	719	483
Charitable activities	5	23,930	-	-	23,930	21,605
Investments	6	306	33	-	339	112
<b>Total income and endowments</b>		<b>24,236</b>	<b>752</b>	<b>-</b>	<b>24,988</b>	<b>22,200</b>
<b>Expenditure on:</b>						
Charitable activities	7	22,916	568	-	23,484	21,365
<b>Total expenditure</b>		<b>22,916</b>	<b>568</b>	<b>-</b>	<b>23,484</b>	<b>21,365</b>
Net losses on investments		(14)	(29)	-	(43)	(50)
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>1,306</b>	<b>155</b>	<b>-</b>	<b>1,461</b>	<b>785</b>
<b>Other recognised gains/(losses):</b>						
Actuarial (losses)/gains on defined benefit pension schemes	17	(99)	-	-	(99)	353
<b>Net movement in funds</b>		<b>1,207</b>	<b>155</b>	<b>-</b>	<b>1,362</b>	<b>1,138</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		15,416	2,343	3,273	21,032	19,894
Net movement in funds		1,207	155	-	1,362	1,138
<b>Total funds carried forward</b>	20	<b>16,623</b>	<b>2,498</b>	<b>3,273</b>	<b>22,394</b>	<b>21,032</b>

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

The notes on pages 31 to 60 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**CONSOLIDATED BALANCE SHEET  
AS AT 31 AUGUST 2023**

	Note	2023 £000	2022 £000
<b>Fixed assets</b>			
Tangible assets	10	14,719	14,488
Investments	12	1,735	1,766
Investment property	11	730	730
		<u>17,184</u>	<u>16,984</u>
<b>Current assets</b>			
Stocks		21	23
Debtors	13	1,146	1,088
Cash at bank and in hand		9,774	8,479
		<u>10,941</u>	<u>9,590</u>
Creditors: amounts falling due within one year	14	(4,998)	(4,620)
		<u>5,943</u>	<u>4,970</u>
<b>Net current assets</b>		<b>5,943</b>	<b>4,970</b>
<b>Total assets less current liabilities</b>		<b>23,127</b>	<b>21,954</b>
Creditors: amounts falling due after more than one year	15	(733)	(922)
<b>Total net assets</b>		<b>22,394</b>	<b>21,032</b>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

CONSOLIDATED BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2023

---

	Note	2023 £000	2022 £000
<b>Charity funds</b>			
Endowment funds	20	3,273	3,273
Restricted funds	20	2,498	2,343
Unrestricted funds	20	16,623	15,416
<b>Total funds</b>		<u>22,394</u>	<u>21,032</u>

The financial statements were approved and authorised for issue by the Trustee and signed on their behalf by:



.....  
**P J E Smith, MA**  
Chairman



.....  
**Dr S C Bamber**  
Vice Chairman

Date: 8 December 2023

The notes on pages 31 to 60 form part of these financial statements.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

**CHARITY BALANCE SHEET  
AS AT 31 AUGUST 2023**

---

	Note	2023 £000	2022 £000
<b>Fixed assets</b>			
Tangible assets	10	14,719	14,488
Investments	12	1,735	1,766
Investment property	11	730	730
		17,184	16,984
<b>Current assets</b>			
Stocks		21	23
Debtors	13	1,146	1,088
Cash at bank and in hand		9,774	8,479
		10,941	9,590
Creditors: amounts falling due within one year	14	(4,998)	(4,620)
		5,943	4,970
<b>Net current assets</b>			
		23,127	21,954
<b>Total assets less current liabilities</b>			
Creditors: amounts falling due after more than one year	15	(733)	(922)
		22,394	21,032
<b>Total net assets</b>		22,394	21,032

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

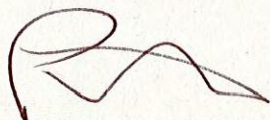
---

CHARITY BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2023

---

	Note	2023 £000	2022 £000
<b>Charity funds</b>			
Endowment funds	20	3,273	3,273
Restricted funds	20	2,498	2,343
Unrestricted funds			
Designated funds	20	797	598
General funds	20	15,826	14,818
Unrestricted funds excluding pension asset	20	16,623	15,416
Total unrestricted funds	20	<u>16,623</u>	<u>15,416</u>
<b>Total funds</b>		<u><u>22,394</u></u>	<u><u>21,032</u></u>

The financial statements were approved and authorised for issue by the Trustee and signed on their behalf by:



.....  
**P J E Smith, MA**  
Chairman  
Date: 8 December 2023



.....  
**Dr S C Bamber**  
Vice Chairman

The notes on pages 31 to 60 form part of these financial statements.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2023**

---

	2023 £000	2022 £000
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	2,551	1,641
	<hr/>	<hr/>
<b>Cash flows from investing activities</b>		
Proceeds from the sale of tangible assets	13	7
Payments to acquire tangible fixed assets	(1,355)	(829)
Receipts from sale of investments	297	504
Payments to acquire investments	(305)	(516)
Interest received	227	11
Dividends received	46	47
Rentals received from investment properties	62	54
	<hr/>	<hr/>
<b>Net cash used in investing activities</b>	<b>(1,015)</b>	<b>(722)</b>
	<hr/>	<hr/>
<b>Cash flows from financing activities</b>		
Repayments of long term loans	(144)	(156)
Interest paid	(55)	(18)
Repayments of hire purchase finance	(42)	(35)
	<hr/>	<hr/>
<b>Net cash used in financing activities</b>	<b>(241)</b>	<b>(209)</b>
	<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>	<b>1,295</b>	<b>710</b>
Cash and cash equivalents at the beginning of the year	8,479	7,769
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	<b>9,774</b>	<b>8,479</b>
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 31 to 60 form part of these financial statements

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

---

**1. General information**

King Edward VI Grammar School, Norwich is a charity registered in England and Wales, charity number 311280. The registered office is 71a The Close, Norwich, Norfolk, NR1 4DD.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) revised October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

King Edward VI Grammar School, Norwich meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

2. Accounting policies (continued)

2.2 Going concern

Management's going concern assessment takes into full consideration key data sets, including latest pupil numbers, projected employment costs, freehold and leasehold maintenance requirements for the next 12 months and beyond, and known capital commitments; allied to the latest 5-year cashflow models and other key performance indicators.

Pupil numbers at the start of the 2023-24 academic year remain strong and in line with budget expectations; whilst the latest pupil projections for 2024-25 look encouraging. That said, there remains significant inflationary pressures to key input resources, not least wages, commodities, and materials required for the upkeep of the estates, catering essentials and, of course, fuel and utilities. Additionally, the recent rates review has led to further increased rateable costs across the estate.

Looking forward, the confirmed 5% increase in the TPS (Teachers' Pension Scheme) Employer's Contribution levels from 1st April 2024 (providing additional benefit to neither employee nor employer) will require significant engagement with staff to ensure the onward stability of our employment costs.

More significantly, the Labour party have now confirmed their manifesto position regarding VAT (Value Added Tax) on school fees. In the event of their forming the next Government at some point in 2025, the application of this policy will undoubtedly have significant implications on both our operating model, and the affordability of fees for our parent body. Both the local and national educational environment will likely change dramatically in the event of this policy.

In the context of such a risk horizon, the School is carefully focusing on mitigation options to offset the inevitable pressures on future cashflow. This will, of course, require a keen focus on both revenue and capital expenditure, at a time when the affordability of fees remains a key consideration. This onward horizon will also speak to a careful assessment of the timing and funding mix of larger capital projects.

Despite this continuation of challenging economic and political times, with good projected income allied to sensible budgeting, robust levels of working capital, a strong balance sheet, appropriate levels of both interest and debt cover allied to prudent cash flow management (and access to additional funding if needed) and an appropriate reserves policy, the School feels able to address the continuing economic uncertainties whilst delivering the core offering and creating demand for the product.

Since the balance sheet date there have been no subsequent events to give management doubts that the school is not a going concern, and considering the above, Norwich School has a reasonable expectation that the charity has no material uncertainties and adequate resources to continue in operational existence for the foreseeable future.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

**2. Accounting policies (continued)**

**2.3 Fund accounting**

Unrestricted general funds are funds which can be used in accordance with the charitable objects at the discretion of the Council of Management.

Unrestricted designated funds are funds earmarked by the Council of Management for particular purposes.

Restricted funds are funds that 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.

Endowment funds are funds that must be held permanently by the Charity consisting of investments, properties and the original school buildings.

**2.4 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income from donations, grants, gifts, and specific fund raising events is included in full in the Statement of Financial Activities when receivable.

For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasions legacies will be notified to the Charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from property and other non-voluntary services is included in the year in which the conditions for receipt have been met.

Income from investments is included when receivable. Income from investments held as part of the permanent endowment fund is unrestricted. Income from investments held as part of the restricted Scholarship Fund is restricted to providing prizes, scholarships and financial assistance as part of the Scholarship Fund.

Tuition fees represent charges for tuition in the academic year 2022/2023 and are stated gross of fee remissions.

**2.5 Expenditure**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes VAT and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

2. Accounting policies (continued)

2.5 Expenditure (continued)

- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.
- Prizes, awards, scholarships and financial assistance costs are stated within expenditure on charitable activities and are not netted off tuition fees.

2.6 Tangible fixed assets and depreciation

The Charity elected to use a previous valuation as deemed cost for freehold and long-term leasehold properties held at the Charity's date of transition to FRS 102 of 1 September 2014. Additions made to freehold and long-term leasehold properties since this date have been accounted for at cost and depreciated on the basis set out below.

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined, which is the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Land and assets under construction are not depreciated.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight line method.

Depreciation is provided on the following basis:

Freehold buildings	-	Over the expected useful life of the asset
Long-term leasehold property	-	Over the expected useful life of the asset
Short-term leasehold property	-	Over the expected useful life of the asset
Plant, equipment, fixtures and fittings	-	2% - 25%

The assets' residual values, useful lives and depreciation methods are reviewed and adjusted prospectively, if appropriate or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and recognised in the Consolidated Statement of Financial Activities.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

**2. Accounting policies (continued)**

**2.7 Investments**

Investments held for the long-term to generate income and preserve capital in real terms are carried at market value as fixed assets. Investments are held as part of the designated Development Fund and the restricted Scholarship Fund.

The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year.

**2.8 Investment property**

Freehold investment properties are included at a valuation determined by the Council of Management on an annual basis based on formal valuations prepared by a firm of property and business consultants.

**2.9 Stocks**

Stock consists of goods for resale and is valued at the lower of cost and net realisable value. Expenditure on teaching materials is written off immediately when incurred.

**2.10 Operating leases**

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

**2.11 Pensions**

The School contributes to the Teachers' Pension Scheme (TPS). This is a defined benefit scheme and the assets are held separately from those of the School. The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme and the contributions recognised in the period to which they relate.

The School operated a defined benefit pension scheme for non-teaching staff which provided benefits based on final pensionable salary. The assets of the scheme were held separately from those of the School being invested with an insurance company. As from 5 April 2004 contributions to secure benefits accruing after this date ceased and ongoing contributions are made to eliminate the funding deficit. The Trust recognises a defined benefit pension plan surplus as an asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

The School also operates a defined contribution scheme. The assets of the scheme are held separately from those of the School. The annual contributions payable are charged to the Statement of Financial Activities.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

**2. Accounting policies (continued)**

**2.12 Debtors**

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

**2.13 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.

**2.14 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**2.15 Financial instruments**

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

**2.16 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.17 Government grants**

Grants of a revenue nature are recognised in the Statement of Financial Activities in the same period as the related expenditure.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

2. Accounting policies (continued)

2.18 Finance leases and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

**3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgment:

Defined benefit pension scheme

The present value of the defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation has been used by the actuary in valuing the pensions liability at the year end.

Valuation of investment properties

Investment properties must be valued at open market value, which should factor in any impairment, either specific to the investment asset, or arising more generally from sector or market conditions. Alternatively, any increase in value arising from enhancement to the asset or from wider sector or market conditions. Professional valuations of the investment properties are expected to be undertaken on a regular basis (although not necessarily annually) to assist management in assessing the valuation of investment property at each accounting period end. Investment properties are accounted for in accordance with note 2.8 and are disclosed in note 11.

Depreciation and impairment of tangible fixed assets

The Charity should select a depreciation method that reflects the pattern in which it expects to consume the asset's future economic benefits and must consider whether a straight line or reducing balance basis is most appropriate for each class of assets. If there is an indication that there has been a significant change since the last annual reporting date, for example where costs incurred in relation to future projects are no longer expected to carry any future value, the Council of Management must review its present depreciation method and, if current expectations differ, change the depreciation method to reflect the new pattern. Depreciation methods adopted are disclosed in note 2.6 and carrying values of fixed assets at the reporting date are disclosed in note 10.

Bad and doubtful debt provision

The bad and doubtful debt provision relates to unpaid pupil fees. The Council of Management review all outstanding debts at the year end to consider which debts may not be settled in full and calculate a provision on this basis. Trade debtors, which relates to amounts owed in relation to tuition and associated fees, are disclosed net of the bad and doubtful provision assessed in note 13.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

4. Income from donations and legacies

	<b>Restricted funds 2023 £000</b>	<b>Total funds 2023 £000</b>
Donations and legacies	719	719
	<u>719</u>	<u>719</u>
	<i>Restricted funds 2022 £000</i>	<i>Total funds 2022 £000</i>
Donations and legacies	483	483
	<u>483</u>	<u>483</u>

5. Income from charitable activities

	<b>Unrestricted funds 2023 £000</b>	<b>Total funds 2023 £000</b>
Tuition fees	21,991	21,991
Other educational income	874	874
Other ancillary income	156	156
School meals	909	909
<b>Total 2023</b>	<u>23,930</u>	<u>23,930</u>
	<i>Unrestricted funds 2022 £000</i>	<i>Total funds 2022 £000</i>
Tuition fees	20,001	20,001
Other educational income	679	679
Other ancillary income	170	170
School meals	755	755
<i>Total 2022</i>	<u>21,605</u>	<u>21,605</u>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

---

**6. Investment income**

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Rental income	62	-	62
Income from investments	13	33	46
Deposit account interest and interest from other debtors	227	-	227
Pension income	4	-	4
<b>Total 2023</b>	306	33	339
	<i>Unrestricted funds 2022 £000</i>	<i>Restricted funds 2022 £000</i>	<i>Total funds 2022 £000</i>
Rental income	54	-	54
Income from investments	15	32	47
Deposit account interest and interest from other debtors	11	-	11
<i>Total 2022</i>	<i>80</i>	<i>32</i>	<i>112</i>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

---

**7. Analysis of expenditure on charitable activities**

**Summary by fund type**

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total 2023 £000
Teaching and education	13,505	-	13,505
Welfare	1,444	-	1,444
Establishment	3,956	-	3,956
Support costs	2,307	-	2,307
Finance costs	86	-	86
Governance costs	75	-	75
Prizes, awards, scholarships and financial assistance	1,543	568	2,111
<b>Total 2023</b>	<u>22,916</u>	<u>568</u>	<u>23,484</u>

	<i>Unrestricted funds 2022 £000</i>	<i>Restricted funds 2022 £000</i>	<i>Total 2022 £000</i>
Teaching and education	12,077	-	12,077
Welfare	1,211	-	1,211
Establishment	3,699	-	3,699
Support costs	2,184	-	2,184
Finance costs	69	-	69
Governance costs (see below)	62	-	62
Prizes, awards, scholarships and financial assistance	1,450	614	2,064
<i>Total 2022</i>	<u>20,752</u>	<u>614</u>	<u>21,366</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

7. Analysis of expenditure on charitable activities (continued)

Summary by expenditure type

	Staff costs 2023 £000	Depreciation 2023 £000	Other costs 2023 £000	Total 2023 £000
Teaching and education	10,518	482	2,505	13,505
Welfare	181	-	1,263	1,444
Establishment	517	619	2,820	3,956
Support costs	992	-	1,315	2,307
Finance costs	-	-	86	86
Governance costs (see below)	-	-	75	75
Prizes, awards, scholarships and financial assistance	-	-	2,111	2,111
<b>Total 2023</b>	<b>12,208</b>	<b>1,101</b>	<b>10,175</b>	<b>23,484</b>

	Staff costs 2022 £000	Depreciation 2022 £000	Other costs 2022 £000	Total 2022 £000
Teaching and education	9,502	494	2,081	12,077
Welfare	135	-	1,076	1,211
Establishment	438	706	2,555	3,699
Support costs	891	-	1,293	2,184
Finance costs	-	-	69	69
Governance costs (see below)	-	-	62	62
Prizes, awards, scholarships and financial assistance	-	-	2,064	2,064
<b>Total 2022</b>	<b>10,966</b>	<b>1,200</b>	<b>9,200</b>	<b>21,366</b>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**Analysis of expenditure on charitable activities (continued)**

	2023 £000	2022 £000
<b>Analysis of governance costs:</b>		
Costs relating to governors	4	3
Trustee and Professional indemnity insurance	18	17
Audit, accountancy and legal fees	53	42
	75	62
	75	62

Costs relating to governors includes training, venue hire, and any reimbursement to members of the Council of Management for their out of pocket travel expenses. Note 9 provides a specific disclosure of reimbursed expenses.

**8. Auditors' remuneration**

	2023 £000	2022 £000
Fees payable to the Charity's auditor and its associates for the audit of the Charity's annual accounts	18	18
Fees payable to the Charity's auditor and its associates in respect of: Teachers' Pension audit	1	1
	1	1
	1	1

**9. Staff costs**

	Group 2023 £000	Group 2022 £000	Charity 2023 £000	Charity 2022 £000
Wages and salaries	9,670	8,595	9,670	8,595
Social security costs	1,016	920	1,016	920
Pension costs	1,522	1,452	1,522	1,452
	12,208	10,967	12,208	10,967
	12,208	10,967	12,208	10,967

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

9. Staff costs (continued)

The average number of persons employed by the Charity during the year was as follows:

	<b>Group 2023 No.</b>	<i>Group 2022 No.</i>
Teaching staff	153	152
Support staff	160	142
	<u>313</u>	<u>294</u>

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

	<b>Group 2023 No.</b>	<i>Group 2022 No.</i>
In the band £60,001 - £70,000	1	4
In the band £70,001 - £80,000	1	2
In the band £80,001 - £90,000	3	2
In the band £90,001 - £100,000	1	1
In the band £100,001 - £110,000	1	-
In the band £140,001 - £150,000	-	1
In the band £180,001 - £190,000	1	-
	<u>1</u>	<u>-</u>

No member of the Council of Management received any remuneration from the trustee company or School, with the exception of a Staff Governor who only received remuneration in respect of the services he provided undertaking a teaching role, and not in respect of his services as a member of the Council of Management.

One member of the Council of Management was reimbursed for out-of-pocket travel expenditure to the value of £Nil (2022: £101).

Key management remuneration in the year totalled £895k (2022: £937k) in respect of the Head, Bursar and Senior Leadership Team as listed on pages 1 and 2.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

10. Tangible fixed assets

Group and Charity

	Freehold property £000	Long-term leasehold property £000	Short-term leasehold property £000	Plant, equipment, fixtures and fittings £000	Total £000
<b>Cost or valuation</b>					
At 1 September 2022	6,999	5,435	2,207	8,062	22,703
Additions	20	78	122	1,135	1,355
Disposals	-	-	-	(33)	(33)
At 31 August 2023	7,019	5,513	2,329	9,164	24,025
<b>Depreciation</b>					
At 1 September 2022	926	683	1,268	5,338	8,215
Charge for the year	123	77	173	728	1,101
On disposals	-	-	-	(10)	(10)
At 31 August 2023	1,049	760	1,441	6,056	9,306
<b>Net book value</b>					
At 31 August 2023	5,970	4,753	888	3,108	14,719
At 31 August 2022	6,073	4,752	939	2,724	14,488

Included in freehold property is freehold land at valuation of £1,819,860 which is not depreciated.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

11. Investment property

Group

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2022	730
At 31 August 2023	<u>730</u>

Charity

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2022	730
At 31 August 2023	<u>730</u>

The freehold investment properties are included at open market valuation determined by the Council of Management's valuation as at 31 August 2023. The properties are held to produce income and capital growth and have an estimated historical cost of £116,432 (2022: £116,432).

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

12. Fixed asset investments

<b>Group and Charity</b>	<b>Listed investments £000</b>
<b>Cost or valuation</b>	
At 1 September 2022	1,766
Additions	305
Disposals	(297)
Revaluations	(39)
At 31 August 2023	<u>1,735</u>
<b>Net book value</b>	
At 31 August 2023	<u>1,735</u>
At 31 August 2022	<u>1,766</u>

The majority of investments were gifted.

The historic cost of listed investments on 31 August 2023 was £1,464k (2022: £1,166k).

The School owns the entire issued share capital, £2, of its subsidiary undertaking Norwich School Enterprises Limited, a company registered in England and Wales (company number 03538479), which is now dormant. As at 31 August 2023, the company had net liabilities amounting to £1,596 (2022: £1,596).

All investments are listed on the London Stock Exchange other than the investment in Norwich School Enterprises Limited.

No investments represented more than 5% of the total value of the portfolio at 31 August 2023. (2022: *No investments*).

Investments are allocated between the funds as set out in Note 22 of the financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**13. Debtors**

	<b>Group 2023 £000</b>	<i>Group 2022 £000</i>	<b>Charity 2023 £000</b>	<i>Charity 2022 £000</i>
<b>Due within one year</b>				
Trade debtors	232	260	232	260
Other debtors	9	13	9	13
Prepayments and accrued income	905	815	905	815
	<u>1,146</u>	<u>1,088</u>	<u>1,146</u>	<u>1,088</u>

**14. Creditors: Amounts falling due within one year**

	<b>Group 2023 £000</b>	<i>Group 2022 £000</i>	<b>Charity 2023 £000</b>	<i>Charity 2022 £000</i>
Bank loans	194	194	194	194
Fees received in advance	2,970	3,237	2,970	3,237
Trade creditors	1,041	449	1,041	449
Other taxation and social security	254	234	254	234
Obligations under finance lease and hire purchase contracts	43	40	43	40
Other creditors	97	115	97	115
Accruals and deferred income	399	351	399	351
	<u>4,998</u>	<u>4,620</u>	<u>4,998</u>	<u>4,620</u>

Obligations under finance lease and hire purchase contracts of £43k (2022: £40k) are secured on the assets to which the liability relates.

Deferred income consists of £2,970k (2022: £3,237k) fees received in advance and £Nil (2022: £13k) of income received in respect of a donation for use in funding bursary awards in the next financial year.

	<b>Group 2023 £000</b>	<i>Group 2022 £000</i>	<b>Charity 2023 £000</b>	<i>Charity 2022 £000</i>
Deferred income at 1 September 2022	3,250	3,155	3,250	3,155
Resources deferred during the year	3,047	3,250	3,047	3,250
Amounts released from previous periods	(3,250)	(3,155)	(3,250)	(3,155)
<b>Deferred income at 31 August 2023</b>	<u>3,047</u>	<u>3,250</u>	<u>3,047</u>	<u>3,250</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**15. Creditors: Amounts falling due after more than one year**

	<b>Group</b>	<i>Group</i>	<b>Charity</b>	<i>Charity</i>
	<b>2023</b>	<i>2022</i>	<b>2023</b>	<i>2022</i>
	<b>£000</b>	<i>£000</i>	<b>£000</b>	<i>£000</i>
Bank loans	679	823	679	823
Net obligations under finance lease and hire purchase contracts	54	99	54	99
	<b>733</b>	<i>922</i>	<b>733</b>	<i>922</i>
	<b>733</b>	<i>922</i>	<b>733</b>	<i>922</i>

Obligations under finance lease and hire purchase contracts of £54k (2022: £99k) are secured on the assets to which the liability relates.

**16. Hire purchase**

Minimum lease payments under hire purchase fall due as follows:

	<b>2023</b>	<i>2022</i>
	<b>£000</b>	<i>£000</i>
<b>Group and Charity</b>		
Within one year	47	48
Between 1-5 years	56	103
Less: finance charges allocated to future periods	(6)	(12)
	<b>97</b>	<i>139</i>
	<b>97</b>	<i>139</i>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

17. Pension commitments

**Teachers' 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 £1,404k (2022: £1,368k) and at the year-end £Nil (2022: £Nil) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report, which was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

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

**New pension scheme as an alternative to the Teachers' Pension Scheme**

From 1 September 2022 the School began operating a new direct contribution pension scheme to provide teaching staff with an alternative option to the Teachers' Pension Scheme. The new scheme is operated by APTIS and is on an 'opt-in' basis.

**Norwich School Defined Contribution Scheme**

In addition to the new scheme noted above, the School also continues to operate the existing defined contribution scheme. The assets of the scheme are held separately from those of the School. The annual contributions payable are charged to the Statement of Financial Activities.

**Norwich School Defined Benefit Pension Scheme**

The Group operates a defined benefit pension scheme.

The Norwich School Pension Scheme, for non-teaching staff, is operated in the UK. A full actuarial valuation of the Scheme was carried out as at 6 April 2021, and the results updated to 31 August 2023 by a qualified independent actuary.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

17. Pension commitments (continued)

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	At 31 August 2023	At 31 August 2022
	%	%
Discount rate	5.1	4.2
Price inflation (CPI)	3.25	3.5
Future increases to pensions deferment	3.25	3.5
Future increases to pensions in payment	3.8	3.8

	At 31 August 2023	At 31 August 2022
	Years	Years
Mortality rates (in years)		
- for a male aged 65 now	86.4	87.0
- at 65 for a male aged 45 now	87.6	88.2
- for a female aged 65 now	88.9	89.3
- at 65 for a female aged 45 now	90.3	90.8

The Group's share of the assets in the scheme was:

	At 31 August 2023	At 31 August 2022
	£000	£000
Cash and other liquid assets	181	97
Investment funds	587	599
<b>Total fair value of assets</b>	<b>768</b>	<b>696</b>

The actual return on scheme assets was £46,000 loss (2022 - £20,000 gain).

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	2023	2022
	£000	£000
Interest income	(31)	(10)
Interest cost	27	16
<b>Total amount recognised in the Consolidated Statement of Financial Activities</b>	<b>(4)</b>	<b>6</b>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

**17. Pension commitments (continued)**

Movements in the present value of the defined benefit obligation were as follows:

	2023 £000	2022 £000
Opening defined benefit obligation	642	1,021
Interest cost	27	16
Actuarial gains	(109)	(387)
Benefits paid	(8)	(8)
<b>Closing defined benefit obligation</b>	<b>552</b>	<b>642</b>

Movements in the fair value of the Group's share of scheme assets were as follows:

	2023 £000	2022 £000
Opening fair value of scheme assets before asset ceiling adjustment	696	582
Expected return on assets	31	10
Actuarial (losses)/gains	(46)	20
Contributions by employer	95	92
Benefits paid	(8)	(8)
Asset ceiling adjustment	(216)	(54)
<b>Closing fair value of scheme assets</b>	<b>552</b>	<b>642</b>

**18. Operating lease commitments**

At 31 August 2023 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £000	Group 2022 £000	Charity 2023 £000	Charity 2022 £000
Not later than 1 year	495	483	495	483
Later than 1 year and not later than 5 years	1,653	1,013	1,653	1,013
Later than 5 years	3,771	256	3,771	256
	<b>5,919</b>	<b>1,752</b>	<b>5,919</b>	<b>1,752</b>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

---

**19. Related party transactions**

The assets and liabilities of the School are vested in a company limited by guarantee known as Norwich School, which acts as a bare trustee for the School. No transactions occurred between the School and the company during the year under review.

At 31 August 2023 the School was owed £2,255 (2022: £2,255) by Norwich School Enterprises Limited, which is dormant.

The School rents the majority of its properties from the Chapter of Norwich Cathedral which was represented on the Council of Management during the year and the previous year by The Very Reverend Dr A Braddock and The Reverend Canon A Platten. The rents in the year, including those for the use of the Cathedral for the School's assemblies, amounted to £314,705 (2022: £303,789). The school had £6,176 of sales to the Chapter of Norwich Cathedral (2022: £7,721) of which £1,249 remained due to the school at the year end (2022: £590). In addition, the Chapter's 100% subsidiary company, Norwich Cathedral Enterprises Limited, provided catering services to the School totalling £314 (2022: £317), of which £Nil was outstanding at the year end (2022: £Nil).

Ms D G M Jarrold, member of the Council of Management, is a shareholder of Jarrold and Sons Limited, which, together with its division, Jarrold Training, provided goods and services to the School during the year totalling £1,742 (2022: £6,621), with £1,650 remaining due to Jarrold and Sons Limited at year end (2022: £Nil).

Mr J M Hunter, member of the Council of Management, is a member of Mills and Reeve LLP, which provided legal services to the School during the year totalling £12,182 (2022: £23,800). The School had sales of £250 in the year to Mills and Reeve LLP, and £Nil was due to the School at year end (2022: £150 sales and £150 due at year end).

Mrs A Sarkar Roy, member of the Council of Management, is Treasurer and a Non-Executive Trustee of 8th Norwich Sea Scouts. The School made purchases from and sales to this charity during the year of £930 and £30,009 respectively (2022: £455 and £30,148 respectively). At the year end, £9,279 was owed to the School (2022: £13,441).

Mr N Q Back, member of the Council of Management, is the Chair of the Norfolk Club, of which the School uses the gym facilities. The School made purchases from this charity during the year of £4,880 (2022: £4,095), of which £595 remained due to the Norfolk Club at year end (2022: £Nil).

Mr D Talbot, member of the Council of Management, is a Trustee of the Norfolk Broads Yacht Club. The School made purchases from the Norfolk Broads Yacht Club totalling £11,197 (2022: £9,782). There were no amounts outstanding at the year end (2022: £Nil).

Dr A C Wood, member of the Council of Management, is a Council Member of the University of East Anglia. The School made purchases from UEA totalling £24,763 (2022: £5,273) of which £3,174 remained due to UEA at year end (2022: £Nil).

Five members of the Council of Management, The Reverend Canon A Platten, Mr J M D Schofield, Dr A C Wood, Mr J M Hunter and Mrs A Sarkar Roy have children or grandchildren at the School. Fees paid by these members are at the same rates applicable to all pupils. One member is in receipt of means-tested assistance.

The children of staff, including those of the senior leadership, attend the School, these children are also subject to the standard fee rates and discounts.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

20. Statement of funds

Statement of funds - current year

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
<b>Designated funds</b>						
Development fund	598	13	-	-	(14)	597
Staff development fund	-	-	-	200	-	200
	<u>598</u>	<u>13</u>	<u>-</u>	<u>200</u>	<u>(14)</u>	<u>797</u>
<b>General funds</b>						
General Funds - all funds	<u>14,818</u>	<u>24,223</u>	<u>(22,916)</u>	<u>(200)</u>	<u>(99)</u>	<u>15,826</u>
<b>Total Unrestricted funds</b>	<u>15,416</u>	<u>24,236</u>	<u>(22,916)</u>	<u>-</u>	<u>(113)</u>	<u>16,623</u>
<b>Endowment funds</b>						
Permanent endowment	<u>3,273</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>3,273</u>
<b>Restricted funds</b>						
Bursary funds	257	260	(219)	-	-	298
Other restricted funds	888	453	(343)	-	-	998
Scholarship funds	1,198	39	(6)	-	(29)	1,202
	<u>2,343</u>	<u>752</u>	<u>(568)</u>	<u>-</u>	<u>(29)</u>	<u>2,498</u>
<b>Total of funds</b>	<u><u>21,032</u></u>	<u><u>24,988</u></u>	<u><u>(23,484)</u></u>	<u><u>-</u></u>	<u><u>(142)</u></u>	<u><u>22,394</u></u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

20. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2021 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2022 £000</i>
<b>Designated funds</b>					
Development fund	618	11	-	(31)	598
<b>General funds</b>					
General Funds - all funds	13,542	21,675	(20,752)	353	14,818
<b>Total Unrestricted funds</b>	<b>14,160</b>	<b>21,686</b>	<b>(20,752)</b>	<b>322</b>	<b>15,416</b>
<b>Endowment funds</b>					
Permanent endowment	3,273	-	-	-	3,273
<b>Restricted funds</b>					
Bursary funds	300	190	(233)	-	257
Other restricted funds	977	287	(375)	-	889
Scholarship funds	1,184	38	(6)	(19)	1,197
	2,461	515	(614)	(19)	2,343

	<i>Balance at 1 September 2021 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2022 £000</i>
<b>Total of funds</b>	<b>19,894</b>	<b>22,201</b>	<b>(21,366)</b>	<b>303</b>	<b>21,032</b>

**Endowment fund**

The permanent endowment fund consists of investments, properties and the original school buildings arising from endowments.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

---

**Restricted funds**

Restricted bursary funds include the funds set out below:

The Anne French Bursary - interest on the fund is used for the education of children of the clergy.

Bowling Family Bursary - this is a Senior School bursary awarded to one particular student.

Cathedral Chorister Fund - funds received from Norwich Cathedral to contribute towards fees of choristers who attend Norwich School.

The ON Bursary Fund consists of funds received from alumni (Old Norvicensians) towards bursaries.

Choir Schools Association Bursary, Dyers Bursary Award, French Huguenot Trust Bursary, The Friends of Norwich School Bursary, Charles Peel Bursary, Staff Bursary and The Wait Family Bursary, Morse-Boycott Trust Bursary, Roger Robinson Bursary - means tested bursary awards to pupils requiring financial assistance towards their school fees.

Other restricted funds include the funds set out below:

The Annual Fund - Headmaster's Discretionary Fund - funds received from the public towards projects which directly benefit the School, its pupils and the wider community.

The Annual Fund - Pupil Enrichment Fund - funds received from the public towards specific projects to encourage the children at the School to develop broader skills and equip them for life.

Capital Fund - funds raised for planned building projects at the School.

Easter Course/Ogden Trust/Shine grants - represents funds received towards the continuation and extension of physics outreach work, the set up and delivery of a language programme and various school holiday courses for pupils of other local schools.

Gawdy Legal Award - a prize for a pupil who wishes to pursue a legal career. The award is sponsored by local legal firm Ashton KCJ and named after Old Norvicensian Sir Thomas Gawdy who was a prominent lawyer in Tudor times.

Horatio Society - funds raised by pupils to be allocated to projects in the School at their discretion.

Investing in Our Future - an annual fund campaign that encouraged people to give to one of three pots (Headmaster's discretionary Fund, Pupil Enrichment Fund or Bursaries) under the umbrella term of Investing in Our Future.

Sebastian John Award - Funds received from the public to create a pupil award fund in memory of a former pupil who died.

The Council of Management separately maintains a Scholarship Fund, which provides monies towards the provision of prizes, awards, scholarships and financial assistance for pupils of the School. A Dyers Scholarship Fund was also created during the prior year for the benefit of specific pupils.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

**Designated Funds**

The Council of Management designates certain funds on an annual basis, and there are currently two funds; a Staff Development Fund and Development Fund.

The Development Fund relates to amounts designated for future School Capital projects. Funds allocated for this purpose are invested within the School's listed investment portfolio. Income allocated to this fund relates to dividends received from listed investments. Gains/(losses) during the year relate to gains on revaluation and on disposal of listed investments. The Staff Development Fund is in place to assist with enhanced costs during the period.

**Unrestricted funds: Direct benefit pension scheme liability**

A liability on the School's direct benefit pension scheme is usually recognised within unrestricted funds. This liability is calculated each year by an independent actuary. During the prior year, in common with other UK direct benefit pension funds, a significant actuarial gain of £353k arose. Due to this and to contributions made by the School, the direct benefit pension fund was, unusually, not in a liability position at year end, but instead was valued at £nil. In the current year, losses of £99k have arisen but the pension fund was once again not in a liability position at the year end, and so is valued at £nil. This has resulted in the capping of the actuarial gain by £162k (2022: £54k).

**21. Summary of funds**

**Summary of funds - current year**

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
Designated funds	598	13	-	200	(14)	797
General funds	14,818	24,223	(22,916)	(200)	(99)	15,826
Endowment funds	3,273	-	-	-	-	3,273
Restricted funds	2,343	752	(568)	-	(29)	2,498
	<u>21,032</u>	<u>24,988</u>	<u>(23,484)</u>	<u>-</u>	<u>(142)</u>	<u>22,394</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

21. Summary of funds (continued)

Summary of funds - prior year

	<i>Balance at 1 September 2021 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2022 £000</i>
Designated funds	618	11	-	(31)	598
General funds	13,542	21,675	(20,752)	353	14,818
Endowment funds	3,273	-	-	-	3,273
Restricted funds	2,461	515	(614)	(19)	2,343
	<u>19,894</u>	<u>22,201</u>	<u>(21,366)</u>	<u>303</u>	<u>21,032</u>

22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	<b>Unrestricted funds 2023 £000</b>	<b>Restricted funds 2023 £000</b>	<b>Endowment funds 2023 £000</b>	<b>Total funds 2023 £000</b>
Tangible fixed assets	12,329	-	2,390	14,719
Fixed asset investments	444	1,136	155	1,735
Investment property	730	-	-	730
Current assets	8,851	1,362	728	10,941
Creditors due within one year	(4,998)	-	-	(4,998)
Creditors due in more than one year	(733)	-	-	(733)
<b>Total</b>	<u>16,623</u>	<u>2,498</u>	<u>3,273</u>	<u>22,394</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**23. Reconciliation of net movement in funds to net cash flow from operating activities**

	<b>Group 2023 £000</b>	<i>Group 2022 £000</i>
Net income for the year (as per Statement of Financial Activities)	1,461	785
<b>Adjustments for:</b>		
Dividends received	(46)	(47)
Rents received from investment properties	(62)	(54)
Interest receivable	(227)	(11)
Interest payable	55	18
Depreciation	1,101	1,197
Losses on investments	43	50
Loss on disposal of fixed assets	10	19
Decrease in stock	2	6
(Increase)/decrease in debtors	(58)	(332)
Increase/(decrease) in creditors	371	(3)
Pension scheme non-cash movements	(99)	(4)
Impairment of tangible fixed assets	-	18
<b>Net cash provided by operating activities</b>	<b>2,551</b>	<i>1,642</i>

**24. Analysis of cash and cash equivalents**

	<b>Group 2023 £000</b>	<i>Group 2022 £000</i>
Cash at bank and in hand	9,774	8,479
<b>Total cash and cash equivalents</b>	<b>9,774</b>	<i>8,479</i>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023

25. Analysis of changes in net debt

	At 1 September 2022 £000	Cash flows £000	Other non- cash changes £000	At 31 August 2023 £000
Cash at bank and in hand	8,479	1,295	-	9,774
Debt due within 1 year	(194)	-	-	(194)
Debt due after 1 year	(823)	193	(49)	(679)
Hire purchase	(139)	48	(6)	(97)
	<u>7,323</u>	<u>1,536</u>	<u>(55)</u>	<u>8,804</u>

26. Financial instruments

	Group 2023 £000	Group 2022 £000	Charity 2023 £000	Charity 2022 £000
<b>Financial assets</b>				
Financial assets measured at fair value through income and expenditure	<u>1,735</u>	<u>1,766</u>	<u>1,735</u>	<u>1,766</u>

Financial assets measured at fair value through income and expenditure comprises listed investments.

**KING EDWARD THE SIXTH GRAMMAR SCHOOL, NORWICH**

England & Wales - Charity number 311280

---

# Accounts

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

**TRUSTEE'S REPORT AND CONSOLIDATED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2022**

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**CONTENTS**

---

	Page
<b>Reference and Administrative Details of the Charity, its Trustee and Advisers</b>	1 - 2
<b>Report of the Trustee</b>	3 - 26
<b>Independent Auditors' Report on the Financial Statements</b>	27 - 30
<b>Consolidated Statement of Financial Activities</b>	31 - 32
<b>Consolidated Balance Sheet</b>	33 - 34
<b>Charity Balance Sheet</b>	35 - 36
<b>Consolidated Statement of Cash Flows</b>	37
<b>Notes to the Financial Statements</b>	38 - 67

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

**Council of Management** P J E Smith, MA, Chairman<sup>1</sup>  
Dr S C Bamber, Vice Chairman<sup>1</sup>  
A R Grant, MA, FRSA (resigned 18 March 2022)<sup>1</sup>  
I Reid, BSc, MRICS<sup>1</sup>  
J M D Schofield, LLB, FCA<sup>1</sup>  
N Q Back  
The Very Reverend Dr J B Hedges (resigned 26 May 2022)  
P J Henderson  
C W Hoffman, ACIB (resigned 1 July 2022)  
J M Holme, MBCS, CITP  
J M Hunter  
Ms. D G M Jarrold, MA Cantab<sup>1</sup>  
H C Jourdain  
Professor R J Last, FRSA, BA, PGCE, MA (Ed) (resigned 18 March 2022)  
A R M Little, FRSA  
The Reverend Canon A Platten  
Mrs. A Sarkar Roy  
G S Smith  
D W Talbot, FCA  
Mrs. D A Willmott  
Dr A C Wood  
Dr D F Wood MA, MD, FRCP  
Miss T J Yates, BA  
Professor K H Yeoman

<sup>1</sup> Members of the Executive Sub-Committee.

**Charity registered number** 311280

**Principal office** 71a The Close  
Norwich  
Norfolk  
NR1 4DD

**Trustee** Norwich School (a company limited by guarantee)

**Head** S D A Griffiths

**Bursar** C J P Evans

**Assistant Bursar** K M Smith (Maternity Cover)

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS  
(CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

<b>Senior Leadership Team</b>	The Head, the Bursar and: Mrs. N A Fairweather BA - Principal Deputy Head Dr R Clark BSc, PhD - Deputy Head (Co-Curriculum) Dr D N Farr BA, PhD, FRHS - Deputy Head (Director of Studies) J K Ingham BA - Master of the Lower School Mrs. N J Hill BSc - Assistant Head (Admissions, Marketing & Partnerships) P A Todd BA - Assistant Head (Teaching and Learning) A Rowlandson BA - Assistant Head (Staff Development)
<b>Independent auditors</b>	Larking Gowen LLP King Street House 15 Upper King Street Norwich Norfolk NR3 1RB
<b>Bankers</b>	Barclays Bank PLC 3 St James Court Whitefriars Norwich NR3 1RJ  CCLA 85 Queen Victoria Street London EC4V 4ET
<b>Solicitors</b>	Mills & Reeve LLP 1 St James Court Whitefriars Norwich NR3 1RU  Farrer & Co LLP 66 Lincoln's Inn Fields London WC2A 3LH
<b>Investment advisers</b>	Barratt & Cooke Limited 5/6 Opie Street Norwich NR1 3DW

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE FOR THE YEAR ENDED 31 AUGUST 2022

---

#### **ETHOS & AIMS**

A lifelong love of learning is at the heart of the holistic, educational journey for each Norwich School pupil. The wider Norwich School family of staff, parents, alumni and other supporters work together to nurture our young people, both in Cathedral Close and beyond.

Education has been associated with Norwich Cathedral and Christian principles since its earliest beginnings at the end of the 11th century. Set in The Close at the heart of our city, Norwich School is the proud 21st century heir to this tradition.

As the leading school of any type in East Anglia and one of the best co-educational day schools in the United Kingdom, our outstanding all-round practice blends tradition and innovation to serve the short and long-term interests of every pupil. Our community's daily activities and relationships are nurtured by the guiding concepts of inclusion, love and compassion. We have a restless ambition for self-improvement at the forefront of pedagogical innovation in local, national and international contexts; a beacon in the East of educational excellence.

The schools aim to:

- Inspire young people to develop their curiosity in intellectual, creative and practical spheres, establishing capacity for pupils to become reflective thinkers who are capable of handling complex concepts and articulate expression in varied media;
- Establish a platform of rich and varied educational opportunity which enables every pupil to fulfil their unique potential; and
- Create opportunities in leadership and service for all pupils, which will empower them to be ambitious forces for good in the wider community throughout their lives.

#### **OBJECTIVES & ACTIVITIES**

Despite experiencing the continued effects of the global Coronavirus pandemic on all aspects of operations, the school met its main operational objectives during the 2021/22 academic year.

Norwich School is a charity whose object is a purpose falling within section 3(1)b of the Charities Act 2011, namely the advancement of education. It is a purpose for the public benefit and is therefore a charitable purpose as defined in section 2(1)b of the Act.

The school operates as an independent day school for boys and girls aged 4 to 18 years who are taught up to the age of 11 in the Lower School and thereafter in the Senior School. The international pupil programme was introduced in September 2014 and in the 2021/22 academic year, there were 27 international pupils in the Sixth Form. They are day pupils residing with local families through a homestay programme operated by Gabbitas Education, London. Norwich School welcomed pupils from as young as 4 years old for the first time in September 2018, with the introduction of a Pre-Prep department.

Both the Senior and Lower Schools underwent a focused compliance and educational quality inspection by the Independent School's Inspectorate (ISI) in September 2019, meeting all eight parts of the compliance requirements. The quality of pupils' academic and other achievements and of their personal development was found to be excellent in both schools.

In light of the Norwich City Council Planning Committee's rejection of both the original and the amended planning application for the Bishop's Palace Lawn development, going against their own professional advice, and the continued pressing need for the development, an appeal to the National Planning Inspectorate was submitted in May 2021. Unfortunately, the Planning Inspector was not persuaded by the school's arguments and rejected the appeal. Governors are currently considering further options for the future development of a new dining facility on the Bishop's Palace Lawn, within the constraints outlined by the planning authorities under both unsuccessful applications.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

Plans have also been drawn up by architects for the development of the Lower School to replace the temporary classroom buildings with a permanent structure on the site of the former two-storey building. Pre-application discussions with Norwich City Council are in their final stages and it is hoped that an application will be submitted imminently.

The Homestay programme for international pupils continues to go from strength to strength, despite the pandemic, attracting high calibre pupils from the Far East and Europe.

A new Bursary Funding Campaign was launched in November 2021, which was established with the bold ambition to generate ten new fully funded School places by 2023, in order to give every child with a passion for education the opportunity to realise their dreams and deliver their potential, regardless of their background or financial means. With one in four applicants currently requesting financial help, there is already a strong demand for means-tested bursary support and as we also begin to realise the negative impact of the pandemic on children's education, we know that now, more than ever, we need support to transform the lives of deserving young people. Since the formal launch of the Bursary Campaign at the very end of 2021, raised £125,037 has been raised, equivalent to 6.63 places, towards the target of ten fully funded transformational bursaries.

## **REVIEW OF ACTIVITIES AND ACHIEVEMENTS**

### **Indirect Benefits**

The school offers indirect benefit to the wider community through the employment of 219 (2021: 207) full time equivalent staff and the school reduces the burden on the state sector by providing an education for 1,151 pupils (2021: 1,141).

### **Teaching links**

The school regularly collaborates with local state schools, academies and other partner organisations to widen access to its own educational resources and to create a shared educational experience within its community. Examples of such activities are:

- Norwich School supports teacher training and professional development for new teachers in the region by offering placements for PGCE student trainees and acting as an Independent Schools Teacher Induction Panel (ISTIP) regional training centre for newly qualified teachers.
- The school is also one of six schools who have colleagues who plan and support the materials for the regional ISTIP group.
- Continuing to support those exploring careers in teaching. Despite Covid restrictions, during 2021/22, we offered guidance on teacher training options or opportunities for lesson observations to seven aspiring teachers.

### **Sharing expertise**

The school regularly shares the knowledge, skills, expertise and experience of its members of staff with other educational providers, such as state schools, colleges, academies and universities, through initiatives that have included the following:

- The Norfolk Summer School marked its 20th anniversary in 2022. Hosted by Norwich School and funded with the support of private benefactors, Norfolk Summer School aims to help the brightest pupils from all backgrounds who are considering Oxbridge, other academically demanding universities, and medical school. Through a range of activities, including sessions on interview practice, in-depth subject seminars taught at university level and a chance to experience a university-style interview, pupils are given the chance to hone their subject knowledge and improve their skills in preparation for university application. This year teaching was delivered by Norwich School staff who were joined by industry experts from the UEA, Norfolk & Norwich University Hospital, Southampton University, the University of Dundee, and Bishop's Grosseteste University. In addition, guest speakers were invited to give talks on student finance, studying abroad and gap years. Participants are also given the opportunity to meet existing university students to learn about their experiences. Overall, the school welcomed 40 Year 12 pupils from 16 Norfolk schools. During the week, 98 seminars were delivered covering 14 subjects including Maths,

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

English, Science, Psychology and Medicine. A real asset of the Summer School is its ability to cater for the more niche areas not commonly offered at A Level such as Law, Art History, Religious Studies, and Politics, meaning pupils have the opportunity to explore these new subjects at undergraduate level before embarking on their university applications. Twenty-one Norwich School staff delivered the programme and were joined by guest speakers and former pupils. In total each pupil had access to 21 hours targeted information and guidance around university study.

- Higher education support – the school continues to provide advice and support to local state schools to help them prepare their A-Level pupils for entry to university, including offering application support for Oxbridge candidates, delivering careers and university advice and holding mock interviews.
- The Ogden Teaching Fellow works in partnership with local schools and institutions and national organisations, including teachers from Norfolk primary and secondary schools, Norwich Cathedral, the UEA, the Institute of Physics and Isaac Physics, undertaking outreach work that has an impact across the county.
- Member of the Steering Group for the Norfolk Skills & Careers Festival.
- A number of local schools make use of Norwich School's examiners for GCSE and A-Level language oral examinations, including Mandarin.
- Our Head is a Governor at Ormiston Victory Academy and five members of the school staff sit on the governing boards of local primary and secondary schools, offering expertise and advice on key issues, such as marketing, safeguarding and finance. These are voluntary positions and help to share best practice across the region.
- A further ten members of staff act as trustees on the boards of local charities.
- The school works with the DfE funded organisation Inspiring Governance to help inspire members of both the school and the local community to become school governors.
- Through the Swire Chinese Language Centre, the school acts as a hub in the region for teaching Mandarin to children in Norfolk. As a result, over 1,000 Norfolk pupils have been taught Mandarin by Norwich School Mandarin teachers and over 2,400 hours of teaching and learning have taken place in our Swire schools.

### **Supporting joint local initiatives**

The school is usually heavily involved in the organisation of a number of joint academic and extra-curricular events that aim to boost learning opportunities for children across the region. These have included:

#### *Music*

- Cathedral Choristers, including an outreach scheme (run by the Norwich School Music Department). This involves choral practice in schools for four weeks followed by a termly Cathedral concert.
- The annual Be A Chorister day is open to boys and girls aged 6-11 for a fun day of music-making, when children can enjoy singing together as a group, take part in musical fun and games and sing in Norwich Cathedral alongside our Cathedral choristers. For parents there is the opportunity to find out about musical opportunities at Norwich Cathedral and Norwich School, ask questions about what is involved in the life of a chorister, hear about the new Cathedral Children's Choir and meet current chorister parents.
- Making Musicians is a developmental arts enrichment programme for exceptional musical talent, which organises the performance of concerts around the city and involves pupils from both local schools and Norwich School.
- Choral Society, which is open to keen singers in the city of all ages and gives regular performances including an annual concert in St Andrews Hall with Norwich School's Chapel Choir.
- Acting as a delivery partner to the Norwich Music Hub, including pupil involvement in the Norfolk County Youth Orchestra and other county ensembles and support of the Chamber Choir.

#### *Arts*

- The Crypt Gallery hosts exhibitions during the year open to the public free of charge, partnering with the NUA, UEA, local state schools and charity initiatives in the process.
- The school hosted the Norfolk Contemporary Arts Society (NCAS) as part of their events programme for a talk entitled "Art of the Intangible" given by Peter Higgins RDI and Lol Sargent RCA.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

---

#### *Sports*

- Founder of the Young Norfolk Sports Academy providing expert support and education for the county's most promising athletes. Providing support for the England Talent Pathway and GB Rowing Start programme through the use of the school's Boat Club facilities, equipment, towing and coaching.
- Hosting the Marylebone Cricket Club Norwich Hub – pupils from eight local state schools regularly attend masterclasses and focus sessions coached by Norwich School staff.
- An academy programme linked to and supported by Sussex County Cricket Club which aims to provide a pathway for talented cricketers in the East Anglia area to be involved in an elite development programme. The academy is for boys and girls aged 10 to 16 from both Norwich School and other schools in the local region.

#### *Other events*

- In the past year, pupils have spent approximately 1,173 hours volunteering in their local community as part of the Community Service Programme.
- Hosting the Norfolk Cambridge Society lectures, attended by A-Level pupils from both Norwich School and other local schools in the county.
- Regularly hosting Royal Geographical Society lectures throughout the year.
- The Norfolk Youth Summit, now in its second year and brings together pupils in M5 and L6 from schools across the county for a series of talks and discussions on important issues. This year's Summit involved pupils from seven schools for discussions on some of the biggest topics for today's young people, featuring talks from the Duke of Edinburgh's Award Jack Harris on youth voices, Dr Jeff Price and Dr Rachel Warren, contributors to the IPCC report on Climate Change, Norwich School's Amber Scott, Equality Diversity and Inclusion Officer and Dick Moore and Alice Palmer from the Charlie Waller Trust.

#### **Community access**

Norwich School is very much part of the wider community and is happy to share its educational facilities with the community where it is not to the detriment of the education it offers to its own pupils. The following local schools and organisations have used the school's facilities through the year:

- City College Norwich – use of the school's examination set-up to deliver a range of examined language options.
- Norwich School is an Open Examination Centre open to home-educated, mature, foreign, and other students to use its facilities for iGCSE, GCSE, GCE and university entrance examinations with over 200 candidates a year.
- The Norwich Science Festival used the Blake Studio and the Refectory
- Explorers Against Extinction held their annual exhibition in the Crypt Gallery.
- Premier Education held their Easter Virtual School and HAF Programme in the Cricket Gallery and Sports Hall
- Discover Your Ability held their annual event on the Lower School playing field
- The Norfolk Virtual School for Children in Care and Previously in Care held their annual Virtual Schools Celebration of Achievement event across most of the Senior School site
- Care for Children used the playground for parking and borrowed our garden furniture for their Summer Fete
- The school lent its support to Love Light Norwich Festival by hosting LightHaus in the Blake Studio.
- Norwich School allotments were used by theatre group Orange Skies, who brought their show 'Wild Onion' to Norwich in May - after their Norwich shows, Orange Skies used the school allotments to compost the used onions from the production.

#### **Community service**

Norwich School pupils take part in an extensive community service programme, with the aim of making a meaningful contribution to the wider community and of equipping pupils for a lifetime of leadership and service. In the Sixth Form the programme is part of the timetable, although there are opportunities for other year groups to be involved in volunteering during the school year. In 2021/22 approximately 132 pupils have taken part in a huge range of activities, spending approximately 1,173 hours between them at 18 different external projects,

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

---

including working for international and local charities, schools and special schools, care homes, local history projects and music outreach concerts. They have also contributed 1,817 hours to 13 projects within the school.

There are a wide range of placements available; most bring pupils into direct contact with other sections of the Norwich and Norfolk community. There are opportunities to work with children, older people and people with disabilities. There are also opportunities to look further afield and work with international partners. Pupils receive training prior to beginning their placements.

The Lower School Service Award offers Lower School pupils the chance to volunteer and take part in a personalised community service programme, undertaking projects of their own choosing that have a positive impact on the local community.

#### Norwich Opportunity Area

Norwich School sits on the Norwich Opportunity Area (NOA) Advice, Transitions and Destinations working group. The NOA is an initiative of the New Anglia Local Enterprise Partnership and the Department for Education. The purpose of the group is to promote social mobility within Norwich, which has been highlighted as a key barrier to children's achievement. The group focuses on crucial areas of development, such as early speech and language learning, careers information and support for young people as they transition through education and supporting those most at risk from exclusion and disengagement from school.

During this process the NOA has discussed new strategies to meet its ambitious targets, including a Community Mentoring scheme, the creation of the NOA Youth Board and the creation of a Careers' Hub to support Careers' Leads in secondary schools. The group is formed of multiple stakeholders from the Norfolk Chamber of Commerce, NCS and the UEA, to cornerstone employers such as Aviva and KPMG.

Now the planning stage for NOA is complete, the school is part of the Collaboration thematic group and will commit to the targets set out by the group, offering advice, opportunities and a venue for the NOA Youth Board.

#### Pupil numbers and fees

The principal source of the school's income is school fees. The average number of pupils in the school was 1,151 (2021: 1,141).

School fees per term before the deduction of any means-tested bursaries and scholarships were:

Lower School (Reception to Year 2)	£4,063
Lower School (Year 3 to Year 6)	£5,460
Senior School	£5,990

#### Academic

After two extraordinary years, the school's public examination results were very strong and in line with expectations for the cohort of pupils.

Of the A Level examinations taken by the pupils: 33% achieved A\*, 66% achieved an A\* or A grade and 85% achieved A\*-B grades. Outstanding individual results included eight pupils achieving four A\*s, 28 pupils achieving three A\*s or better and 72 pupils with three As or better

At GCSE, 36% of candidates achieved grade 9, 60% achieved grades 9-8, 81% achieved grades 9-7 and 92% achieved grade 9-6 in all GCSE examinations taken. One pupil achieved 11 9s, seven candidates achieved ten 9s, nineteen candidates achieve ten 8s or 9s and 36 candidates achieved nine 8s or 9s.

Many of our Upper Sixth leavers are celebrating as they go onto exciting, positive future routes following the

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

publication of exam results this summer. A key part of the Norwich School journey is future pathways, getting pupils where they want to go whether that pathway is university, an apprenticeship, Art Foundation course or straight into the world of employment. There have been some terrific performances over the two-year A Level course period and in 2022 97% of U6 pupils secured their first- or second-choice university, with 86% securing their first choice. Our pupils have had success in applying for both STEM and arts-based courses, with pupils accepted onto courses ranging from Medicine, Engineering and Biomedical Science to Games Design, Fashion and Environmental Science. Engineering, Medical and Law remain consistently popular subject choices, and others have risen to join them in recent years, including Economics, Business and Finance courses, Biological Sciences and Psychology. Two international pupils have taken up places at university in Hong Kong. The broad range of courses chosen by pupils reflects the diversity of our Sixth Form offer for pupils. Norwich School places an emphasis on equipping pupils with the skills that they need for whichever direction they choose to take.

Norwich School was delighted to have been named in Talk Education's Top 250 Prep & Senior Schools in the UK. The list considers a wide range of criteria, from the obvious 'quantifiables,' like academic results and facilities, to the 'unquantifiables,' such as local reputation and the views of parents and pupils. The review specifically praised the school's co-curricular and artistic offerings, mentioning the numerous musical groups and Making Musicians enrichment programme, sports partnerships and state-of-the-art Art and Design Department and on-site Crypt gallery.

Norwich School was again placed above all other independent schools in Norfolk and Suffolk in the annual Parent Power Schools Guide 2022, published by The Sunday Times. The guide lists the highest-achieving secondary schools in the UK and is particularly respected because it combines performance at both GCSE and A-Level.

The school was also shortlisted for three awards in the Independent Schools of the Year awards in the following categories: Independent School of the Year for Performing Arts (Music & Drama), Independent School of the Year for Sporting Achievement and the Innovation Award for an Outstanding New Initiative (for our languages curriculum 'The World of Languages and Languages of the World'). These awards aim to highlight the excellence of the pupil experience offered by the UK's independent schools.

Norwich School was shortlisted in the TES Schools Awards 2022. The awards celebrate the most outstanding individuals and institutions that the education sector has to offer, and the school was shortlisted for the Early Years Foundation Stage (EYFS) Setting of the Year award. For the first time, the 2022 TES Schools Awards has brought together the best teachers and schools from all UK state and independent early years settings, including both primary schools and secondary schools and Norwich School was the only school in Norfolk and Suffolk to be shortlisted.

### **Co-curricular activities**

As school has returned to more normal daily routines after two years of lockdowns and social distancing, Norwich School pupils have been involved in a wide range of co-curricular activities, which play an extensive part in delivering a truly rounded education.

### **Music**

Musical pursuits were plentiful throughout the year and of a very high standard.

The Michaelmas term started with the House Music Festival, throughout which musicians performed a variety of pieces, eager to collect points for their respective houses. The Principal Adjudicator was pianist, organist and conductor, Richard Gowers whose extensive schedule features performances not only around the UK, but across Europe and further afield in the USA, Far East and Australia. There was a fantastic standard of performance across both days of the festival, with pupils across all year groups taking part.

This year's musical was Legally Blonde. Fifty-two students were involved across company, band, and backstage crew. Following an intensive rehearsal schedule, the result was a huge success with nearly 1,000

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

ticket sales across five amazing shows.

Celebrated pianist Libby Burgess visited Norwich School in November as part of Project 48 - Libby's quest to perform Bach's 48 Preludes and Fugues in all 48 English counties. Libby met with Music Scholars and Exhibitioners from L4 to U6, and in the masterclass several pupils played pieces by J.S Bach. Both pupils and audience learnt many different aspects of performing this most special and revered of composers. A number of pupils from the wider community also joined the workshop, including Loddon Junior School, Norwich High School for Girls, Thetford Academy and City of Norwich School.

Unsigned, Norwich School's initiative for original material, returned during the Michaelmas term for its first in-person concert since February 2019. As many of the previous regular contributors had left the school, this provided an exciting opportunity to expand the type of music on offer and a wide range of original pieces were showcased by pupils from L4 to U6.

The Lower School Michaelmas concert took place in St Andrew's Hall. The evening included enthusiastic performances by pupils from Reception to U3 - from various choirs, Recorder groups, String Orchestra and Guitars to the hugely enthusiastic Wind Band playing 'In the Mood'. The percussion group, 'Stickers,' led by Mr Colin Shaw, got the whole audience involved in rhythmic chanting and the Steel Pan Band transported everyone momentarily to the Caribbean – which was just what was needed on a cold November evening.

At the end of the Michaelmas term the school carol service, 'A Festival of Nine Lessons and Carols', took place in Norwich Cathedral for the first time since 2019 and included performances from Norwich School Chapel Choir, Norwich Cathedral Choristers, Norwich School Junior Choir and Norwich School Brass Ensemble, as well as congregational carols. There were also readings from pupils, members of staff, a Governor, and the Head. A retiring collection was taken for East Anglia's Children's Hospices (EACH) and The Feed, a social enterprise that works to prevent poverty and homelessness in Norwich. The Lower School Chamber Choir were honoured to be asked again to sing at the Priscilla Bacon Hospice Carol Service in the Cathedral, which was a moving occasion, attended by The Lord Lieutenant of Norfolk, the High Sheriff of Norfolk, and the Sheriff of Norwich, as well as nurses and carers, who work with the patients themselves. A small group also went to the Abbeyfields Care Home in the Cathedral Close to share some Christmas joy with residents.

Two Musical Theatre Nights were hosted in the Blake Studio during the Lent term. Pupils from U4 to U6 treated the audience to a variety of songs from a diverse range of famous shows, including Les Misérables, Hamilton, Seussical the Musical and The Sound of Music.

Pupils from L4, U4 and L5 took part in a new project, Connecting Cultures, a musical cultural exchange which included a line-up of worldwide cultural music concerts, with musicians and artists from Bulgaria, India, Venezuela, Zimbabwe, and the Middle East. Norwich School welcomed the London Bulgarian Choir to Norwich Cathedral on Friday 4 March for a special concert which explored the landscapes of the voice and the creative traditions of this land. As part of the project, pupils took part in workshops and performed with the choir on stage, allowing them to explore both their own identity and that of individuals from other cultures. Norwich School was one of six Norfolk schools included in the cultural education outreach programme led by Music Worldwide.

Making Musicians, the developmental arts enrichment programme for exceptional musical talent in which singers and instrumentalists from both within the school and the wider community participate in an annual series of workshops, lectures, visits, masterclasses, and recitals designed specifically to nurture young performers and composers, returned to Norwich Cathedral with several impressive recitals throughout the year.

The Chapel Choir were delighted to resume their annual trip to the Dyers' Service of Thanksgiving, always a highlight of their year, whilst music scholars performed at recitals in Blakeney and Bungay and at the Norfolk & Norwich Hospital. Around 100 musicians and singers took part in the Michaelmas Concert at the King's Centre at the end of November, which included both orchestras and other ensembles. Individual successes for pupils included one pupil being accepted into the National Children's Orchestra GB as a tuba player; one U6 pupil, a talented flautist, being accepted into the National Youth Orchestra of Great Britain and performing at the BBC Proms; and four pupils being accepted into Aldeburgh Young Musicians.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

The world-renowned London Mozart Players returned for the fourth year for their annual concert with the Norwich School Choral Society in March, performing a varied programme including J.S Bach's jubilant Magnificat, Schubert's Mass in G, Ola Gjeilo's Song of the Universal, the 1st movement of Carl Reinecke's Flute Concerto and an old sea shanty called Shallow Brown arranged by Percy Grainger.

Jazz Night returned for a fantastic evening of exceptional music, food, and dancing in the Lent term. The Senior Jazz Band performed a range of music from pop, jazz, funk and disco styles and there was a range of solo support acts and choirs, including GForce, the Gospel Choir and the Barbershop Quartet, The Close Shaves. They were also joined by pupils in the Saxology ensemble, a training platform for young saxophonists. Close to £1,000 was raised on the night for charity.

In April, the Lower School Chamber Choir took part in the 25th Anniversary Concert of 'Young Voices' at the O2 in London. The children not only got to sing some great songs with a live band, but also had the chance to dance and move with the 'Urban Strides' Street Dancers. Music ranged from 'The Lion King' to classic Beatles numbers.

Pupils from Boutcher School in London travelled up to Norwich School to perform in a summer concert with the Lower School Chamber Choir, a celebration of the relationship the two schools share as a result of the support received by the Dyers. The quality of singing was outstanding, and the concert was enjoyed by all.

The Lower School's end of year performance took place at St Andrew's Hall, where almost all of the pupils participated in one way or another, performing a varied programme of all styles of music, from traditional Scottish tunes from the String Orchestra to a taste of the Caribbean from the Steel Pan Band. Reception and L1 pupils were also invited to sing to the residents at The Great Hospital which was appreciated by all who listened.

### **Art & Design**

Links with ON's who have moved onto successful careers in the creative industries have been gradually increasing and several have been involved with the Art & Design department this year, including Connor White who is responsible for digital marketing at Gnaw Chocolate and has been working on a live brief with some of our A&D Independent Study students; Will Catchpole, a graphic designer who gave a Q&A about his journey thus far and spent time with L6 pupils working on their own projects; Kerwin Blackburn, who as part of his show in the Crypt Gallery gave a number of talks about his work and himself as a brand; and Sophie Todd, currently studying Fashion, Communication & Promotion, who worked with classes across all key stages in 2D and 3D Design during June.

L5 2D Design hosted three separate pop-up exhibitions entitled Hidden, giving pupils the opportunity to explore the theme of identity, both graphically and photographically. The exhibitions, open to both parents and pupils, were a celebration of the dynamic body of work created by each class and gave pupils the experience of exhibiting their artwork. They were also a great example of what pupils can achieve in 2D using our new Windows computers and specialised equipment.

Talented children's book illustrator Emily Brooks spent two days working with M5 2D Graphic Designers, introducing pupils to a traditional style of illustrating and teaching them the power of storytelling through imagery and layout.

A number of trips and visits took place during the year. L6 and U6 Art & Design Scholars visited the Paula Rego retrospective at the Tate Britain, the Royal Academy to see the Summer Exhibition 2021 and the Design Museum to see 'Sneakers Unboxed: Studio to Street' which highlighted the footwear phenomenon that has challenged performance design, inspired subcultures and shaken the world of fashion. M5 photographers spent a day in London to visit The Photographers' Gallery to see the 2022 Deutsche Borse Photography Foundation Prize and an exhibition called 'For the Record' which showcased album cover artwork throughout the ages, as well as Photo London 2022 at Somerset House. Sixth Form students and Design Scholars had a fascinating trip

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

to the Warner Bros Studios to see how the Harry Potter films were produced and giving them an insight into the different routes possible into the film industry through Art & Design.

Six graphic designers from L6 were chosen to take part in a typography workshop, led by the graphic designer Jordan Blythe. The goal of this workshop was not only to educate the pupils further about stylistic reasons for different typefaces, but also to set the type in the Norwich School publication: 'Many Voices,' a collection of English work, including prose and poetry written by members of the Norwich School community.

In 3D Design, pupils have taken on complex briefs and sought to raise awareness on a huge variety of issues from marine pollution and the integration of the natural world within our build environment to the improvement of social housing and how it can empower its inhabitants. Interim exhibitions have been run with the aim of sharing best practice and giving pupils curation experience, and external artists such as Louise Richardson have collaborated with pupils. Older pupils have been given the opportunity to teach lessons and share their skills with the younger pupils which has been a fantastic success. Additionally, an ON who currently studies fashion at Nottingham has been with us for the final part of term to run lessons and workshops with our pupils which has been an enriching experience for us all.

A small group of lucky Norwich School pupils enjoyed a week of pottery workshops with Leach Pottery in Cornwall as part of the winning prize from Leach Pottery's School's Design Challenge, which Norwich School won with L4's bubble-inspired potter plates. Pupils got to learn about a range of pottery techniques, including using the kick wheels in Leach's original workshop, as well as making field costrels and slab work bottles.

The work of 12 aspiring artists from Norwich School was selected for inclusion in the Celebrating Trees exhibition. The exhibition was conceived over two years ago, when pupils at Norwich School were invited to create work in response to the theme of celebrating trees as part of their art and design work, with a view to this work being submitted for an exhibition by the same name. The exhibition had to be postponed due to COVID-19 but after a long wait, the art was finally showcased, alongside work by over 40 renowned local artists, painters, sculptors, and photographers.

The school's Crypt Gallery hosted a number of exhibitions throughout the year, including Sketch for Survival, organised by Happisburgh-based conservation charity Explorers Against Extinction; Botanical Opticals, an innovative and immersive multimedia exhibition using light projection, music, video and photography to explore the secret world of flowers as they grown and bloom; a major retrospective from Norwich painter, Geoffrey Lefever, to celebrate his 90th birthday; and an exciting exhibition of new art by Connor Coulson as part of the Norfolk & Norwich Festival.

### **Performing Arts**

The school offers a wide range of participation opportunities for all our pupils in the various forms of performing arts: drama productions, musicals, and dance shows.

#### Gather 22

The school's annual arts festival, Gather, returned in full force this year, with a packed schedule of events, workshops, and performances, providing an incredible few weeks, showcasing the very best in creative practice that Norwich School had to offer. From drama, music, fashion, art, dance and more, there was something for everyone to enjoy, giving the whole school community the opportunity to be involved. Some of the highlights included a new Junior and Inters musical, with pupils taking to the Maddermarket stage to perform a version of Roald Dahl's comic classic The Twits. Creative writing pupils used the Norfolk Show to launch their own publication, Writers' Bloc, featuring original work from pupils across the Senior School. The annual Fashion Show moved to an exciting new venue and the fantastic finale, Gala Night, was back and bigger than ever. In total, 18 different shows and performances were held at various locations. The quality throughout was impressively high and it really was a fitting way to round off the year and for all to celebrate the diverse and deep creative talent at Norwich School.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

#### Drama and Theatre

A cast of talented Senior School pupils performed in this year's Cloister Play, a dark and gripping adaptation of Shakespeare's 'Macbeth.' The use of the already haunting Cloisters for sound effects and 360-degree staging made the performance of one of Shakespeare's most famous revenge tragedies chilling, thrilling and extremely unsettling.

At the end of the Lent term, a large cast of L4 pupils staged a slightly adapted version of Alan Ayckbourn's 'Ernie's Incredible Illucinations'. The role of the eponymous hero was shared between four actors – two male and two female – to create 'Ernie & Elsie's Incredible Illucinations.' The ensemble worked well together to produce a fast-paced, action-packed half-hour that was full of comic invention.

In early February, Drama pupils participated in a 360-degree filming project with Curious Spark at The Great Hospital. They played the children of the school who presented gifts to Elizabeth I when she came to visit Norwich in 1578. They were the Gods and Goddesses who blessed the Queen.

In the Lower School L3 took to the stage for their class's 'Taste Shakespeare' performance, which offered a 30-minute version of one of his plays. The three plays performed were 'A Midsummer Night's Dream (L3B), Romeo and Juliet (L3P) and Macbeth (L3W). By their very nature, the plays were simple, fun, rough-and-ready!

#### Dance

In November, pupils from across the Fourth and Fifth Form spent the day working with prestigious dance and circus company, Motionhouse. Pupils were put through their paces, tackling complex floorwork, acrobatic and partnering sequences. The day culminated in putting together a performance piece, which was shown at the Junior Dance Festival in December.

Senior School pupils also took part in a workshop with James Cousins Dance Company. The workshop focused on developing partnering skills, beginning with technique and trust exercises, building up to developing their own contact sequences. During the afternoon, the dancers then took these sequences around the Cathedral Close, where their duets were professionally filmed around the site. The film was edited together and shown at the Senior Dance Festival at the end of the Lent term.

The Senior Dance Festival wowed audiences at Epic Studios with a staggering repertoire of dance genres and performances, and over 90 pupils taking to the stage. The Festival celebrates the very best of dance at Norwich School, with pupils from across the Fourth, Fifth and Sixth Form taking part in a wide range of performances, including ballet, Bharatanatyam, tap, contemporary and circus skills, among others. Many of the dance pieces were choreographed by the pupils themselves and the programme truly celebrated the diversity and versatility of the Norwich School community.

In March, the Norwich School Dance Company travelled to Stevenage to compete in the East of England Great Big Dance Off Competition, returning as regional champions. This put them through to the national finals in Cheltenham in June. Despite many setbacks in the competition and disruption to the programme, the pupils pulled off an outstanding performance in the finals, demonstrating commitment, professionalism and passion and came fourth nationally out of 20 KS3 finalists

#### Sport

Norwich School offers an extensive range of sport activities to our pupils on both a participative and competitive level. The core sport offering includes rugby, hockey and cricket for boys and hockey, netball, and cricket for girls.

In rugby the 15As made the first appearance by a Norwich School side at the Langley School National Festival. Playing against household names they pushed many top sides all the way and ran out Bowl winners in the end. The 1st XV gelled gradually as the initial stages of the season unfolded, putting together a run of eight games unbeaten and remaining undefeated at the Lower Close, whilst progressing to the last eight of the Schools'

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

---

Plate.

In the 7-a-side version of the game there was unprecedented success. The U16s and U18s attended, the Oakham and Uppingham 7s before capturing the Norfolk Cups at both age groups. Both sides won their groups at the National Schools Rosslyn Park 7s, with the 1st VII qualifying for the second day of the U18 competition.

The 12A and 13A netball teams recorded just one loss between them in their regular fixture card, and both finished as County Champions after winning the County Cup at their respective age groups. The 1st VII continued the tradition of success, with an unbeaten season which culminated in an outstanding performance against the UEA 1st VII on the final day of term.

Fifty-two rowers attended the annual training camp in Banyoles, Spain, which was a great success.

In the J15s the girls started the year well with comfortable wins at the Norwich and Bedford Head, followed by a second place at the prestigious Junior Inter-regional regatta, making history for the girls at school. The boys mirrored this success, first at the Schools Head where they were placed second in their eight, overturning many strong London crews, and then again at the Junior inter regional regatta where they won gold in the first four, before being crowned National champions in May. At the National School's Regatta, the women's double was placed tenth in the country and became the first girls crew Norwich School has ever sent to the Women's Henley trials, a huge achievement for them and a landmark in the school's rowing programme. The first eight pre-qualified for the Henley Royal Regatta, which put them in the top 32 junior boy's eights racing in the event in an international field including four crews from America and two crews from Australia. They achieved a good win against Winchester College on the first day, a success which equalled previous Henley campaigns by Norwich School. The resolve and commitment shown by our rowers this year in the months and weeks running up to Henley have continued the great form shown by the crews from our boat club, giving them all an experience that is unique

The under boys 12A hockey team became County Champions and finished seventh out of 16 in the regional finals and the U14A team was also crowned County Champions. The 1st XI again won the annual pre-season tournament, winning four games, and the boys worked hard to perform in the league, finishing 5th. The girl's 1st XI finished in fifth place in the Tier 1 League, the highest competition in the country for U18 hockey teams.

This has been one of the best tennis seasons for the school for many years, culminating in the senior boys qualifying for the Glanville Cup Finals which are the National Finals for the top 16 schools in the country. The team finished in 12th place, giving high hopes for next year.

After a narrow defeat to Beeston Hall in the semi-final of the County Cup, the U12A boys cricket team responded to win the Perse Festival against excellent opposition. The U13A boys had a sensational season, with some brilliant team performances and the team were crowned Norfolk County Champions. The boys U15A squad completed a productive season with defeat in the National T20 quarter final to Forest School and six boys were selected for the 1st XI. The 2nd XI had had a great season winning four of their five matches, the highlight being a two-run victory against a Langley team containing several 1st XI players. Girl's cricket continues to go from strength to strength, with a particularly impressive season for the U13A team, and several individuals representing the U15 and 1st XI at different points throughout the season. Being crowned County indoor champions, Chance to Shine champions, and St Joseph's 6-a-side Plate winners, whilst losing only one regular season match (by a 10-run margin), just shows the strength and depth of talent in this age group. Several Norwich School pupils have been selected for the 2021/22 intake of the Emerging Players Programme and Centre of Excellence Programme by the Norfolk Cricket Board.

There was further success, both team and individual, in other sports. The Orienteering Club had one of its best days at the British Schools Championships, returning with medals in four different age-groups and the Year 12 Girls trophy. They are first girls to win orienteering silverware for Norwich School. In cross-country, the Junior Boys won the series team prize in the East Anglian League, the Senior Boys retained their team trophy and a pupil from U4 won the Junior Boys individual competition. For the first time two of the school's intermediate sailing teams reached the semi-finals of the prestigious Hoad Shield boating event, overcoming significant challenges from a number of teams, with one emerging as victors in a keenly fought best-of-three final round and one coming fourth. The school chess team were also crowned as East Anglian Champions.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

The Lower School returned to a full programme of fixtures without any restrictions. Although not vintage years for team sport, the cross-country squads dominated all the local competitions and enjoyed five wins in their own event with over 230 runners at the school on a suitably muddy afternoon. The school also hosted its own netball tournament and for the first time hosted the county hockey finals.

**Beyond the Classroom**

Three U6 pupils were successful in the annual prestigious Norfolk Cambridge Society essay competition, open to all Year 13 pupils in Norfolk who have been awarded a conditional offer to study at Cambridge University. All three essays were well received by the judging panel and resulted in each being shortlisted for interview, at which they had the opportunity to articulate and defend their submission in front of a distinguished panel. The awards come with grants of up to £500, generously funded by the Norfolk Cambridge Society.

Two U6 pupils achieved gold awards in the second round of the U6 British Physics Olympiad, and seven L6 pupils achieved three silver and four bronze awards. There was excellent participation from Norwich School A Level Chemists in the Royal Society of Chemistry's annual Olympiad competition, with eleven Sixth Form pupils achieving five bronze medals, three silver medals and three gold medals. Five were awarded medal places in the British Biology Olympiad, achieving two gold medals, two bronze medals and a Highly Commended award. Eight M5 pupils also achieved gold awards in the Biology Challenge, a pre-cursor to the Olympiad, which places them in the top 5% of 41,000 pupils who participated from 550 schools worldwide.

A group of L6 Biology pupils spent a day working in the laboratories of the Earlham Institute to extract and analyse DNA samples from plants as part of the 'Barcoding the Broads' project, which aims to map the genetic diversity of plant and insect species across the Norfolk Broads. Pupils attending the workshop were able to use techniques not widely available in school science laboratories and these pupils will now become ambassadors at Norwich School as the Biology Department moves towards becoming a local hub for the Barcoding the Broads project.

Several pupils taking part in the Youth STEMM Award took part in a lesson with U3 pupils, taking up the challenge to answer STEMM questions posed by the Lower School pupils such as "Why do we get hiccups if we eat too quickly?" and "Why don't birds get electrocuted when standing on power cables?" The Senior School pupils researched the answers and presented their findings to the class before acting as demonstrators and supervisors in an exciting practical investigation about friction.

L6 pupils took part in a series of workshops led by the SAW (Science, Art, and Writing) Trust, which provided an opportunity to experience engagement with ideas in a collaborative and cross-curricular manner not typically possible within the constraints of A Level option choices or the typical school day. The practical science component was led by scientists from the John Innes Institute, the creative writing component led by a visiting writer and the creative art component led by a visiting artist. Throughout the workshops, pupils were challenged to think and work beyond the boundaries of their own A Level subject areas.

Ten L6 Modern Linguists, speaking French, German, and Spanish, took part in the Regional MFL Debating Competition at the Perse School in Cambridge. Pupils in each language debated different topics taken from the L6 language syllabus, ranging from the pros and cons of streaming services to the nature of secularism in France via the importance of folklore and traditions in modern society. This sort of debating is challenging enough in English and doubly so in another language, especially as they were all doing this for the first time. All our pupils acquitted themselves well, particularly the two pupils who were well-deserved winners in the Spanish debating competition.

Norwich School pupils were joined by pupils from Avenue Junior School to present their experience of the new World of Languages and Languages of the World (WoLLoW) curriculum to business leaders at the Dean's Breakfast networking event. WoLLoW is an exciting new curriculum aimed at putting joy and fun at the heart of languages teaching for children in KS2 and KS3.

At the end of the Lent term, 25 Year 5 pupils from local schools and their parents joined us for an intensive

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

Maths Masterclass. Attending from eight different Norfolk primary schools, these keen mathematicians spent the morning discovering the wonders of pi, the Fibonacci sequence, and the Golden Ratio. The 9- and 10-year-old mathematicians had a great morning being stretched in a series of activities by working in pairs with their parents and learning about these advanced topics. Many were making plans to take their new learning further at home and in their own schools.

The popular 'Sensational Science' workshops for primary school pupils continued in the Lower School with a weekly workshop called 'It's Not Rocket Science'. Schools across Norfolk were invited to attend the workshop where pupils became scientists for the day, donning mini lab coats and goggles, and learning about the physics and history behind rocket launches. It was a pleasure to welcome pupils from across Norfolk, including Sprowston Junior School, Blofield Primary School, St William's Primary School, Rackheath Primary School, Mile Cross Primary School, and Bignold Primary School.

Several authors visited the school to carry out workshops with pupils including local young adult fiction author, Richard Lambert, who spoke to a group of L4 and U4 readers during 'Lock-in' in the Undercroft Library; author, performer, and poet A F Harrold who treated U4 to a day of madcap poems and creativity; award-winning poet Penny Boxall who gave a poetry workshop to M5 and L6; and author Julian Sedgwick who treated L4 pupils to a haiku writing workshop. The annual Carnegie Book Award shadowing event took place in June, with the whole of U4 gathering in the Blake Studio to discuss and express their views on the books shortlisted for the award, before voting for their favourite and the book they felt should win the award.

The Lower School celebrated World Book Day in fine style as usual, and all children arrived at school dressed as a book character, taking part in a special assembly to explain who they were. As part of the day, all Infant classes were lucky enough to visit local independent bookshop Bookbugs and Dragon Tales to listen to some newly published stories, before embarking on a dragon hunt around the shop. Once all the dragons had been located, pupils then spent their World Book Day token and received a free book to take home with them. Later in the year, U3 pupils, and Year 6 pupils from five other Norfolk schools, gathered in the Blake Studio to listen to three very different speakers talking about environmentally themed literature, including Yaba Badoe, Matt Windle and Mitch Johnson.

In November pupils learnt about COP26 and its role in tackling climate change and other global issues. Pupils covered who was attending and their roles, what was being addressed, where it was held and when the conference took place, as well as having the opportunity to discuss real world problems and try to produce solutions. All pupils completed a leaf to share their own promises alongside what they would like Norwich School and world leaders to do. Pupils produced some wonderful suggestions from 'Meat-free Mondays' in the Refectory to setting up a car sharing scheme for pupils and staff. Two esteemed climate scientists, Professor Rachel Warren and Dr Jeff Price also spent a whole day at school to speak to pupils about climate change and the environment. An U4 pupil participated in the Dare to Speak Up competition, which asked young people to write a speech about climate change as though they were talking to delegates at COP26. He was one of eight winners from Dare to Speak Up who then had the chance to take part in a speech-writing workshop day at UEA in December. Participants were given speech writing training and then recorded their speeches for everyone to take inspiration for positive change from. His speech focused on the importance of reconnecting with nature to tackle climate change, including projects of rewilding and better use of green belt areas, and included practical steps we can all take to contribute to sustainable land practices and the planting of trees. The Lower School Eco Council again achieved their Eco Schools Green Flag status through undertaking and encouraging a variety of environmentally friendly activities, such as collecting hard-to-recycle items and sending them to Hallswood Animal Sanctuary to help them raise vital funds to care for injured animals, recycling batteries and stamps to prevent these items from ending up in landfill sites, energy monitors patrolling the classrooms at lunchtimes to ensure lights and whiteboards have been turned off to reduce unnecessary wasted energy, and completing a beach clean at West Runton.

Norwich School was delighted to be recognised by the Norfolk and Norwich University Hospital for their support to NHS staff during the pandemic by being awarded their Charity Champion School's Award. The award followed a mass effort on behalf of the school's catering team to prepare and deliver "Grab and Go" bags for staff in every department of the hospital to help keep energy levels and morale high at a time of increased pressure due to the pandemic.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

---

Funds were raised throughout the year, for charities such as the Snetterton branch of the Dogs Trust and the Norfolk LGBTQ+ Project, from events such as Home Clothes Day and the Fashion Show. "Wear Something Green Day" to mark Mental Health Day in October raised £691 for the Mental Health Foundation. Members of U6 from Seagrim House and several staff conducted a sponsored walk from the Cathedral Close to Whissonett in March to raise money for Great Ormond Street Hospital. Brooke House organised a music-themed 'Big Night Out' event in April, which raised £135 for EACH. Four members of staff also took on an ambitious cycle challenge, in which they cycled from York Minster to Norwich Cathedral over the May Bank Holiday weekend to raise £3000 to support English Plus, who offer English language lessons and much more to families who have recently arrived in Norwich, and the Nandana Werapitiya Foundation, who provide much-needed support to the elderly population of a village in Sri Lanka. The Amnesty Variety evening, held in May, also raised money for the same two charities. As part of World Book Day Celebrations in March, Norwich School Library organised a Book Drive for the literacy charity Children's Book Project. Pupils were invited to donate their nearly new children's/Young Adult books and a huge number of books were collected and donated to the scheme which gifts donated books to disadvantaged children across the UK. The Lower School raised money for Jeans for Genes group of charities through a Home Clothes Day and Silver Coin Challenge and supported the Benjamin Foundation Christmas Gift Appeal for the fifth consecutive year. The 8th Norwich Sea Scouts and Gnaw Chocolate developed an initiative which would spread kindness throughout communities in Norfolk. The Scouts did random acts of kindness to help spread positivity during COVID-19 which was a difficult period for everyone, and the Cubs and Beavers asked if Gnaw would donate a chocolate Christmas box as a present to families struggling for food.

The Lower School teamed up with Norfolk and Waveney MIND in a pioneering partnership that created a new accreditation for primary and prep schools. It is now the first official MIND Partner School and will be working with the charity to develop mental health provision across the school community. Schools wishing to qualify to be a MIND Partner School have to meet 12 criteria designed to support the mental health of pupils, parents, and staff, including staff being trained in mental health first aid; staff mental health being surveyed, and the results being fed back to senior management; and coffee mornings for parents to support the parent community. Schools participating in the Partnership Programme can benefit from support in promoting good mental health in their school communities, easy access to the resources and services that MIND offers and the opportunity to share good practice with this network of partner schools, with an annual MIND school conference already in the planning stages.

Norwich School welcomed 39 children with an interest in singing to join us for our annual Be a Chorister Day in November. Children from Year 4 and above and came from all over Norfolk, and even as far as London, to experience what life might be like for them as a Norwich Cathedral Chorister at Norwich School. After two years disrupted by Covid, Zoom rehearsals for the choir were replaced by face-to-face services and rehearsals again. Large events returned to the Cathedral, such as the Sing to Dippy concerts with schoolchildren from across the county. At Christmas, the Choir gave a carol concert in the Wren Church of St Stephen Walbrook in the City of London to raise money for the SUCCESS charity which helps to support survivors of childhood brain tumours. At Easter, Bach's St John Passion was performed with an orchestra and professional soloists. The Choir also gave a recital at St Mary's Attleborough and sang at the retirement service for the Dean.

The school launched a new Community Service Group, Colet Mentoring, which involved ten Maths and Further Maths pupils from L6 being trained as maths mentors to offer bespoke 1:1 Maths support for a group of Year 10 pupils at a local state school. The mentor programme uses an app to connect external pupils to our trained Maths mentors during homework hours, where they can help solve maths problems. Another new Community Service placement was Children's Yoga, delivered by two L6 pupils who lead free yoga and mindfulness sessions in six local schools and nurseries.

The school continued its collaboration with the charity Friend in Deed, by getting together with local care homes and several other Norfolk schools for a virtual quiz run to celebrate Global Intergenerational Week. Pupils from Norwich School logged onto a Zoom call and met residents from two local care homes, Badgers Wood Care Home, and Chevington Lodge Care Home. Three other schools were also on the call: Sparhawk Infant School, Framlingham Earl High School, and Sprowston Infant School, meaning the overall spread of ages of quiz

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

participants was from 5 to 100. The quiz was a wonderful way to showcase the importance of connections across generations and how they reduce loneliness, promote kindness, and help keep communities more connected.

In June, the school community celebrated the Queen's Platinum Jubilee in a variety of ways. A Reception pupil won the Jubilee Pudding Competition, with their Strawberry, Blueberry and Banana Smoothie Jubilee Cake and the delicious pudding remained on the Refectory menu for the remainder of the Trinity team. The runner up and Senior School winner was from U4, with The Queen's Favourite Chocolate Cake. Pupils throughout the school enjoyed tasting the puddings at a celebratory jubilee lunch which was hosted in the Refectory on the last day before half term. A Lower School and a Senior School pupil played a special Jubilee concert for the residents, staff, and families of St John's House Care Home. The Lower School also celebrated in style with a whole day of fun and activities to mark this unique occasion, including a Home Clothes Day with a red, white, and blue theme, featuring lots of union jacks and crowns. In the afternoon, pupils enjoyed a carousel of activities including crafting, traditional English sports, a quiz all about the Queen, and dancing and singing, including, of course, the National Anthem. There was also a Jubilee parade, where pupils marched through the Lower and Upper Close waving their union flags before returning to school where there was an aerial photo of all children and staff forming the number 70, followed by a traditional English tea party. In addition, the Lower School pupils used the Jubilee as an opportunity to get creative and designed a special edition Jubilee tea towel which was sold to raise money for their chosen charity. They also created crowns, which were modelled and filmed as part of the Senior School Fashion Show. In the Senior School, the Jubilee was marked with a special assembly in Norwich Cathedral Cloisters. The Scouts raised the flag and the school joined in singing the National Anthem. Pupils were also challenged with a Jubilee quiz on the last Friday before the half term break. The school is re-naming the Outdoor Classroom and School Allotment the Jubilee Wellbeing Garden and, in addition, the Friends of Norwich School have purchased a pear tree which will be planted in the school's allotment.

Pupils across the school celebrated the Lunar New Year on 1 February, beginning with a Cathedral assembly led by some of the international pupils, covering customs and traditions relating specifically to Chinese New Year. Pupils were introduced to the Year of the Tiger and heard about some of the traditional food that would be served during the 16-day festival season, as well as learning more about customs such as wearing red, exchanging gift envelopes known as *hóngbào*, and hanging red and gold decorations. Lower School pupils were visited by a colourful troop of Chinese dragons and lions, as well as a tiger!

The Norwich School community also came together to mark One Norwich School Day, which celebrates diversity within the school and the wider community. Events included an assembly from the Dean of Norwich on the importance of inclusion and accepting others, a tutorial which challenged pupils to talk to someone they do not know and see what they have in common, the Many Voices choir performing in the Blake Studio at break time and a series of performances and stalls run by pupils to raise awareness around different groups and topics. One Norwich School Day also saw the return of the hugely popular Cultural Food Fair, run by pupils, which offers a huge range of homemade food from a variety of cultures. All donations raised went to Street Child's emergency fund for Ukraine.

With the introduction of the new role of Equality, Diversity & Inclusion Officer into the school community, several new societies have been formed. The Feminist Society is a discussion-based society that looks to explore the issues of gender inequality both at Norwich School and within the wider world. They hosted a 'Reclaim the Night' vigil in the Cathedral Close, which looked to raise awareness and show respect for victims of gender-based violence. They collaborated with the Writers Bloc Society to create poetry for the vigil and did excellent work in engaging the school community. Pride group is a social group that acts as a support/discussion group. At its core it is a safe space to have conversations about personal identity and to raise any concerns in the company of a supportive peer group. It has had a really positive impact on the members giving them the space and time to be themselves. Rainbow Laces Day is a Stonewall campaign that looks to tackle homophobia in sport. It was well received by students and staff and students reported that seeing staffs active support made them feel more comfortable and accepted within the school community. BAME Society is a student-run group, whose main aim is to create a space where cultural diversity can be celebrated and appreciated. They have been involved with Diwali, run a film night with the Amnesty group and held many very successful cultural food fairs that provided an opportunity for students to have conversations

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

about and share in each other's heritage. A very successful cultural food fair was held for World Culture Day and over eight countries were represented including Japan, Armenia, India, and Pakistan, with many students wearing cultural clothing for the event. The pupils also raised over £100 for the Feed, a local charity looking to tackle homelessness in Norwich. Round Table is a newly established society that looks to provide pupils with the opportunity to discuss topics surrounding Equality, Diversity, and Inclusion in a safe, welcoming environment. So far, two sessions have focused on Neurodiversity, and LGBT+ Pride. The sessions provided an exciting opportunity for pupils to discuss and learn about topics, expanding their knowledge of the world through discussion and personal connections.

In June 'A Day Of Welcome' was held for schools across the country as a part of an initiative set up by 'Schools of Sanctuary.' This looked to help young people learn about refugee migration and marked the start of Refugee Week (20-26 June). Norwich School commemorated the event with a special tutorial, encouraging pupils to learn about the history of migration to Norfolk, and exploring the real stories of refugees in the UK. The tutorial ended with a creation of postcards to refugees across the world, sharing messages of support and solidarity. The postcards are set to become part of a display at school, to encourage a warm welcome to all.

Pupils took part in the second Online Model Arctic Council (OMAC) conference, alongside 14 other pupils from three other schools in the UK, as well as the second OMAC Delegate Training round which involved over 30 pupils from schools in India, Indonesia, Spain, and the UK. At OMAC 2, delegates negotiated, jointly drafted, and adopted a declaration on the issue of the transmission of Indigenous Knowledge from elders to youth. For the sixth year, the school hosted the world's only stand-alone Model Arctic Council for schools, the Norwich Model Arctic Council (NORMAC), in collaboration with Polar Aspect. Over 30 pupils from the UK and Spain participated in NORMAC 6, a simulation of the real-world Arctic Council. The Arctic Council is dedicated to international cooperation in the Arctic, one of the most fascinating, fast-changing, and important regions on the planet. It takes all decisions by consensus, so NORMAC delegates must find common solutions to controversial issues - a valuable skill to learn in today's partisan political climate. And with the tragedy of war in Europe, NORMAC takes on special salience as a way for youth to demonstrate their commitment to peace and dialogue. NORMAC 6 involved three days of intense diplomacy, including one day in professional boardrooms at the Norfolk Club. Participants also enjoyed a formal dinner in the elegant surrounds of the Assembly House.

Two L6 girls attended the National School Finals of the Oxford Schools Debating Competition, the largest British Parliamentary debating competition in the UK. There were over 100 schools present including all the big hitters from the debating world and our pupils qualified for the finals as one of the top hundred debaters from the 700 schools which originally entered the competition. It was a great achievement for them to get to finals day and a privilege for them to debate in the rooms around the Oxford Union. The girls held their own in a very strong field that included members of the English, Irish, Scottish, and Welsh debating teams, as well as representatives from Canada and Ukraine. Four motions were debated during the day, including one on the Universal Basic Income where the judge placed them first.

Several visiting speakers came into school during the year, including Hope Virgo, the author of Stand Tall Little Girl, and a multi-award-winning international leading advocate for people with eating disorders. She ran several sessions for pupils from L5 - U6 on mental health, focussing on eating disorders, body image and well-being. This year also saw the launch of 'Business Breakfasts', a unique opportunity for pupils in all year groups to hear from industry professionals and about different career paths and to ask questions. The Gartley Society, a pupil-lead group which organises talks on Economics, Business and Finance, welcomed speakers both online and in person, including the investment banker Lord Gadhia, Victoria Hewson from the Institute of Economic Affairs and economist Gary Stevenson, a former interest rate trader who has reinvented himself as a campaigner against wealth inequality.

Norwich School had a fabulous day at the Royal Norfolk Show when it returned after a two-year hiatus due to the pandemic. The school stand was as lively as ever with activities including live performances, face painting, sporting activities and a creative corner. L6 provisional prefects handed out refreshments and welcomed guests to the stand. The Sport Department's goal was to vertically jump as high as the top of the Cathedral spire and by measuring each individual's jump, the outstanding height of 96m was reached. In the Science Zone, future physicists had the opportunity to evaluate their nerves when rolling a ball down a series of pipes. Steady hands and an understanding of momentum was key to be successful of the challenge. There was live music from the

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

---

Norwich School community both inside and outside. Soloists took to the stage inside the stand, whilst on the Bandstand, the Many Voices Community Choir sang their arrangement of Lay Me Down by Sam Smith. The Chapel Choir had the opportunity to perform in the official show church service celebrating 175 years of the Royal Norfolk Agricultural Association and the Royal Norfolk Show. Norwich School pupils also took the opportunity to volunteer elsewhere on the showground as show ambassadors.

Pupils relished the opportunity to resume Duke of Edinburgh expeditions and in total, 92 Bronze, 65 Silver and 45 Gold participants took part, which is the highest number for many years.

The Lower School resumed a busy schedule of visits and residential trips during the year to, amongst others, Banham Zoo to the Sainsbury Centre Sculpture Park.

#### **Details of bursary and scholarship awards**

##### Bursaries

This year the value of means-tested bursaries totalled £1,012,573 and represented 5.1% of the school's gross fees. Assistance was provided to 78 pupils. The school funds this assistance from its own resources which arise through the creation of an operating surplus generated by careful efficiency measures and cost control. The school is also very grateful for the help received from external parties who have made significant contributions such as Roger Robinson ON, Norwich Cathedral, the Choir Schools Association, the Charles Peel Charitable Trust, the Worshipful Company of Dyers, the Friends of Norwich School, the French Huguenot Trust, the Morse-Boycott Trust, Old Norvicensians, the Rank Foundation, Jon Wait ON, and the Staff Bursary Fund.

##### Hardship support

As a direct response to the financial shock faced by many within the school community due to the coronavirus pandemic, emergency hardship support totalling £6,000 was provided during the 2021-22 academic year.

##### Scholarships

Scholarships are awarded to current and prospective pupils with outstanding ability and flair who will make a significant contribution to the school in their area of particular skill. In September 2018, a new customised scholarship programme was introduced in the areas of academic excellence (11+, 13+ and 16+ entry), music (11+, 13+ and 16+ entry), sport (11+, 13+ and 16+ entry), art and design (16+ entry) and drama (16+ entry). Instead of reduced fees, the focus of the new scheme is on enriching the pupil experience and providing activities that the scholars will enjoy through the provision of a varied and interesting enrichment programme. Scholarships continue to be held by the pupil throughout their time at the school, subject to meeting the scholarship's conditions.

Pupils who were beneficiaries of the previous Scholarship system will remain so until they leave the school. This currently totals 24 pupils amounting to £36,000 and representing 0.2% of its gross fees. Of the 24 pupils, three also qualified for means-tested bursary support and are included in the figures relating to bursary awards.

Norwich Cathedral also offers scholarship awards to 20 boy choristers who attend the school. This is 50% for those in U3 or above (12 pupils) but is now set at a flat rate of £7,700 for new awards to those in L3 and below (8 pupils).

##### Helping Ukrainian families

Norwich School are currently providing 100% support to three Ukrainian pupils staying with host families.

#### **FUTURE PLANS**

In pursuance of its strategic objectives, the major tactical and operational project areas in the 2022-23 academic year will be to:

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

**Academic Progress**

- Continue development of subject journeys from 4-18.
- Develop provision for the Sixth Form, especially in the non-examined curriculum.
- 2022-24 exam year groups adjustment management to take account of Covid disruption to learning and changes to public examinations
- Development of World of Languages, Languages of the World (WoLLoW), including the delivery of this course in Year 8 as well as Year 7
- Evaluate and develop the remote-learning provision; both to prepare for ongoing or further social restrictions and to incorporate best practice for on-site teaching.
- Restructuring of Scholarship programme for Academic scholars to incorporate new taught elements and more cross-curricular delivery
- Engineering Business Enterprise extra-curricular programme to facilitate more opportunities for pupils in these areas outside of the classroom
- Refine structures for specialist teaching and setting in Lower School academic subjects.
- Further develop and evaluate Lower School Knowledge About Language (KAL) provision to enhance literacy across subjects.

**Extra-Curricular**

- Further develop and update the staffing structure in Games, focussing on Health and Fitness and both individual and team performance. Use this to help re-develop the programme to make it match more closely to the needs of the pupils and school at all ages.
- Outdoor Education Programme - continue to develop the opportunities in this area and link to the above point. Monitor development of new OE programme in the LS and see how this could translate to the SS.
- Continue the development in performing arts in order to achieve sector-leading dance and physical literacy provision.
- Build on the role out of the NS diploma (4th form Co-curricular challenge; 5th form Co-curricular certificate and VI form Co-curricular diploma), looking at ways to further embed it in the everyday workings of the school.

**Pastoral Care, Pupil Voice, and Leadership**

- Further development of our pastoral and wellbeing support mechanisms for all pupils, including the work of the newly established Welfare Hub.
- Focus on enhancing a culture of respect and belonging for all, through the work of our Equity, Diversity, and Inclusion (EDI) Officer, and our wide pastoral and welfare teams.
- Development and embedding of our sector-leading SMSC / PSHE programme (PPD - Pupil Personal Development) with a particular focus on all aspects of EDI. Planning for the further expansion of this aspect of the non-examined curriculum.
- Enhancement of pupil voice through the further development of Section Pupil Councils and leadership structures across the Senior School.
- Expansion of the work of pupil leadership roles through the redevelopment of Prefect Leadership roles (including EDI, Girls & Young Women, Pupil Councils and Pastoral Prefects) and the continuing development of the Middle Five Peer Supporters.
- Further embedding and development of the Lower School programme of 'Personal Development' which incorporates PSHE topics with the Character Education programme developed by the Jubilee Centre.

**Staff**

- Implement revised approach to staff development supported by more effective use of INSET/CPD Programmes (with continued focus on ED&I)
- Oversee rollout of Year 2 of the Early Career Framework and monitor impending changes to ITT (2024 onwards)
- Further development of coaching culture across all aspects of the school community
- Focus on CPD and review process for senior members of staff
- Development of staff wellbeing initiatives and staff representative groups following formal Union Recognition.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

**Finances, site and infrastructure**

- Protect revenue by considering the ongoing global economic challenges during the budget period and adjusting operational expenditure, as required.
- Continue to monitor cashflow and contingent funds to ensure ongoing delivery of overall strategic financial imperatives.
- Obtain planning permission for Lower School Development options and assess timescales for delivery.
- Continue to re-work deliverable planning options for Bishop's Palace Lawn development and engage with local planning authorities and key constituents on these new proposals.
- Launch of optional, alternative DC (APTIS) Pension Scheme to TPS eligible staff.
- Continuing focus of Estates department to develop and enhance site (teaching and operational areas), safety and compliance.
- Continuing focus of IT department to drive improvement, particularly in respect of teaching and learning platforms, process efficiency, cyber and data security and the use of SharePoint and iSAMS.
- Obtain necessary consents for solar array to roof of Daynes Sports Centre
- Explore improved transport provision, including introduction of EV vehicles to parts of the School fleet.
- Continuing refurbishment and renewal of Bishop's Palace and other key areas, including Redmayne Playing field facilities

**Partnerships**

- Consolidate existing partnerships and continue to look for new areas of collaboration.
- Develop impact measurement process for measurement of partnership work.
- Establish metrics to assess financial and in-kind costs of partnership work.
- Dissemination of WoLLoW within East Anglia.
- Dynamic offering across Social Platforms reflecting scope and scale of community and partnership work across the city and region.

**Alumni and other stakeholders**

- Continue fundraising campaign for buildings and bursaries, with a minimum target for the latter of five additional 100% bursary awards.
- Strengthen and broaden links with alumni body.
- Continue to develop links with parental body and parents of ONs.
- Ensure involvement of voices from different constituencies

**Public benefit**

The Council of Management has given due regard to the Charity's Commission's guidance on public benefit and in furtherance of these aims, the Council, as the Charity trustees, have complied with the duty in s.17 of the Charities Act 2011 to have due regard to the Charity Commission's published general and relevant sub-sector guidance concerning the operation of the public benefit requirement under that Act.

Norwich School provides a significant benefit to the public by providing a first-class education, independent of the State System, for 1,151 pupils (2020-21: 1,141 pupils). Indirectly, the school provides additional public benefit through the employment of 219 (2021: 207) full time equivalent staff, supporting the local economy and wider supply chains, and through the dedicated stewardship of an historic estate located in and around the Cathedral Close.

The school strives to ensure that measures of public benefit are appropriate, and that significant sections of the public are not excluded from the opportunity to benefit from the education and facilities offered due to the need to pay a fee. In addition to significant provision of bursaries and other forms of means-tested financial support, the school provides a wide range of opportunities for community benefit and facilities, and events are often open to all.

The school is dedicated to providing a first-class education to all children seeking such an education irrespective of their family circumstances or background. Norwich School continues to attract positive young people who relish learning and who are willing to contribute to the broader aspects of school life: whether in

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

---

music, drama, sport, debating, clubs, societies, Sea Scouts, the Duke of Edinburgh's Award, charitable fundraising, community service or the many other activities that they encounter here. We select on academic potential, attitude, and all-round ability.

Norwich School is committed to safeguarding and promoting the welfare of all our pupils, irrespective of their background. The last educational ISI inspection noted the school's tutorial system offered pupils "very good pastoral care, which is valued by pupils" and that "the school is a friendly, welcoming community characterised by very good relationships between pupils of all ages and between pupils and staff."

#### **Financial review**

Total income amounted to £22,200k (2021: £20,842k) and after incurring expenditure of £21,366k (2021: £20,934k), net income before other recognised gains and losses amounted to £784k (2021: £112k). This is stated after net losses on investments of £50k (2021: net gains of £204k). After actuarial gains on the defined benefit pension scheme of £353k (2021: actuarial losses of £72k), the net increase in funds amounted to £1,137k (2021: £195k).

#### **Principal funding sources**

The principal source of the school's income comes from school fees. The average number of pupils in the school was 1,151 (2021: 1,141).

#### **Fixed assets**

In order to maintain and develop the educational provision, the School continues to undertake a carefully planned programme of fixed asset investments. In the year to 31 August 2022, additions amounted to £1,026k (2021: £681k). The most significant investments included the purchase of two new coaches, upgrades of computer equipment, and works to the Lower School, the Bishops Palace roof, and Redmayne sports field.

#### **Investment powers**

The trustee is empowered to invest funds in a manner appropriate to the financial requirements of the School, having regard to the security of any investments made and the requirements of the Charity Commission's order.

#### **Investment policy**

The investments are managed on a discretionary basis by Barratt & Cooke Limited, stockbrokers. The funds are invested with the objective of creating a balance between income generation and preservation of capital in real terms.

#### **Reserves policy**

Note 23 of the financial statements sets out an analysis of the assets and liabilities attributable to the various funds. The Council of Management considers that these assets are sufficient to meet the charity's obligations on a fund by fund basis.

Other than freehold investment properties, which are held as an investment to produce income and capital growth, the School's tangible assets are held for use by the School. Taking one year with another, the Council of Management plans to spend any surplus within the unrestricted fund on improvements to the School. At present the School's free reserves, being group net current assets within the general funds, amount to a surplus of £2,720k (2021: £2,123k).

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

---

#### Structure, governance and management

##### Governing document

King Edward VI Grammar School, Norwich was registered as a charity on 25 May 1966. Pursuant to a scheme dated 7 September 1994 and approved by the Charity Commission, the charity is administered by a company limited by guarantee known as Norwich School (company number 02940688). The land, assets and undertaking of the charity were vested in the company on 1 September 1994.

##### Governor recruitment, nomination and appointment process

The Council of Management consists of six representative governors and up to 19 co-opted governors. The representative governors are nominated by the Worshipful Company of Dyers, Chapter of the Cathedral Church of Norwich and the Senate of the University of East Anglia. The Nomination Committee meets annually to review the skills portfolio of existing members of the Council and determines any potential gaps or imbalance. Governors may identify individuals who may be interested in becoming a co-opted governor or may fill a skill gap in the Council. The school welcomes individuals to approach the Chairman directly or via the Clerk of Governors expressing an interest in becoming a governor. The Chairman will meet with potential candidates and, in conjunction with the Vice-Chairman and the Head, review their suitability before putting all of the names forward for discussion at the next Nomination Committee. The Nomination Committee nominates suitable candidates to the Council of Management when a governor vacancy arises for the Council's review and appointment.

##### Council of Management induction and training

On appointment to the Council of Management, members are provided with:

- The Scheme of the Commissioners and the Memorandum and Articles of the trustee company
- The latest accounts of the charity

and are encouraged to read Charity Commission guidance note CC3 - "The Essential Trustee: What you need to know, what you need to do". In addition, new members are provided with detailed information about the School and encouraged to read Charity Commission and other newsletters and to attend courses designed to keep them abreast of their duties and responsibilities.

##### Risk management

The Trustees are responsible for the management of the risks faced by the School. Risks are identified and assessed, and controls established throughout the year. A formal Business Risk Model (risk register) is in place and is reviewed and updated on a regular basis by the Senior Leadership Team, various Committees (including the Executive Committee) and the Council of Management.

##### Ongoing risk management

The principal risks and uncertainties identified in the Trust's Business Risk Model include:

- Recruiting sufficient able pupils into the school each year in order to maintain the pupil roll and therefore fee income in line with forecast.
- Maintaining tuition fees at an affordable level, whilst meeting rising costs including pension contributions for teaching staff, repaying the bank loan, and complying with the bank covenants, and continuing to invest in the facilities available to pupils.
- To manage the health and safety risks.
- The need to continue to recruit top quality staff remains a high priority.
- The Trustees remain vigilant with regards to child welfare.
- External financial risks are kept under review by the Trustees including the potential for changes to tax legislation or changes to the treatment of charities, inflationary pressures, changes to interest

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

---

rates and other macroeconomic factors, including commodity and utilities shortages as a result of the war in Ukraine and the ongoing impact of Covid-19 on global supply-chains.

Key controls used by the charity include:

- Formal agendas for all Committee, Sub Committee and Board activity.
- Detailed terms of reference for Board Committees and Sub Committees.
- Comprehensive strategic planning, budgeting, and management accounting.
- Established organisational structures and lines of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures as required by law for the protection of the vulnerable.

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

#### **Organisational structure**

The Council of Management meet a minimum of three times annually, including at least one meeting per term. The Executive Sub-Committee, consisting of six Council members, meets more frequently to monitor the financial management and development of the School. In addition, other more specialist Sub-Committees meet to consider current issues and strategy with a view to submitting recommendations to the Executive Sub-Committee and to the Council of Management as a whole.

The Council of Management and its Executive Sub-Committee set out the general policy of the School. The day to day affairs of the School are run by the Head and the Bursar.

#### **Setting of pay**

The Remuneration Committee has the membership of a minimum of three governors and meets once a year normally in the Lent Term to review the performance of the Senior Management Team including the Head and the Bursar and their pay for the next academic year. The Committee sets any pay increased to be awarded to each member of the Senior Management Team.

#### **Related parties**

The assets and liabilities of the School are vested in a company limited by guarantee known as Norwich School, which acts as a bare trustee for the School.

The School owns the entire issued share capital (being two £1 ordinary shares) of Norwich School Enterprises Limited, which was incorporated on 1 April 1998.

The School rents the majority of its properties from the Chapter of Norwich Cathedral, which was represented on the Council of Management during the year by The Very Reverend Dr J B Hedges and The Reverend Canon A Platten. The Chapter of Norwich Cathedral's subsidiary company, Norwich Cathedral Enterprises Limited, also provided catering services to the School during the year.

Ms D G M Jarrold, member of the Council of Management, is a director of Jarrold and Sons Limited, which provided goods and services to the School during the year.

Mr J M Hunter, member of the Council of Management, is a member of Mills and Reeve LLP, which provided legal services to the School during the year. The school also had sales to Mills and Reeve LLP, and there were amounts outstanding to the school at year end. Mr Hunter is also a non-executive director of Barratt & Cooke Limited, which provided investment management services to the School during the year.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

---

Mrs A Sarkar Roy, member of the Council of Management, is a Non-Executive Trustee of 8th Norwich Sea Scouts. The School made purchases from and sales to this charity during the year, and at the year end, some amounts were owed to the School in relation to the sales.

Mr N Q Back, member of the Council of Management, is the Chair of the Norfolk Club, which the School pays to make use of its gym facilities. .

Six members of the Council of Management, The Reverend Canon A Platten, Mr J M D Schofield, Dr A C Wood, Mr A R Grant, Mr J M Hunter, and Mrs A Sarkar Roy, have children or grandchildren at the School. Fees paid by these members are at the same rates applicable to all pupils. One member is in receipt of means-tested assistance.

Except where shown in note 10 and note 20 to the financial statements, no director has any financial interest in, or receives any remuneration from either the trustee company or the School.

#### *Other relationships*

The Head is a member of the Head Masters' and Mistresses' conference, which is an opportunity to share expertise, knowledge and experience across the independent school sector. The Conference also permits appropriate representation to Government and regulators of the views of the sector. The Master of the Lower School is a member of the Independent Association of Prep Schools (IAPS). IAPS is the professional association for Head Masters' and Mistresses' of the leading independent prep schools in the UK and worldwide.

#### **Fundraising standards**

Fundraising activities at the School are carried out by its own staff in the Development Office and are not outsourced to professional fundraisers. Its activities are closely and regularly monitored by the Development Committee, a sub-committee of the Council of Management. It also follows the Institute of Fundraising guidelines for dealing with vulnerable people. King Edward VI Grammar School, Norwich is registered with the Fundraising Regulator and is committed to following the Code of Fundraising Practice and the Fundraising Promise. There have been no complaints about fundraising activity this year.

#### **Statement of Responsibilities of the Council of Management**

The Council of Management are responsible for preparing the Report and the Report of the Trustee and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Council of Management to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Council of Management are required to:

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

The Council of Management are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

the Trust deed. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Council of Management**

All members held office throughout the year and up to the date of this report, with the exception of the following four members who resigned during the year: Mr A R Grant (resigned 18 March 2022), Professor R J Last (resigned 18 March 2022), The Very Reverend Dr J B Hedges (resigned 26 May 2022), and Mr C W Hoffman (resigned 1 July 2022). No new Members of the Council were appointed in the year or up to the date of this report.

**Disclosure of information to auditors**

Each of the persons who are members of the Council of Management at the time when this Report of the Trustee is approved has confirmed that:

- So far as that member is aware, there is no relevant audit information of which the Charitable Group's auditors are unaware, and
- That member has taken all the steps that ought to have been taken as a member in order to be aware of any relevant audit information and to establish that the Charitable Group's auditors are aware of that information.

**Auditors**

The auditors, Larking Gowen LLP, have indicated their willingness to continue in office. The designated members of the Council of Management will propose a motion reappointing the auditors at a meeting of the members of the Council of Management.



.....  
**S D A Griffiths**

On behalf of the Trustees

Date: 9 December 2022

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

#### Opinion

We have audited the financial statements of King Edward VI Grammar School, Norwich (the 'parent Charity') and its subsidiary (the 'Group') for the year ended 31 August 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Charity's affairs as at 31 August 2022 and of the Group's 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 Charities Act 2011.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trustee's 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 Group's or the parent charity'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 Trustee with respect to going concern are described in the relevant sections of this report.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL, NORWICH (CONTINUED)

---

#### Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustee are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### Matters on which we are required to report by exception

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

- the information given in the Trustee's Report of the Trustee is inconsistent in any material respect with the financial statements; or
- the parent Charity has not kept sufficient accounting records; or
- the parent Charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

#### Responsibilities of the Trustee

As explained more fully in the Statement of Responsibilities of the Council of Management, the Trustee is responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustee 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 Trustee are responsible for assessing the Group's and the parent Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intend to liquidate the Group or the parent Charity or to cease operations, or have no realistic alternative but to do so.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL, NORWICH (CONTINUED)

---

#### **Auditors' responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, included the following:

- Enquiries with management, the bursar and the Council of Management about any known or suspected instances of non-compliance with laws and regulations, accidents in the workplace, safeguarding breaches, data breaches, potential litigation or claims and fraud;
- Reviewing legal and professional fees to confirm matters where the Company engaged lawyers during the year;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Reviewing meeting minutes of executive, development and education committees, Council of Management meeting minutes and any relevant correspondence with external authorities, including regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates, particularly around the actuarial assumptions used to estimate the defined benefit pension scheme; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of any significant transactions outside the normal course of business.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH (CONTINUED)

---

**Use of our report**

This report is made solely to the Charity's Trustee, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the Charity's Trustee 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 Charity and its Trustee, as a body, for our audit work, for this report, or for the opinions we have formed.



**Larking Gowen LLP**  
King Street House  
15 Upper King Street  
Norwich  
Norfolk  
NR3 1RB

13 December 2022

Larking Gowen LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 AUGUST 2022**

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Endowment funds 2022 £000	Total funds 2022 £000	<i>Total funds 2021 £000</i>	
Note						
<b>Income and endowments from:</b>						
Donations and legacies	4	-	483	-	483	802
Charitable activities	5	21,605	-	-	21,605	19,912
Investments	6	80	32	-	112	78
Other income	7	-	-	-	-	50
<b>Total income and endowments</b>		<b>21,685</b>	<b>515</b>	<b>-</b>	<b>22,200</b>	<b>20,842</b>
<b>Expenditure on:</b>						
Charitable activities	8	20,752	614	-	21,366	20,934
<b>Total expenditure</b>		<b>20,752</b>	<b>614</b>	<b>-</b>	<b>21,366</b>	<b>20,934</b>
Net (losses)/gains on investments		(31)	(19)	-	(50)	204
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>902</b>	<b>(118)</b>	<b>-</b>	<b>784</b>	<b>112</b>
<b>Other recognised gains/(losses):</b>						
Gains on revaluation of fixed assets		-	-	-	-	155
Actuarial gains/(losses) on defined benefit pension schemes	18	353	-	-	353	(72)
<b>Net movement in funds</b>		<b>1,255</b>	<b>(118)</b>	<b>-</b>	<b>1,137</b>	<b>195</b>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022

Note	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Endowment funds 2022 £000	Total funds 2022 £000	<i>Total funds 2021 £000</i>
<b>Reconciliation of funds:</b>					
Total funds brought forward as previously stated	14,160	2,461	3,273	19,894	20,788
Prior year adjustment	-	-	-	-	(1,089)
Total funds brought forward as restated	14,160	2,461	3,273	19,894	19,699
Net movement in funds	1,255	(118)	-	1,137	195
<b>Total funds carried forward</b>	<b>15,415</b>	<b>2,343</b>	<b>3,273</b>	<b>21,031</b>	<b>19,894</b>

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

The notes on pages 38 to 67 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**CONSOLIDATED BALANCE SHEET  
AS AT 31 AUGUST 2022**

	Note	2022 £000	2021 £000
<b>Fixed assets</b>			
Tangible assets	11	14,488	14,669
Investments	13	1,766	1,804
Investment property	12	730	730
		<u>16,984</u>	<u>17,203</u>
<b>Current assets</b>			
Stocks		23	29
Debtors	14	1,088	953
Cash at bank and in hand		8,479	7,769
		<u>9,590</u>	<u>8,751</u>
Creditors: amounts falling due within one year	15	(4,620)	(4,623)
		<u>4,970</u>	<u>4,128</u>
<b>Net current assets</b>			
		<u>4,970</u>	<u>4,128</u>
<b>Total assets less current liabilities</b>		<u>21,954</u>	<u>21,331</u>
Creditors: amounts falling due after more than one year	16	(922)	(998)
<b>Net assets excluding pension asset / liability</b>		<u>21,032</u>	<u>20,333</u>
Defined benefit pension scheme asset / liability	18	-	(439)
<b>Total net assets</b>		<u><u>21,032</u></u>	<u><u>19,894</u></u>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

CONSOLIDATED BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2022

---

	Note	2022 £000	2021 £000
<b>Charity funds</b>			
Endowment funds	21	3,273	3,273
Restricted funds	21	2,343	2,461
Unrestricted funds	21	15,416	14,160
<b>Total funds</b>		<u>21,032</u>	<u>19,894</u>

The financial statements were approved and authorised for issue by the Trustee and signed on their behalf by:



.....  
**P J E Smith, MA**  
Chairman



.....  
**Dr S C Bamber**  
Vice Chairman

Date: 9 December 2022

The notes on pages 38 to 67 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**CHARITY BALANCE SHEET  
AS AT 31 AUGUST 2022**

	Note	2022 £000	2021 £000
<b>Fixed assets</b>			
Tangible assets	11	14,488	14,669
Investments	13	1,766	1,804
Investment property	12	730	730
		<b>16,984</b>	<b>17,203</b>
<b>Current assets</b>			
Stocks		23	28
Debtors	14	1,088	953
Cash at bank and in hand		8,479	7,769
		<b>9,590</b>	<b>8,750</b>
Creditors: amounts falling due within one year	15	(4,620)	(4,622)
		<b>4,970</b>	<b>4,128</b>
<b>Net current assets</b>		<b>4,970</b>	<b>4,128</b>
<b>Total assets less current liabilities</b>		<b>21,954</b>	<b>21,331</b>
Creditors: amounts falling due after more than one year	16	(922)	(998)
<b>Net assets excluding pension asset / liability</b>		<b>21,032</b>	<b>20,333</b>
Defined benefit pension scheme asset / liability	18	-	(439)
<b>Total net assets</b>		<b>21,032</b>	<b>19,894</b>
<b>Charity funds</b>			
Endowment funds	21	3,273	3,273
Restricted funds	21	2,343	2,461
Unrestricted funds			
Designated funds	21	598	618
General funds	21	14,818	13,542
Unrestricted funds excluding pension asset	21	15,416	14,160
Total unrestricted funds	21	<b>15,416</b>	<b>14,160</b>
<b>Total funds</b>		<b>21,032</b>	<b>19,894</b>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**CHARITY BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2022**

---

The financial statements were approved and authorised for issue by the Trustee on 09 December 2022 and signed on their behalf by:

**P J E Smith, MA**  
Chairman

**Dr S C Bamber**  
Vice Chairman

The notes on pages 38 to 67 form part of these financial statements.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

	2022 £000	2021 £000
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	1,641	2,845
<b>Cash flows from investing activities</b>		
Proceeds from the sale of tangible assets	7	44
Payments to acquire tangible fixed assets	(829)	(681)
Receipts from sale of investments	504	194
Payments to acquire investments	(516)	(205)
Interest received	11	7
Dividends received	47	40
Rentals received from investment properties	54	30
<b>Net cash used in investing activities</b>	<b>(722)</b>	<b>(571)</b>
<b>Cash flows from financing activities</b>		
Repayments of long term loans	(156)	(166)
Interest paid	(18)	(13)
Repayments of hire purchase finance	(35)	(6)
<b>Net cash used in financing activities</b>	<b>(209)</b>	<b>(185)</b>
<b>Change in cash and cash equivalents in the year</b>	<b>710</b>	<b>2,089</b>
Cash and cash equivalents at the beginning of the year	7,769	5,680
<b>Cash and cash equivalents at the end of the year</b>	<b>8,479</b>	<b>7,769</b>

The notes on pages 38 to 67 form part of these financial statements

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

---

#### 1. General information

King Edward VI Grammar School, Norwich is a charity registered in England and Wales, charity number 311280. The registered office is 71a The Close, Norwich, Norfolk, NR1 4DD.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) revised October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

King Edward VI Grammar School, Norwich meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

**2. Accounting policies (continued)**

**2.2 Going concern**

Management's going concern assessment takes into full consideration key management data, including latest pupil numbers, projected employment costs, leasehold, and maintenance requirements for the next 12 months and beyond, and known capital commitments; allied to the latest 5-year cashflow models and other key performance indicators.

Norwich School's ongoing response to the Coronavirus pandemic continues to be informed by guidance from the relevant statutory authorities, although since operational restrictions ceased, a welcome return to the usual educational experience has been evident. Pupil numbers at the start of the current 2022-23 academic year remain well above budget with further additions scheduled in January 2023, and there has been some welcome news regarding both energy caps to fixed utilities, and changes to Employers' National Insurance contributions from April 2023. That said, there remains significant inflationary pressures to key input resources, not least commodities and materials required for the upkeep of the estates, catering essentials and, of course, fuel and utilities. Despite this continuation of challenging economic and political times, with good projected income allied to sensible budgeting, robust levels of working capital, a strong balance sheet, appropriate levels of both interest and debt cover allied to prudent cash flow management (and access to additional funding if needed) and an appropriate reserves policy, the School feels able to address the continuing economic uncertainties whilst delivering the core offering and creating demand for the product.

The School is also mindful of the mid-term challenges around potential changes to the TPS (Teachers' Pension Scheme) contribution structure, the ending of fixed term utilities contracts, the possibility of loss of charitable benefits such as Mandatory Business Rates Relief, and a change of Government by 2025, all of which will put pressure on future cashflow and require a keen focus on both revenue and capital expenditure, at a time when the affordability of fees remains a key consideration. This onward horizon will also speak to a careful assessment of the timing and funding mix of larger capital projects.

Since the balance sheet date there have been no subsequent events to give management doubts that the school is a going concern, and considering the above, Norwich School has a reasonable expectation that the charitable company has no material uncertainties and adequate resources to continue in operational existence for the foreseeable future.

**2.3 Fund accounting**

Unrestricted general funds are funds which can be used in accordance with the charitable objects at the discretion of the Council of Management.

Unrestricted designated funds are funds earmarked by the Council of Management for particular purposes.

Restricted funds are funds that 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.

Endowment funds are funds that must be held permanently by the Charity consisting of investments, properties and the original school buildings.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

**2. Accounting policies (continued)**

**2.4 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income from donations, grants, gifts, and specific fund raising events is included in full in the Statement of Financial Activities when receivable.

For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasions legacies will be notified to the Charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from property and other non-voluntary services is included in the year in which the conditions for receipt have been met.

Income from investments is included when receivable. Income from investments held as part of the permanent endowment fund is unrestricted. Income from investments held as part of the restricted Scholarship Fund is restricted to providing prizes, scholarships and financial assistance as part of the Scholarship Fund.

Tuition fees represent charges for tuition in the academic year 2021/2022 and are stated gross of fee remissions.

**2.5 Expenditure**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes VAT and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.
- Prizes, awards, scholarships and financial assistance costs are stated within expenditure on charitable activities and are not netted off tuition fees.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

**2. Accounting policies (continued)**

**2.6 Tangible fixed assets and depreciation**

The Charity elected to use a previous valuation as deemed cost for freehold and long-term leasehold properties held at the Charity's date of transition to FRS 102 of 1 September 2014. Additions made to freehold and long-term leasehold properties since this date have been accounted for at cost and depreciated on the basis set out below.

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined, which is the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Land and assets under construction are not depreciated.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight line method.

Depreciation is provided on the following basis:

Freehold buildings	-	Over the expected useful life of the asset
Long-term leasehold property	-	Over the expected useful life of the asset
Short-term leasehold property, fixtures, fittings & equipment	-	2% - 25%
Motor vehicles	-	10% - 14%

The assets' residual values, useful lives and depreciation methods are reviewed and adjusted prospectively, if appropriate or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and recognised in the Consolidated Statement of Financial Activities.

**2.7 Investments**

Investments held for the long-term to generate income and preserve capital in real terms are carried at market value as fixed assets. Investments are held as part of the designated Development Fund and the restricted Scholarship Fund.

The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year.

**2.8 Investment property**

Freehold investment properties are included at a valuation determined by the Council of Management on an annual basis based on formal valuations prepared by a firm of property and business consultants.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

**2. Accounting policies (continued)**

**2.9 Stocks**

Stock consists of goods for resale and is valued at the lower of cost and net realisable value. Expenditure on teaching materials is written off immediately when incurred.

**2.10 Operating leases**

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

**2.11 Pensions**

The School contributes to the Teachers' Pension Scheme (TPS). This is a defined benefit scheme and the assets are held separately from those of the School. The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme and the contributions recognised in the period to which they relate.

The School operated a defined benefit pension scheme for non-teaching staff which provided benefits based on final pensionable salary. The assets of the scheme were held separately from those of the School being invested with an insurance company. As from 5 April 2004 contributions to secure benefits accruing after this date ceased and ongoing contributions are made to eliminate the funding deficit. The Trust recognises a defined benefit pension plan surplus as an asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

The School also operates a defined contribution scheme. The assets of the scheme are held separately from those of the School. The annual contributions payable are charged to the Statement of Financial Activities.

**2.12 Debtors**

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

**2.13 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.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

**2. Accounting policies (continued)**

**2.14 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**2.15 Financial instruments**

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

**2.16 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.17 Government grants**

Grants of a revenue nature are recognised in the Statement of Financial Activities in the same period as the related expenditure.

**2.18 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

**3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgment:

Defined benefit pension scheme

The present value of the defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation has been used by the actuary in valuing the pensions liability at the year end.

Valuation of investment properties

Investment properties must be valued at open market value, which should factor in any impairment, either specific to the investment asset, or arising more generally from sector or market conditions. Alternatively, any increase in value arising from enhancement to the asset or from wider sector or market conditions. Professional valuations of the investment properties are expected to be undertaken on a regular basis (although not necessarily annually) to assist management in assessing the valuation of investment property at each accounting period end. Investment properties are accounted for in accordance with note 2.8 and are disclosed in note 12.

Depreciation and impairment of tangible fixed assets

The Charity should select a depreciation method that reflects the pattern in which it expects to consume the asset's future economic benefits and must consider whether a straight line or reducing balance basis is most appropriate for each class of assets. If there is an indication that there has been a significant change since the last annual reporting date, for example where costs incurred in relation to future projects are no longer expected to carry any future value, the Council of Management must review its present depreciation method and, if current expectations differ, change the depreciation method to reflect the new pattern. Depreciation methods adopted are disclosed in note 2.6 and carrying values of fixed assets at the reporting date are disclosed in note 11.

Bad and doubtful debt provision

The bad and doubtful debt provision relates to unpaid pupil fees. The Council of Management review all outstanding debts at the year end to consider which debts may not be settled in full and calculate a provision on this basis. Trade debtors, which relates to amounts owed in relation to tuition and associated fees, are disclosed net of the bad and doubtful provision assessed in note 14.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

**4. Income from donations and legacies**

	<b>Restricted funds 2022 £000</b>	<b>Total funds 2022 £000</b>
Donations and legacies	483	483
	<i>Restricted funds 2021 £000</i>	<i>Total funds 2021 £000</i>
Donations and legacies	802	802

**5. Income from charitable activities**

	<b>Unrestricted funds 2022 £000</b>	<b>Total funds 2022 £000</b>
Tuition fees	20,001	<b>20,001</b>
Other educational income	679	<b>679</b>
Other ancillary income	170	<b>170</b>
School meals	755	<b>755</b>
<b>Total 2022</b>	<b>21,605</b>	<b>21,605</b>
	<i>Unrestricted funds 2021 £000</i>	<i>Total funds 2021 £000</i>
Tuition fees	18,956	18,956
Other educational income	307	307
Other ancillary income	105	105
School meals	544	544
<i>Total 2021</i>	<i>19,912</i>	<i>19,912</i>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

6. Investment income

	<b>Unrestricted funds 2022 £000</b>	<b>Restricted funds 2022 £000</b>	<b>Total funds 2022 £000</b>
Rental income	54	-	<b>54</b>
Income from investments	15	32	<b>47</b>
Deposit account interest and interest from other debtors	11	-	<b>11</b>
<b>Total 2022</b>	<b>80</b>	<b>32</b>	<b>112</b>

	<i>Unrestricted funds 2021 £000</i>	<i>Restricted funds 2021 £000</i>	<i>Total funds 2021 £000</i>
Rental income	31	-	31
Income from investments	11	29	40
Deposit account interest and interest from other debtors	7	-	7
<i>Total 2021</i>	<i>49</i>	<i>29</i>	<i>78</i>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

7. Other incoming resources

	<b>Total funds 2022 £000</b>
<b>Total 2022</b>	<u>-</u>

Government grants received during the year from the Coronavirus Job Retention Scheme were £Nil (2021: £49,000).

	<i>Unrestricted funds 2021 £000</i>	<i>Total funds 2021 £000</i>
Loss on disposal of tangible fixed assets	1	1
Government grant income	49	49
	<u>50</u>	<u>50</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total 2022 £000
Teaching and education	12,077	-	12,077
Welfare	1,211	-	1,211
Establishment	3,699	-	3,699
Support costs	2,184	-	2,184
Finance costs	69	-	69
Governance costs	62	-	62
Prizes, awards, scholarships and financial assistance	1,450	614	2,064
Defined benefit pension scheme-administrative expenses (note 18)	-	-	-
<b>Total 2022</b>	<b>20,752</b>	<b>614</b>	<b>21,366</b>

Establishment costs include an impairment charge of £17,863 (2021: £916,298) related to costs capitalised in respect of a proposed refectory development, for which planning permission has been rejected by both Norwich City Council and (on appeal) the Planning Inspectorate.

	<i>Unrestricted funds 2021 £000</i>	<i>Restricted funds 2021 £000</i>	<i>Total 2021 £000</i>
Teaching and education	11,608	-	11,608
Welfare	950	-	950
Establishment	4,379	-	4,379
Support costs	1,895	-	1,895
Finance costs	98	-	98
Governance costs (see below)	106	-	106
Prizes, awards, scholarships and financial assistance	1,369	522	1,891
Defined benefit pension scheme-administrative expenses (note 18)	7	-	7
<i>Total 2021</i>	<i>20,412</i>	<i>522</i>	<i>20,934</i>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

8. Analysis of expenditure on charitable activities (continued)

Summary by expenditure type

	Staff costs 2022 £000	Depreciation 2022 £000	Other costs 2022 £000	Total 2022 £000
Teaching and education	9,502	494	2,081	12,077
Welfare	135	-	1,076	1,211
Establishment	438	706	2,555	3,699
Support costs	891	-	1,293	2,184
Finance costs	-	-	69	69
Governance costs (see below)	-	-	62	62
Prizes, awards, scholarships and financial assistance	-	-	2,064	2,064
<b>Total 2022</b>	<b>10,966</b>	<b>1,200</b>	<b>9,200</b>	<b>21,366</b>

	Staff costs 2021 £000	Depreciation 2021 £000	Other costs 2021 £000	Total 2021 £000
Teaching and education	9,067	436	2,105	11,608
Welfare	140	-	810	950
Establishment	435	1,508	2,436	4,379
Support costs	864	-	1,031	1,895
Finance costs	-	-	98	98
Governance costs (see below)	-	-	106	106
Prizes, awards, scholarships and financial assistance	-	-	1,891	1,891
Defined benefit pension scheme costs (note 18)	-	-	7	7
<b>Total 2021</b>	<b>10,506</b>	<b>1,944</b>	<b>8,484</b>	<b>20,934</b>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

**Analysis of expenditure on charitable activities (continued)**

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
<b>Analysis of governance costs:</b>		
Costs relating to governors	<b>3</b>	<i>1</i>
Trustee and Professional indemnity insurance	<b>17</b>	<i>13</i>
Audit, accountancy and legal fees	<b>42</b>	<i>93</i>
	<u><b>62</b></u>	<u><i>107</i></u>

Costs relating to governors includes training, venue hire, and any reimbursement to members of the Council of Management for their out of pocket travel expenses. Note 10 provides a specific disclosure of reimbursed expenses.

**9. Auditors' remuneration**

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Fees payable to the Charity's auditor and its associates for the audit of the Charity's annual accounts	<b>18</b>	<i>14</i>
Fees payable to the Charity's auditor and its associates in respect of:		
Teachers' Pension audit	<b>1</b>	<i>1</i>
	<u><b>1</b></u>	<u><i>1</i></u>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

**10. Staff costs**

	<b>Group 2022 £000</b>	<i>Group 2021 £000</i>	<b>Charity 2022 £000</b>	<i>Charity 2021 £000</i>
Wages and salaries	<b>8,595</b>	8,252	<b>8,595</b>	8,252
Social security costs	<b>920</b>	841	<b>920</b>	841
Pension costs	<b>1,452</b>	1,413	<b>1,452</b>	1,413
	<b>10,967</b>	10,506	<b>10,967</b>	10,506

The average number of persons employed by the Charity during the year was as follows:

	<b>Group 2022 No.</b>	<i>Group 2021 No.</i>
Teaching staff	<b>152</b>	135
Support staff	<b>142</b>	155
	<b>294</b>	290

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

	<b>Group 2022 No.</b>	<i>Group 2021 No.</i>
In the band £60,001 - £70,000	<b>4</b>	2
In the band £70,001 - £80,000	<b>2</b>	3
In the band £80,001 - £90,000	<b>2</b>	1
In the band £90,001 - £100,000	<b>1</b>	1
In the band £140,001 - £150,000	<b>1</b>	1

No pension contributions were made in the year (or in the prior year) for the provision of money purchase benefits for the above employees.

No member of the Council of Management received any remuneration from the trustee company or School, with the exception of a Staff Governor who only received remuneration in respect of the services he provided undertaking a teaching role, and not in respect of his services as a member of the Council of Management.

One member of the Council of Management was reimbursed for out-of-pocket travel expenditure to the value of £101 (2021: no members were).

Key management remuneration in the year totalled £937k (2021: £906k) in respect of the Head, Bursar and Senior Leadership Team as listed on pages 1 and 2.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

11. Tangible fixed assets

Group and Charity

	Freehold property £000	Long-term leasehold property £000	Other fixed assets £000	Motor vehicles £000	Total £000
<b>Cost or valuation</b>					
At 1 September 2021	6,999	7,554	7,004	163	21,720
Additions	1	88	763	174	1,026
Disposals	-	-	(18)	(24)	(42)
At 31 August 2022	<u>7,000</u>	<u>7,642</u>	<u>7,749</u>	<u>313</u>	<u>22,704</u>
<b>Depreciation</b>					
At 1 September 2021	818	1,652	4,472	109	7,051
Charge for the year	108	299	758	32	1,197
On disposals	-	-	(16)	(17)	(33)
At 31 August 2022	<u>926</u>	<u>1,951</u>	<u>5,214</u>	<u>124</u>	<u>8,215</u>
<b>Net book value</b>					
At 31 August 2022	<u>6,074</u>	<u>5,691</u>	<u>2,535</u>	<u>189</u>	<u>14,489</u>
At 31 August 2021	<u>6,181</u>	<u>5,902</u>	<u>2,532</u>	<u>54</u>	<u>14,669</u>

Included in freehold property is freehold land at valuation of £1,819,860 which is not depreciated.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

12. Investment property

Group

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2021	730
At 31 August 2022	<u>730</u>

Charity

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2021	730
At 31 August 2022	<u>730</u>

The freehold investment properties are included at open market valuation determined by the Council of Management's valuation as at 31 August 2022, based on a formal valuation dated 15 October 2021 by Brown & Co - Property and Business Consultants LLP. The properties are held to produce income and capital growth and have an estimated historical cost of £116,432 (2021: £116,432).

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

13. Fixed asset investments

<b>Group and Charity</b>	<b>Listed investments £000</b>
<b>Cost or valuation</b>	
At 1 September 2021	1,804
Additions	516
Disposals	(504)
Revaluations	(49)
At 31 August 2022	<u>1,766</u>
<b>Net book value</b>	
At 31 August 2022	<u>1,766</u>
At 31 August 2021	<u>1,804</u>

The majority of investments were gifted.

The historic cost of listed investments on 31 August 2022 was £1,166k (2021: £1,302k).

The School owns the entire issued share capital, £2, of its subsidiary undertaking Norwich School Enterprises Limited, a company registered in England and Wales (company number 03538479), which is now dormant. As at 31 August 2022, the company had net liabilities amounting to £1,596 (2021: £1,596).

All investments are listed on the London Stock Exchange other than the investment in Norwich School Enterprises Limited.

No investments represented more than 5% of the total value of the portfolio. (2021: an investment in Charifund income units represented more than 5% of the value of the total portfolio, the market value of this investment at 31 August 2021 was £93,673).

Investments are allocated between the funds as set out in Note 23 of the financial statements.

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

**14. Debtors**

	<b>Group 2022 £000</b>	<i>Group 2021 £000</i>	<b>Charity 2022 £000</b>	<i>Charity 2021 £000</i>
<b>Due within one year</b>				
Trade debtors	260	202	260	201
Amounts owed by group undertakings	-	-	-	1
Other debtors	13	57	13	57
Prepayments and accrued income	815	694	815	694
	<u>1,088</u>	<u>953</u>	<u>1,088</u>	<u>953</u>

**15. Creditors: Amounts falling due within one year**

	<b>Group 2022 £000</b>	<i>Group 2021 £000</i>	<b>Charity 2022 £000</b>	<i>Charity 2021 £000</i>
Bank loans	194	194	194	194
Fees received in advance	3,237	3,155	3,237	3,155
Trade creditors	449	596	449	596
Other taxation and social security	234	221	234	221
Obligations under finance lease and hire purchase contracts	40	6	40	6
Other creditors	115	116	115	116
Accruals and deferred income	351	335	351	334
	<u>4,620</u>	<u>4,623</u>	<u>4,620</u>	<u>4,622</u>

Obligations under finance lease and hire purchase contracts of £40k (2021: £6k) are secured on the assets to which the liability relates.

Deferred income consists of £3,237k (2021: £3,155k) fees received in advance and £13k (2021: £Nil) of income received in respect of a donation for use in funding bursary awards in the next financial year.

	<b>Group 2022 £000</b>	<i>Group 2021 £000</i>	<b>Charity 2022 £000</b>	<i>Charity 2021 £000</i>
Deferred income at 1 September 2021	3,155	2,099	3,155	2,099
Resources deferred during the year	3,250	3,061	3,250	3,061
Amounts released from previous periods	(3,155)	(2,005)	(3,155)	(2,005)
<b>Deferred income at 31 August 2021</b>	<u>3,250</u>	<u>3,155</u>	<u>3,250</u>	<u>3,155</u>

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

**16. Creditors: Amounts falling due after more than one year**

	<b>Group 2022 £000</b>	<i>Group 2021 £000</i>	<b>Charity 2022 £000</b>	<i>Charity 2021 £000</i>
Bank loans	823	979	823	979
Net obligations under finance lease and hire purchase contracts	99	19	99	19
	<u>922</u>	<u>998</u>	<u>922</u>	<u>998</u>

Obligations under finance lease and hire purchase contracts of £99k (2021: £19k) are secured on the assets to which the liability relates.

**17. Hire purchase**

Minimum lease payments under hire purchase fall due as follows:

	<b>2022 £000</b>	<i>2021 £000</i>
<b>Group and Charity</b>		
Within one year	48	7
Between 1-5 years	103	22
Less: finance charges allocated to future periods	(12)	(4)
	<u>139</u>	<u>25</u>

**18. Pension commitments**

**Teachers' 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 £1,368k (2021: £1,399k).

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

**18. Pension commitments (continued)**

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 effect in April 2024.

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

*New pension scheme as an alternative to the Teachers' Pension Scheme*

From 1 September 2022 the School began operating a new direct contribution pension scheme to provide teaching staff with an alternative option to the Teachers' Pension Scheme. The new scheme is operated by APTIS and is on an 'opt-in' basis.

**Norwich School Defined Contribution Scheme**

In addition to the new scheme noted above, the School also continues to operate the existing defined contribution scheme. The assets of the scheme are held separately from those of the School. The annual contributions payable are charged to the Statement of Financial Activities.

**Norwich School Defined Benefit Pension Scheme**

The Group operates a defined benefit pension scheme.

The Norwich School Pension Scheme, for non-teaching staff, is operated in the UK. A full actuarial valuation of the Scheme was carried out as at 6 April 2021, and the results updated to 31 August 2022 by a qualified independent actuary.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

**18. Pension commitments (continued)**

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	<b>At 31 August 2022</b>	<i>At 31 August 2021</i>
	%	%
Discount rate	<b>4.2</b>	1.6
Price inflation (CPI)	<b>3.5</b>	2.6
Future increases to pensions deferment	<b>3.5</b>	2.6
Future increases to pensions in payment	<b>3.8</b>	3.8

	<b>At 31 August 2022</b>	<i>At 31 August 2021</i>
	Years	Years
Mortality rates (in years)		
- for a male aged 65 now	<b>87.0</b>	86.9
- at 65 for a male aged 45 now	<b>88.2</b>	88.2
- for a female aged 65 now	<b>89.3</b>	89.3
- at 65 for a female aged 45 now	<b>90.8</b>	90.7

The Group's share of the assets in the scheme was:

	<b>At 31 August 2022</b>	<i>At 31 August 2021</i>
	£000	£000
Cash and other liquid assets	<b>97</b>	112
Investment funds	<b>599</b>	470
<b>Total fair value of assets</b>	<b>696</b>	582

The actual return on scheme assets was £20,000 gain (2021 - £16,000 gain).

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	<b>2022</b>	<i>2021</i>
	£000	£000
Interest income	<b>(10)</b>	(9)
Interest cost	<b>16</b>	16
<b>Total amount recognised in the Consolidated Statement of Financial Activities</b>	<b>6</b>	7

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

**18. Pension commitments (continued)**

Movements in the present value of the defined benefit obligation were as follows:

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Opening defined benefit obligation	1,021	975
Interest cost	16	16
Actuarial (gains)/losses	(387)	88
Benefits paid	(8)	(58)
<b>Closing defined benefit obligation</b>	<b>642</b>	<i>1,021</i>

Movements in the fair value of the Group's share of scheme assets were as follows:

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Opening fair value of scheme assets	582	531
Expected return on assets	10	9
Actuarial gains	20	16
Contributions by employer	92	84
Benefits paid	(8)	(58)
<b>Closing fair value of scheme assets</b>	<b>696</b>	<i>582</i>

**19. Operating lease commitments**

At 31 August 2022 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>Group</b>	<i>Group</i>	<b>Charity</b>	<i>Charity</i>
	<b>2022</b>	<i>2021</i>	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>	<b>£000</b>	<i>£000</i>
Not later than 1 year	483	518	483	518
Later than 1 year and not later than 5 years	1,013	1,196	1,013	1,196
Later than 5 years	256	518	256	518
	<b>1,752</b>	<i>2,232</i>	<b>1,752</b>	<i>2,232</i>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

**20. Related party transactions**

The assets and liabilities of the School are vested in a company limited by guarantee known as Norwich School, which acts as a bare trustee for the School. No transactions occurred between the School and the company during the year under review.

At 31 August 2022 the School was owed £2,255 (2021: £2,255) by Norwich School Enterprises Limited, which is dormant.

The School rents the majority of its properties from the Chapter of Norwich Cathedral which was represented on the Council of Management during the year and the previous year by The Very Reverend Dr J B Hedges and The Reverend Canon A Platten. The rents in the year, including those for the use of the Cathedral for the School's assemblies, amounted to £303,789 (2021: £287,014). The school had £7,721 of sales to the Chapter of Norwich Cathedral (2021: £nil) of which £590 remained due to the school at the year end (2021: £nil). In addition, the Chapter's 100% subsidiary company, Norwich Cathedral Enterprises Limited, provided catering services to the School totalling £317 (2021: £161).

Ms D G M Jarrold, member of the Council of Management, is a director of Jarrold and Sons Limited, which, together with its division, Jarrold Training, provided goods and services to the School during the year totalling £6,621 (2021: £7,593).

Mr J M Hunter, member of the Council of Management, is a member of Mills and Reeve LLP, which provided legal services to the School during the year totalling £23,800 (2021: £54,922). The school had sales of £150 in the year to Mills and Reeve LLP, of which all £150 remained due to the school at year end (2021: £nil sales and £nil due at year end).

Mrs A Sarkar Roy, member of the Council of Management, is a Non-Executive Trustee of 8th Norwich Sea Scouts. The School made purchases from and sales to this charity during the year of £455 and £30,148 respectively (2021: £1,051 and £23,759 respectively). At the year end, £13,441 was owed to the School (2021: £11,292).

Mr N Q Back, member of the Council of Management, is the Chair of the Norfolk Club, of which the School uses the gym facilities. The School made purchases from this charity during the year of £4,095 (2021: £887). There were no amounts outstanding at the year end (2021: £550).

Six members of the Council of Management, The Reverend Canon A Platten, Mr J M D Schofield, Dr A C Wood, Mr A R Grant, Mr J M Hunter, and Mrs A Sarkar Roy, have children or grandchildren at the School. Fees paid by these members are at the same rates applicable to all pupils. One member is in receipt of means-tested assistance.

The children of staff, including those of the senior leadership, attend the School, these children are also subject to the standard fee rates and discounts.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

21. Statement of funds

Statement of funds - current year

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
<b>Designated funds</b>					
Development fund	618	11	-	(31)	598
<b>General funds</b>					
General Funds - all funds	13,542	21,675	(20,752)	353	14,818
<b>Total Unrestricted funds</b>	<b>14,160</b>	<b>21,686</b>	<b>(20,752)</b>	<b>322</b>	<b>15,416</b>
<b>Endowment funds</b>					
Permanent endowment	3,273	-	-	-	3,273
<b>Restricted funds</b>					
Bursary funds	300	190	(233)	-	257
Other restricted funds	977	287	(375)	-	889
Scholarship funds	1,184	38	(6)	(19)	1,197
	2,461	515	(614)	(19)	2,343
<b>Total of funds</b>	<b>19,894</b>	<b>22,201</b>	<b>(21,366)</b>	<b>303</b>	<b>21,032</b>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

21. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2020 (as restated) £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2021 £000</i>
<b>Designated funds</b>						
Development fund	561	11	-	-	46	618
Covid-19 Response fund	375	-	-	(375)	-	-
	<u>936</u>	<u>11</u>	<u>-</u>	<u>(375)</u>	<u>46</u>	<u>618</u>
<b>General funds</b>						
General Funds - all funds	13,565	20,001	(20,413)	261	128	13,542
<b>Total Unrestricted funds</b>	<u>14,501</u>	<u>20,012</u>	<u>(20,413)</u>	<u>(114)</u>	<u>174</u>	<u>14,160</u>
<b>Endowment funds</b>						
Permanent endowment	3,273	-	-	-	-	3,273
<b>Restricted funds</b>						
Bursary funds	135	372	(207)	-	-	300
Other restricted funds	856	424	(303)	-	-	977
Scholarship funds	933	35	(12)	114	114	1,184
	<u>1,924</u>	<u>831</u>	<u>(522)</u>	<u>114</u>	<u>114</u>	<u>2,461</u>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

---

**21. Statement of funds (continued)**

	<i>Balance at 1 September 2020 (as restated) £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2021 £000</i>
<b>Total of funds</b>	<b>19,698</b>	<b>20,843</b>	<b>(20,935)</b>	<b>-</b>	<b>288</b>	<b>19,894</b>

**Endowment fund**

The permanent endowment fund consists of investments, properties and the original school buildings arising from endowments.

**Restricted funds**

Restricted bursary funds include the funds set out below:

The Anne French Bursary - interest on the fund is used for the education of children of the clergy.

Bowling Family Bursary - this is a Senior School bursary awarded to one particular student.

Cathedral Chorister Fund - funds received from Norwich Cathedral to contribute towards fees of choristers who attend Norwich School.

The ON Bursary Fund consists of funds received from alumni (Old Norvicensians) towards bursaries.

Choir Schools Association Bursary, Dyers Bursary Award, French Huguenot Trust Bursary, The Friends of Norwich School Bursary, Charles Peel Bursary, Staff Bursary and The Wait Family Bursary, Morse-Boycott Trust Bursary, Roger Robinson Bursary - means tested bursary awards to pupils requiring financial assistance towards their school fees.

Other restricted funds include the funds set out below:

The Annual Fund - Headmaster's Discretionary Fund - funds received from the public towards projects which directly benefit the School, its pupils and the wider community.

The Annual Fund - Pupil Enrichment Fund - funds received from the public towards specific projects to encourage the children at the School to develop broader skills and equip them for life.

Capital Fund - funds raised for planned building projects at the School.

Easter Course/Ogden Trust/Shine grants - represents funds received towards the continuation and extension of physics outreach work, the set up and delivery of a language programme and various school holiday courses for pupils of other local schools.

Gawdy Legal Award - a prize for a pupil who wishes to pursue a legal career. The award is sponsored by local legal firm Ashton KCJ and named after Old Norvicensian Sir Thomas Gawdy who was a prominent lawyer in Tudor times.

Horatio Society - funds raised by pupils to be allocated to projects in the School at their discretion.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

---

**Statement of funds (continued)**

Investing in Our Future - an annual fund campaign that encouraged people to give to one of three pots (Headmaster's discretionary Fund, Pupil Enrichment Fund or Bursaries) under the umbrella term of Investing in Our Future.

Sebastian John Award - Funds received from the public to create a pupil award fund in memory of a former pupil who died.

The Council of Management separately maintains a Scholarship Fund, which provides monies towards the provision of prizes, awards, scholarships and financial assistance for pupils of the School. A Dyers Scholarship Fund was also created during the year for the benefit of specific pupils.

**Designated Funds**

The Council of Management designates certain funds on an annual basis.

During the preceding year a Covid-19 Response Fund was created to provide for extraordinary expenditure during the 2020-21 Academic year relating to the pandemic. The Covid-19 Response Fund of £375k designated in the previous accounting year was expended in full in the year. The costs incurred by the School were reflected in the Statement of Financial Activities and the designation of £375k was therefore released to general reserves.

The balance remaining on the designated fund reflects a Development Fund, which relates to amounts designated for future School projects. Funds allocated for this purpose are invested within the School's listed investment portfolio. Income allocated to this fund relates to dividends received from listed investments. Gains/(losses) during the year relate to gains on revaluation and on disposal of listed investments.

**Unrestricted funds: Direct benefit pension scheme liability**

A liability on the School's direct benefit pension scheme is usually recognised within unrestricted funds (2021: this liability was £439k). This liability is calculated each year by an independent actuary. In the current year, in common with other UK direct benefit pension funds, a significant actuarial gain of £353k has arisen. Due to this and to contributions made by the School, the direct benefit pension fund was, unusually, not in a liability position at year end, but instead was valued at £nil, as seen in the balance sheet. The £353k actuarial gain this year was one element of the significant increase in unrestricted funds seen this year..

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

22. Summary of funds

Summary of funds - current year

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
Designated funds	618	11	-	(31)	598
General funds	13,542	21,675	(20,752)	353	14,818
Endowment funds	3,273	-	-	-	3,273
Restricted funds	2,461	515	(614)	(19)	2,343
	<u>19,894</u>	<u>22,201</u>	<u>(21,366)</u>	<u>303</u>	<u>21,032</u>

Summary of funds - prior year

	<i>Balance at 1 September 2020 (as restated) £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2021 £000</i>
Designated funds	936	11	-	(375)	46	618
General funds	13,565	20,001	(20,413)	261	128	13,542
Endowment funds	3,273	-	-	-	-	3,273
Restricted funds	1,924	831	(522)	114	114	2,461
	<u>19,698</u>	<u>20,843</u>	<u>(20,935)</u>	<u>-</u>	<u>288</u>	<u>19,894</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

**23. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Endowment funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	12,098	-	2,390	14,488
Fixed asset investments	445	1,166	155	1,766
Investment property	730	-	-	730
Current assets	7,685	1,177	728	9,590
Creditors due within one year	(4,620)	-	-	(4,620)
Creditors due in more than one year	(922)	-	-	(922)
<b>Total</b>	<b>15,416</b>	<b>2,343</b>	<b>3,273</b>	<b>21,032</b>

**24. Reconciliation of net movement in funds to net cash flow from operating activities**

	Group 2022 £000	Group 2021 £000
Net income for the year (as per Statement of Financial Activities)	784	112
<b>Adjustments for:</b>		
Dividends received	(47)	(40)
Rents received from investment properties	(54)	(31)
Interest receivable	(11)	(7)
Interest payable	18	13
Depreciation	1,197	1,027
(Gains)/losses on investments	50	(204)
Loss on disposal of fixed assets	19	58
Decrease in stock	6	8
(Increase)/decrease in debtors	(332)	(19)
Increase/(decrease) in creditors	(3)	1,088
Pension scheme non-cash movements	(4)	(77)
Impairment of tangible fixed assets	18	917
<b>Net cash provided by operating activities</b>	<b>1,641</b>	<b>2,845</b>

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

**25. Analysis of cash and cash equivalents**

	<b>Group 2022 £000</b>	<i>Group 2021 £000</i>
Cash at bank and in hand	8,479	7,769
<b>Total cash and cash equivalents</b>	<b>8,479</b>	<i>7,769</i>

**26. Analysis of changes in net debt**

	<b>At 1 September 2021 £000</b>	<b>Cash flows £000</b>	<b>New hire purchase £000</b>	<b>Other non- cash changes £000</b>	<b>At 31 August 2022 £000</b>
Cash at bank and in hand	7,769	710	-	-	8,479
Debt due within 1 year	(194)	-	-	-	(194)
Debt due after 1 year	(979)	167	-	(11)	(823)
Hire purchase	(25)	36	(143)	(7)	(139)
	<b>6,571</b>	<b>913</b>	<b>(143)</b>	<b>(18)</b>	<b>7,323</b>

**27. Financial instruments**

	<b>Group 2022 £000</b>	<i>Group 2021 £000</i>	<b>Charity 2022 £000</b>	<i>Charity 2021 £000</i>
<b>Financial assets</b>				
Financial assets measured at fair value through income and expenditure	<b>1,766</b>	<i>1,804</i>	<b>1,766</b>	<i>1,804</i>

Financial assets measured at fair value through income and expenditure comprises listed investments.

**KING EDWARD THE SIXTH GRAMMAR SCHOOL, NORWICH**

England & Wales - Charity number 311280

---

# Accounts

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

**TRUSTEE'S REPORT AND CONSOLIDATED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2021**

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**CONTENTS**

---

	Page
<b>Reference and Administrative Details of the Charity, its Trustee and Advisers</b>	1 - 2
<b>Report of the Trustee</b>	3 - 22
<b>Independent Auditors' Report on the Financial Statements</b>	23 - 26
<b>Consolidated Statement of Financial Activities</b>	27 - 28
<b>Consolidated Balance Sheet</b>	29 - 30
<b>Charity Balance Sheet</b>	31 - 32
<b>Consolidated Statement of Cash Flows</b>	33
<b>Notes to the Financial Statements</b>	34 - 64

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**Council of Management** P J E Smith, MA, Chairman<sup>1</sup>  
Dr S C Bamber, Vice Chairman<sup>1</sup>  
A R Grant, MA, FRSA (resigned 18 March 2022)<sup>1</sup>  
I Reid, BSc, MRICS<sup>1</sup>  
J M D Schofield, LLB, FCA<sup>1</sup>  
N Q Back  
The Very Reverend Dr J B Hedges (resigned 26 May 2022)  
P J Henderson  
C W Hoffman, ACIB  
J M Holme, MBCS, CITP  
J M Hunter  
Ms. D G M Jarrold, MA Cantab<sup>1</sup>  
H C Jourdain  
Professor R J Last, FRSA, BA, PGCE, MA (Ed) (resigned 18 March 2022)  
A R M Little, FRSA  
The Reverend Canon A Platten  
Mrs. A Sarkar Roy (appointed 19 March 2021)  
G S Smith  
D W Talbot, FCA  
Mrs. D A Willmott  
Dr A C Wood  
Dr D F Wood MA, MD, FRCP  
Miss T J Yates, BA  
Professor K H Yeoman

<sup>1</sup> Members of the Executive Sub-Committee.

**Charity registered  
number**

311280

**Principal office**

71a The Close  
Norwich  
Norfolk  
NR1 4DD

**Trustee**

Norwich School (a company limited by guarantee)

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS  
(CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

<b>Head Master</b>	S D A Griffiths
<b>Bursar</b>	CJP Evans
<b>Assistant Bursar (Operations)</b>	N Reynolds
<b>Senior Leadership Team</b>	The Head Master, the Bursar and: Mrs. N A Fairweather BA - Principal Deputy Head Dr R Clark BSc, PhD - Deputy Head (Co-Curriculum) Dr D N Farr BA, PhD, FRHS - Deputy Head (Director of Studies) J K Ingham BA - Master of the Lower School Mrs. N J Hill BSc - Assistant Head (Admissions, Marketing & Partnerships) P A Todd BA - Assistant Head (Teaching and Learning) A Rowlandson BA - Assistant Head (Staff Development)
<b>Independent auditors</b>	Larking Gowen LLP King Street House 15 Upper King Street Norwich Norfolk NR3 1RB
<b>Bankers</b>	Barclays Bank PLC 3 St James Court Whitefriars Norwich NR3 1RJ  CCLA 85 Queen Victoria Street London EC4V 4ET
<b>Solicitors</b>	Mills & Reeve LLP 1 St James Court Whitefriars Norwich NR3 1RU  Farrer & Co LLP 66 Lincoln's Inn Fields London WC2A 3LH
<b>Investment advisers</b>	Barratt & Cooke Limited 5/6 Opie Street Norwich NR1 3DW

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE FOR THE YEAR ENDED 31 AUGUST 2021

---

#### **ETHOS & AIMS**

A lifelong love of learning is at the heart of the holistic, educational journey for each Norwich School pupil. The wider Norwich School family of staff, parents, alumni and other supporters work together to nurture our young people, both in Cathedral Close and beyond.

Education has been associated with Norwich Cathedral and Christian principles since its earliest beginnings at the end of the 11th century. Set in The Close at the heart of our city, Norwich School is the proud 21st century heir to this tradition.

As the leading school of any type in East Anglia and one of the best co-educational day schools in the United Kingdom, our outstanding all-round practice blends tradition and innovation to serve the short and long-term interests of every pupil. Our community's daily activities and relationships are nurtured by the guiding concepts of inclusion, love and compassion. We have a restless ambition for self-improvement at the forefront of pedagogical innovation in local, national and international contexts; a beacon in the East of educational excellence.

The schools aim to:

- Inspire young people to develop their curiosity in intellectual, creative and practical spheres, establishing capacity for pupils to become reflective thinkers who are capable of handling complex concepts and articulate expression in varied media;
- Establish a platform of rich and varied educational opportunity which enables every pupil to fulfil their unique potential; and
- Create opportunities in leadership and service for all pupils, which will empower them to be ambitious forces for good in the wider community throughout their lives.

#### **OBJECTIVES & ACTIVITIES**

Despite the significant impact (from March 2020 onward) of the global Coronavirus pandemic on all aspects of operations, the school met its main operational objectives for the 2020/21 academic year.

Norwich School is a charity whose object is a purpose falling within section 3(1)b of the Charities Act 2011, namely the advancement of education. It is a purpose for the public benefit and is therefore a charitable purpose as defined in section 2(1)b of the Act.

The school operates as an independent day school for boys and girls aged 4 to 18 years who are taught up to the age of 11 in the Lower School and thereafter in the Senior School. The international pupil programme was introduced in September 2014 and in the 2020/21 academic year, there were 30 international pupils in the Sixth Form. They are day pupils residing with local families through a homestay programme operated by Gabbitas Education, London. Norwich School welcomed pupils from as young as 4 years old for the first time, with the introduction of a Pre-Prep department in September 2018.

Both the Senior and Lower Schools underwent a focused compliance and educational quality inspection by the Independent School's Inspectorate (ISI) in September 2019, meeting all eight parts of the compliance requirements. The quality of pupils' academic and other achievements and of their personal development was found to be excellent in both schools.

Following the rejection of the original planning application for the proposed Bishop's Palace Lawn development by Norwich City Council in November 2020, extensive work was undertaken in order to submit a new and much-improved planning application, including significant additional soft landscaping and tree planting within the site and the wider Cathedral precinct enhancing the amenity and biodiversity of the whole Conservation Area. This was submitted in July 2020 with a determination date of 12 November 2020. Unfortunately, at this meeting, the Committee decided not to approve the development and the proposal was rejected by 6 votes to

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

5, the same narrow margin as with the first application.

The application was a revised submission considering refusal of the school's initial proposals in 2019. Considerable attention had since been given to areas of concern which centred on biodiversity, visual amenity, and the Conservation Area. Despite the promise of many new trees and improved biodiversity, unfortunately, the Committee did not deem this sufficient to outweigh the merits of trees proposed for removal.

It is significant that both applications were recommended for approval by Council Planning Officers. Governors believed that their remained much in our application that was worthy of approval. The site is highly sensitive, with many competing constraints, yet the school is determined to deliver a sustainable project with a long-term legacy for the school, The Close and the wider community. In light of the Committee's double rejection of their own professional advice and the continued pressing need for the development, an appeal to the National Planning Inspectorate was submitted in May 2021.

In April 2022, the Planning Inspectorate concluded that the visual amenity, character, appearance and significance of the conservation area as a whole would not be preserved due to their perception of serious harm caused by the proposal. Whilst noting the benefits of the development would outweigh a significant portion of the harm they had identified, they concluded that the public benefits would not be of sufficient magnitude to outweigh the totality of this harm. As such, the Inspectorate concluded that the proposal would fail to satisfy the requirements of relevant Planning legislation and the appeal was dismissed.

This decision cannot be contested, so the School are now re-considering how best to provide an acceptable development within the site to address the continuing urgent need for a modern refectory provision.

All donations received to assist with the funding of the refectory project will be retained by the School.

Plans have also been drawn up by architects for the development of the Lower School to replace the temporary classroom buildings with a permanent structure and in light of the negative outcome of the Bishop's Palace Lawn planning application resubmission. Pre-application discussions are ongoing with Norwich City Council to ensure the best chance of a successful application.

The Homestay programme for international pupils continues to go from strength to strength, despite the pandemic, attracting high calibre pupils from the Far East and Europe.

## **REVIEW OF ACTIVITIES AND ACHIEVEMENTS**

### **Indirect Benefits**

The school offers indirect benefit to the wider community through the employment of 221 (2020: 219) full time equivalent staff and the school reduces the burden on the state sector by providing an education for 1,137 pupils (2020: 1,155).

### **Teaching links**

The school regularly collaborates with local state schools, academies and other partner organisations to widen access to its own educational resources and to create a shared educational experience within its community. Examples of such activities are:

- Norwich School supports teacher training and professional development for new teachers in the region by offering placements for PGCE student trainees and acting as an Independent Schools Teacher Induction Panel (ISTIP) regional training centre for newly qualified teachers.
- The school is also one of six schools who have colleagues who plan and support the materials for the regional ISTIP group.

### **Sharing expertise**

The school regularly shares the knowledge, skills, expertise and experience of its members of staff with other

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

educational providers, such as state schools, colleges, academies and universities, through initiatives that have included the following:

- Hosted by Norwich School and funded with the support of private benefactors, the Norfolk Summer School has been running for 19 years and aims to help the brightest pupils from all backgrounds who are considering Oxbridge, medical school and other academically demanding universities. Through a range of onsite and remote activities, including sessions on interview practice, in-depth subject seminars taught at university level and a chance to experience a university-style interview, pupils are given the chance to hone their subject knowledge and improve their skills in preparation for university application. Much of the teaching is delivered by the Norwich School staff, in addition to which guest speakers are invited to give talks on student finance, studying abroad and gap years. Participants are also given the opportunity to meet existing university students to learn about their experiences. The Summer School is usually run as a one-week event at Norwich School, but as a result of the pandemic it was delivered as a fully virtual programme in 2020 and this year it offered a hybrid model; virtual sessions took place in July (which included the subject seminars and group talks), and this was followed up with an onsite event on 11 September where the interviews and final subject seminars took place. For the Law group, this included a mock trial using a case study pupils had been working on over the summer. Overall, the school welcomed 58 Year 12 pupils who joined from 11 Norfolk schools. During the week, 75 subject seminars were delivered, totalling 105 hours of teaching and pupil attendance exceeding 6,400 hours. There were also eight group talks across the two Saturdays and weekday evenings and 90 practice interviews were held. The 21 Norwich School staff who delivered the programme were joined by guest speakers and former pupils and in total each pupil benefited from over 113 hours of individual information, advice and guidance to support them in their journey to further education.
- Higher education support – the school continues to provide advice and support to local state schools to help them prepare their A-Level pupils for entry to university, including offering application support for Oxbridge candidates, delivering careers and university advice and holding mock interviews.
- The Ogden Teaching Fellow works in partnership with local schools and institutions and national organisations, including teachers from Norfolk primary and secondary schools, Norwich Cathedral, the UEA, the Institute of Physics and Isaac Physics, undertaking outreach work that has an impact across the county.
- Member of the Steering Group for the Norfolk Skills & Careers Festival.
- A number of local schools make use of Norwich School's examiners for GCSE and A-Level language oral examinations, including Mandarin.
- Our Head Master is a Governor at Ormiston Victory Academy and five members of the school staff sit on the governing boards of local primary and secondary schools, offering expertise and advice on key issues, such as marketing, safeguarding and finance. These are voluntary positions and help to share best practice across the region.
- A further nine members of staff act as trustees on the boards of local charities.
- The school works with the DfE funded organisation Inspiring Governance to help inspire members of both the school and the local community to become school governors.
- The school launched the Swire Chinese Language Centre, acting as a hub in the region for teaching Mandarin to children in Norfolk. As a result, over 1,000 Norfolk pupils have been taught Mandarin by Norwich School Mandarin teachers and over 2,400 hours of teaching and learning have taken place in our Swire schools.

### **Supporting joint local initiatives**

The school is usually heavily involved in the organisation of a number of joint academic and extra-curricular events that aim to boost learning opportunities for children across the region. These have included:

#### *Music*

- Cathedral Choristers, including an outreach scheme (run by the Norwich School Music Department). This involves choral practice in schools for four weeks followed by a termly Cathedral concert.
- The annual Be A Chorister day is open to boys and girls aged 6-11 for a fun day of music-making, when children can enjoy singing together as a group, take part in musical fun and games and sing in Norwich Cathedral alongside our Cathedral choristers. For parents there is the opportunity to find out about musical opportunities at Norwich Cathedral and Norwich School, ask questions about what is involved in

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

---

- the life of a chorister, hear about the new Cathedral Children's Choir and meet current chorister parents.
- Making Musicians is a developmental arts enrichment programme for exceptional musical talent, which organises the performance of concerts around the city and involves pupils from both local schools and Norwich School.
- Choral Society, which is open to keen singers in the city of all ages and gives regular performances including an annual concert in St Andrews Hall with Norwich School's Chapel Choir.
- Acting as a delivery partner to the Norwich Music Hub, including pupil involvement in the Norfolk County Youth Orchestra and other county ensembles and support of the Chamber Choir.

#### *Arts*

- The Crypt Gallery hosts exhibitions during the year open to the public free of charge, partnering with the NUA, UEA, local state schools and charity initiatives in the process.

#### *Sports*

- Founder of the Young Norfolk Sports Academy providing expert support and education for the county's most promising athletes. Providing support for the England Talent Pathway and GB Rowing Start programme through the use of the school's Boat Club facilities, equipment, towing and coaching.
- Hosting the Marylebone Cricket Club Norwich Hub – pupils from eight local state schools regularly attend masterclasses and focus sessions coached by Norwich School staff.
- An academy programme linked to and supported by Sussex County Cricket Club which aims to provide a pathway for talented cricketers in the East Anglia area to be involved in an elite development programme. The academy is for boys and girls aged 10 to 16 from both Norwich School and other schools in the local region.

#### *Other events*

- Norwich School sits on the Norwich Opportunity Area Advice, Transitions and Destinations working group, helping to raise social mobility in the city.
- In the past year, pupils have spent approximately 2,392 hours volunteering in their local community as part of the Community Service Programme.
- Hosting the Norfolk Cambridge Society lectures, attended by A-Level pupils from both Norwich School and other local schools in the county.
- Regularly hosting Royal Geographical Society lectures throughout the year.
- In a joint project between the Cathedral, Natural History Museum's Dippy On Tour exhibition and Norwich School, pupils from five local primary schools created a time tunnel-based around the late Jurassic period using drawings of the creatures and insects, which inhabited the Earth during Dippy's time. Staff from Norwich School's Art & Design, Biology and Partnerships departments, as well as Sixth Form Scholars, travelled around the county delivering workshops during which pupils were encouraged to think about how the Earth may have looked different 150million years ago. Pupil drawings, writing, and questions were all used in sections of the tunnel in this collaborative project. The time tunnel was designed and constructed by Norwich School Art & Design scholars and positioned in the cathedral's dark entry for visitors to walk through before entering the Nave where Dippy was in residence.
- The inaugural year of the Norfolk Youth Summit, a pupil-led project to connect young people across Norfolk and give them the opportunity to discuss important topics, saw pupils from eight different schools join together. Four virtual sessions took place on the issues of EDI, climate change and mental health and wellbeing. The ambition is for the Youth Summit to become an annual forum for Norfolk youth activism.

#### **Community access**

Norwich School is very much part of the wider community and is happy to share its educational facilities with the community where it is not to the detriment of the education it offers to its own pupils. The following local schools and organisations have used the school's facilities through the year:

- City College Norwich – use of the school's examination set-up to deliver a range of examined language options.
- Norwich School is an Open Examination Centre open to home-educated, mature, foreign, and other students to use its facilities for iGCSE, GCSE, GCE and university entrance examinations with over 200



---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

---

Lower School (Year 3 to Year 6)	£5,147.00 Michaelmas 2020 and Lent 2021 £5,301.00 Trinity 2021
Senior School	£5,647.00 Michaelmas 2020 and Lent 2021 £5,816.00 Trinity 2021

#### **Academic**

The restrictive effects of the coronavirus pandemic and cancellation of the summer 2021 examination series have meant that this year's A Level and GCSE cohort has had to put up with unprecedented disruption and have shown resilience and dignity in the face of significant adversity since March 2020. It is always the case with public examinations that the overall cohort position is not as important as outcomes for individuals and it is perhaps even more the case in this unique situation. Our priority certainly is on ensuring that each one of our young people is appropriately looked after so that our leavers can go onto exciting, positive future routes. There have been a large number of terrific individual performances over the two-year courses and very many of our leavers now have exciting next steps ahead. We do not intend to publish cumulative cohort results for this reason.

Many of our Upper Sixth leavers are celebrating as they go onto exciting, positive future routes following the publication of exam results this summer. A key part of the Norwich School journey is future pathways, getting pupils where they want to go. This is true whether that pathway is university, an apprenticeship, Art Foundation course or straight into the world of employment. There have been some terrific performances over the two-year A Level course period and in 2021 98% of Upper Sixth pupils secured their first or second-choice university and 88% of pupils secured their first-choice university. Our pupils have had particular success in applying for both STEM and arts-based courses, with pupils accepted onto courses ranging from Medicine, Engineering and Biomedical Science to Graphic Design, Music and Languages. Engineering remains popular, with 13 pupils heading to study the subject, followed closely by History and Business. We also have a number of pupils going onto study abroad with places secured in Chicago, Malta, and New York as well as non-UCAS routes such as apprenticeships. The broad range of courses chosen by pupils reflects the diversity of our Sixth Form offer for pupils. Norwich School places an emphasis on equipping pupils with the skills that they need for whichever direction they choose to take.

Norwich School was again placed above all other independent schools in Norfolk and Suffolk in the annual Parent Power Schools Guide, published by The Sunday Times. The guide lists the highest-achieving secondary schools in the UK and is particularly respected because it combines performance at both GCSE and A-Level.

The Tatler Schools Guide, which showcases the top prep and public schools in the UK, featured Norwich School in their 2021 edition. The Tatler Schools Guide grants insider access to the top prep and public schools in the UK and is written to help enable parents to find the correct school for their child. Each year, the Tatler Schools' researchers shortlist 350 independent schools, which are then condensed down to the final 244 of the UK's finest independent schools. The schools are not only chosen for their performance in league tables, but for their all-round offering for pupils and parents. In order to make the Tatler Schools Guide, schools must offer the whole package - holistic pastoral care, a focus on character education as much as pure academics and the ability to accommodate and nurture all their pupils, resulting in well educated, but most importantly, happy children.

#### **Co-curricular activities**

Norwich School pupils have been involved in a wide range of co-curricular activities, both before and during the coronavirus pandemic, which play an extensive part in delivering a truly rounded education.

#### **Music**

Despite periods of lockdown and restrictions, musical pursuits were plentiful throughout the year and of a very high standard.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

The Michaelmas term started with a modified House Music Festival, which saw two days of impressive solo classes and welcomed pianist Libby Burgess as the Principal Adjudicator. Throughout the two-day festival, musicians performed a variety of pieces, eager to collect points for their respective houses, and the overall winning house for this year's Festival was Repton.

Both vocal and instrumental music groups were re-structured for most of the year to follow a year group bubble structure and musical performances during Michaelmas took place through the creation of a number of films, including Musical Theatre, instrumental concerts and the Barbirolli Sessions, which showcased the musical talents of our singer-songwriters and instrumentalists who performed original and cover music. At Christmas a special festive concert featuring the new year group choir bubbles was shared. The concert also included pieces from the L6 female voice choir and the gospel choir, whilst the instrumental groups also played festive tunes. A M5 pupil reached the semi-finals of the prestigious BBC Young Chorister of the Year competition and an U6 pupil had her original song, Normal Paradise, featured on BBC Introducing in Norfolk.

In the Lent term, with a return to a period of remote learning, the pace of creative productions continued to be high with content being recorded at home and both pupils and staff becoming increasingly adept at editing, processing and producing high quality filmed content, including three Unplugged films, the Music Scholars' concert, a livestreamed concert from the Blake Studio and Jazz Night. When in-school teaching returned, the Senior Jazz Band had the opportunity to record a number of end-of-term pieces in the Barbirolli Room and our musicians were able to take part in a saxophone improvisation workshop with ON Finlay McEwen.

After the Easter break, the return to school and the partial easing of restrictions allowed the school to run musical events more normally. The Deveson music competition took place in June, officiated by Julia Rickard, a professional musician who has also worked in musical education for nearly 40 years, and a talented cast of U6 pupils put on a remarkable Musical in 24 Hours. Music as always formed a significant part of the annual Gather festival, including a whole school instrumental concert at St Andrew's Hall, the beautiful Choral Vigil, two filmed events in a Making Musicians recital and Unsigned and many contributory performances at Gala Night.

The Lower School were able to round off a year without live performances with a highly successful Summer Concert in front of an audience of parents at St Andrew's Hall. The performances from year group choirs (in bubbles), the guitar group, string orchestra and windband, descant and treble recorders, Sticker group and the Steel Pan band showcased just how much musical talent there is in the Lower School.

### **Art & Design**

In Fine Art pupils undertook a ten-week rotation in each area of the department and topics ranged from architecture-inspired prints to hybrid human/animal illustrations. In L4 pupils created ceramic eyes and Pop Art style portraits as part of their Portrait Project. L4 pupils were also thrilled to win Leach Pottery's Schools Design Challenge with their unique bubble-inspired pottery plates. M5 pupils created ornamental bowls inspired by watercolour flower studies.

In 2D Design pupils continued to show incredible imagination with how they use graphic media and photography. Several positive changes have taken place, such as Adobe software now being available for home use, which enabled pupils to work on their 2D skills throughout the periods of lockdown. Pupils across all key stages benefitted from the move to Teams and OneDrive, which enabled the management of their work to become more reliable and accessible. Major investment has been put into several areas to give the pupils greater variation in which to develop their work. The installation of professional grade lighting studios and backdrops in all three of the 2D studios has already had a major impact on the volume and quality of work being done by the 2D pupils. The addition of Microsoft Surface Studio 2 computers allows pupils to work on two different platforms but also to treat the desktop as an incredibly sophisticated drawing platform. In contrast to this digital advancement, pupils have started to work more with analogue photography, the creation of zines using the Risograph printer and are learning bookbinding techniques.

In U4 pupils have been exploring the power of awareness campaigns, creating striking and thought-provoking design material which is focused on climate change. Pupils have worked with photography and graphic design

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

to visualise their environmental causes in a range of posters. This series of work highlights the pupils' ability to think deeply and critically about the world, using design to reflect and discuss issues, which they feel strongly about. In L5 pupils have explored new and exciting photographic techniques that have kickstarted their creative investigations. They have explored the work of Idris Khan and responded with beautiful multiple exposure work. They have also leveraged the beautiful Cathedral grounds to create stunning cyanotype exposures using a mix of primary and secondary sources to create inspired and new outcomes.

Within Graphic Communication, L5 pupils explored the ever-changing relationship humanity has with the natural world by creating a series of designs, which are based on words removed from the Junior Dictionary. It has been wonderful to see pupils so enthused and excited to explore this subject matter and gain an insight into the dynamic and varied processes that graphic design can be created from, such as paper cutting, vector design, typography and photographic collage. Using some of the small shops from around the city, M5 pupils have produced some stunning branding and packaging work, whilst L6 were tasked with reinventing classic music vinyl from decades past.

Due to restrictions, visiting galleries and other places of inspiration was not possible for our pupils this year, but, towards the end of the year, the L6 photographers were introduced to a series of film workshops by a local film maker, Cameron Black, and the graphic designers were also given a series of Risograph workshops by textiles artist Lily Rodgers.

In a challenging year for 3D Design, the pupils' ability to adapt and work around the barriers lockdowns have caused has been incredible. Despite a more restricted timescale for the creation of practical outcomes, the pupils have been more ambitious than ever and their drive and focus has been astonishing. From work in traditional materials, such as woods and metals, pupils have experimented and refined their skills in everything from fabrics to ceramics and precious metals to concrete. They have been especially keen to explore complex and important themes in their work this year. Sustainability, socially responsible design, interaction, feminism, the Me-Too movement, mental health and body image have been popular themes. One pupil's body adornment piece, which explored self-consciousness, was awarded second place in the Norwich University of the Arts Norfolk Art & Design competition.

### **Performing Arts**

The school offers a wide range of participation opportunities for all our pupils in the various forms of performing arts: drama productions, musicals, and dance shows. The school was selected as a finalist for Independent Schools of the Year 2020 awards in the Performing Arts category, which celebrates schools that have most impressed the judges through the impact that performing arts have on pupils throughout the school, both in the breadth of opportunity and the achievements of its pupils.

#### *Gather 21*

The school's annual end-of-year creative arts festival took place in the final few weeks of the academic year and saw a packed programme of events take place, with small in-person audiences and many productions live-streamed to at-home viewers. As usual the festival showcased the many and varied talents of Norwich School pupils across dance, design, art, drama and music. Some of this year's highlights included a Shrunken Shakespeare production, an instrumental concert at St Andrew's Hall, the New Writing Festival, year group drama productions, the Fashion Show and Gala Night on the Lower Close. In total, 16 different shows and performances were held at various locations, and it was a pleasure to see the partial return of live audiences to many. The quality throughout was impressively high and it really was a fitting way to round off a challenging year and for all to celebrate the diverse and deep creative talent at Norwich School.

#### *Drama and Theatre*

L4 were able to perform their Garden Plays before a live audience on the Bishop's Palace Lawn, with the beautiful backdrop of one of the most iconic school buildings and the challenge of performing outdoor theatre. The stories were ones of magic and mystery, trial and adventure and gave the entire year group the chance to

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

perform. They surpassed expectations and gave two evenings of thoroughly enjoyable entertainment.

With the Gather festival in full swing, Fourth and Fifth Forms put on a creative and challenging summer piece. Taken on by external freelance director, Camilla Scaife, the company were tasked with bringing to the stage several theatrically difficult and sophisticated Shakespearean vignettes. They performed superbly and delivered them with understanding and characterisation.

The L5 Drama set were tasked to create bespoke Theatre in Education pieces for the Lower School as part of their Anti-Bullying Week educational campaign. The group were split into seven performance companies and given a specific target year group audience to build their piece for. Although it had been hoped to perform these live for their audiences, this was not possible and they were live streamed instead from the Blake Studio. The companies produced resources and completed Q&A sessions after their performances.

The beginning of the Michaelmas term saw a burst of creative talent from a cast of L4 and U4 pupils in *It Couldn't Be Done*, a play made up of a series of performances of famous poems, ranging from Lewis Carroll's *Jabberwocky* to Walter de La Mare's *The Listeners*. The cast persevered, in spite of the challenges of social distancing and year group bubbles, and created an imaginative and gripping piece of theatre. The final performance was filmed and edited together to allow for the audience to watch at home.

This year's Senior Play saw Shakespeare's well-loved comedy, *A Midsummer Night's Dream*, come to life in the form of a 1980's party. Full of questionable fashion choices and cheesy 80's songs, both the audience and the cast were indulged in the nostalgic whimsy of both the story and the setting. The whole cast performed with an excellent knowledge of the Shakespearian language and an incredible energy that made the play engaging and entertaining.

The rationale for this year's Scholars' Play was to offer educational breadth to the L6 and U6 dramatists in the form of *Commedia dell'arte* – traditional Venetian masked comedy – with the aim of producing a fun piece of popular theatre that could be safely performed outdoors to a socially distanced audience. With the difficulties of staging theatre in the Covid age, inevitably the dreaded words 'self-isolation' happened, and one cast member was lost from the company, which meant a role for the director!

In the Lent term a diverse array of films were produced, including *Mind, Body & Spirit*, a selection of music and dance celebrating LGBT+ history; *In Other Words*, a collection of songs and poems from around the world; an entertaining L5 and M5 radio play of Agatha Christie's *Afternoon at the Seaside*; and *Creative Crossover*, an interdisciplinary creative collaboration around the theme of joy.

In Drama lessons classes were able to maintain their performance momentum through the wonderful world of film and Microsoft Teams! Lessons continued as normal and the new lockdown life gave a chance to approach Drama from different angles. In the Fourth Form the U4 dramatists were able to make short slogan films, showing how to stay safe from Covid with their 'hands, face, space' shorts. L5 were able to complete a lesson-based performance project, recording extracts from a range of theatre scripts. Those undertaking GCSE Drama and A-Level Theatre Studies completed their devised examination pieces, with some superb work being created and shared with a small live audience.

In the Lower School, L3 took to the stage once again this year to perform their thirty-minute adaptation of three different Shakespeare plays, *Macbeth*, *Romeo & Juliet* and *A Midsummer Night's Dream*.

### *Dance*

Dance had a challenging but innovative year, due to restrictions, but the pupil dancers and choreographers faced this challenge head on and it has been fantastic to watch them be part of the journey and evolve in their creativity.

In the Michaelmas term the Junior Dance Festival showcased pieces choreographed and performed by our Junior and Intermediate pupils. Due to Covid restrictions, a live audience was not possible, so each dance was filmed in a different location around the school site, from the Chapel to outside the West Front of the Cathedral,

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

and the film was shared afterwards via YouTube to the school community.

As school returned from lockdown in the Lent term, the Norwich School Dance Show was put on in the Dayne's Sports Centre Dance Studio. Filmed professionally and streamed online, the show saw an array of routines across a variety of genres, from solo contemporary pieces to hip hop and jazz.

The Gather 21 Arts Festival in the Trinity term saw live dance performances return to the stage. The annual charity Fashion Show included pieces choreographed by an U6 and a L6 pupil, alongside choreographed catwalks. Gather 21 culminated in a live Gala Night performance with a small audience and online live streamed performance for the wider community. The evening included a medley of dance performances from earlier shows, with two ONs returning to perform alongside current pupils.

### *Sport*

Norwich School offers an extensive range of sport activities to our pupils on both a participative and competitive level. The core sport offering includes rugby, hockey and cricket for boys and hockey, netball and cricket for girls. With continued restrictions on school activity, it took until the Trinity term for any inter-school competitive fixtures to take place, but, despite this, the appetite for sporting endeavours and challenges has remained high with much being achieved.

In the Michaelmas term a near normal programme of activity ran with pupils in year group bubbles. A series of internal competitions took place, including inter-squad touch rugby and hockey tournaments, Aussie Rules Football tournaments, rowing time trials and house mixed touch-rugby and hockey competitions. Two new events for the Fourth Form were introduced, with the hugely popular and competitive House rowing competitions and the Redmayne run – a brand new House event, which combined the aerobic challenge of cross country with a variety of obstacles and tests of strength, teamwork, and focus. Despite the restrictions, a number of our top players were part of prestigious elite set-ups, including England U18 rugby, six players in Performance Centre hockey programmes and three involved with England selections.

After Christmas, sports returned to a remote delivery reminiscent of the 2020 Trinity term. It was, however, incredibly heartening to see the degree of involvement in online activities employed to remain physically active, including rowing distance challenges, Saturday family workouts and Strava art competitions. A range of sports were made available, with most opting for the main sports of netball, boys' hockey, rowing, and cross country. In netball a number of pupils made the cut for representative programmes including at age-group county level and Saracen Maverick academies. During the three weeks back at school at the end of term, pupils took part in a modified Cup Run held over a challenging course across three days at Redmayne. A gradual reintroduction of inter-school fixtures in the Trinity term finally allowed for some competitive action.

In rugby house matches were played through the touch rugby format across all age groups and there were some brilliant performances both collectively and individually. Following the conclusion of the Michaelmas term, a remote Rugby Sevens programme was delivered through physical training, skill challenges and video analysis tests. The benefits of this were realised when school returned for the final three weeks of the Lent term. In individual successes, one U6 pupil gained England U18 selection and was rewarded with a senior academy contract at Northampton Saints; an U6 pupil has taken up a place with the Ealing Trailfinders Academy which combines pursuing professional rugby with academic study at Brunel University; a number of boys from U5 and M5 participated in the Leicester Tigers U16 programme during the Easter period and, following this, three were invited to train with the Leicester Tigers Academy U17 group during the summer.

It was not possible to undertake any regular fixtures for hockey throughout the season but, despite the restrictions, both boys and girls played a considerable amount of hockey whether it was on the pitch or in their living rooms at home! In the Trinity term the Dragons HC mixed summer league finally gave everyone an opportunity to play against some opposition and, despite some rustiness, the teams played some excellent hockey.

With the 2020 season all but cancelled, it was a relief for the cricket teams to be able to play a competitive 2021 season. In total, over 80 cricket matches were played with some good results and individual

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

---

performances. Five Norwich School cricketers won places on the two Norfolk Cricket Board Performance Pathways.

In tennis the M5 team became County Champions and will represent Norfolk in the National knockout in September and in football two M5 pupils were selected for the Norfolk County U15 football team.

The rowers were able to put their cross-training skills to good effect during lockdown and immersed themselves into training with ease, as Ergometers were loaned out and Teams training became the norm. House indoor rowing in the Michaelmas term proved a huge success for L4 and U4, resulting in some close racing in the team events and some fast individual times. Once regattas resumed, the Sixth Form teams managed A finals in the Championship coxed four and doubles events at the National Schools' Regatta and all ages from the Boat Club raced at Peterborough, with notable successes from the seniors and inters.

Due to restrictions, opportunities to compete regionally and nationally in athletics were limited but local events with DESA and Langley School gave the opportunity for competitive action to Fifth Form students, leading to some fantastic performances. The Norfolk Schools Championships did go ahead, with a significant number of Norwich School pupils competing, leading to seven Norfolk titles being won. One L5 sports scholarship pupil has had an outstanding season. She is currently ranked in the top 10 in the country for her age group in 100m, high jump and long jump, as well as being ranked number one in the country for 75m hurdles. She equalled her age group's British record at Lee Valley in May in a time of 10.75. Sports Day this year was spread over two days and three separate events, with the UEA Sportspark providing an excellent setting for the Fourth Form Sports Day and the Inter and Senior events being held on the Lower Close.

#### **Beyond the Classroom**

The continuation of the pandemic meant that some annual projects were postponed, but, as ever, the school came out in force to help the local community. The school's catering team continued their gargantuan efforts to help feed the community by making meals for the YMCA, the Feed social enterprise and St Martin's Housing Trust. Since the beginning of the pandemic, the team have made an incredible 11,500 meals for local people. They also made and delivered Grab & Go bags for staff in every department at the Norfolk & Norwich University Hospital to help keep energy levels and morale high at a time of increased pressure due to the pandemic. The school was recognised by the Norfolk and Norwich University Hospital for our support to NHS staff by being awarded their Charity Champion School's Award.

Much of the Lent term saw the majority of pupils retuning to a remote learning model. During this time, the school continued to support key worker children and pupils on site, took part in a number of activities in addition to their online learning, including helping to distribute food to vulnerable people in the city.

The school's commitment to working with Friend in Deed to help integrate the older generations in our community continued throughout the year. Two intergenerational quizzes were organised between pupils in school and the Laurel Lodge Care Home. Pupils also produced individual gifts for each resident at St John's House Care Home, including personalised glasses cases, handkerchiefs, a potted plant, and cards, all in a Forget Me Not theme for Alzheimer's Awareness Week. Pupils also created almost 50 cards and poems to celebrate the 100th birthday of ON Tony Holmes, a resident at St John's House. Two pupils wrote and recorded a theme song for Friend in Deed to use in their videos for care homes and our filmed recordings of Making Musicians and termly concerts were shared with care homes via DVDs and CDs posted to the homes. In July three ONs also returned to the Great Hospital to dance and sing for residents in the grounds.

Community Service thrives on face-to-face relationships with the organisations with whom it works and, therefore, this year again proved somewhat challenging. However, staff and pupils showed immense flexibility and creativity in adapting to those challenges. Many groups were able to continue as normal (albeit remotely for a period). Amnesty, working alongside groups such as English+, created and directed a number of projects, including a superb video introducing refugees to Norwich and an art workshop on the topic of 'Socio-political messages in contemporary art', which discussed the topic of diversity and created art on the core issues of gender, race, disability and the refugee crisis with help from the Art Scholars. Pupils involved with La Casita, the day centre for children and young adults living in poverty in Argentina, have worked hard to learn about,

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

contact and fundraise for this long-standing Norwich School partnership. Language Leaders continued to train pupils to tutor others and Polar Aspect continue to raise awareness of the climate crisis and its impact on the polar regions and communities. The school's relationships with outside organisations such as care homes and schools were more difficult due to Covid restrictions. This year pupils were not assigned to organisations but were instead assigned an activity, such as music, quizzes and sport. The music group produced beautiful concerts and education videos on composers. Our quiz group produced a large number of themed quizzes on topics such as the Chinese New Year, which were very well received by our partner organisations. Groups in L6 formed a link up with Magdalen Gates Primary School to produce recordings on science, languages, composers, and Greek Gods, as well as the Forget Me Not project for residents at St John's House Care Home. Royal Institution pupils, despite not being able to take their masterclasses out to schools, produced superb worksheets and instructional videos on topics such as fulcrums.

The Charities Committee worked hard during the year to raise funds for a wide range of organisations, both locally, nationally and internationally, generating more than £9,620 for charities. The year started with the very first 'choose your charity' event, where the school community was given the opportunity to choose which charity they would like the Home Clothes Day fund to support. Pupils voted for Leeway, which supports victims of domestic abuse. In the three weeks running up to Christmas, the L6 Charities Committee set up and ran a coffee shop in the OMR to raise funds for local charities. The Charities Committee and the Amnesty Group also joined forces prior to Christmas and organised a donation drive for food and household supplies for vulnerable people in Norfolk. As the Lent term saw a return to remote learning, pupils were asked to wear their house colour and donated for 'At Home Clothes Day', which celebrated LGBT+ History Month. A concert called Mind, Body and Spirit was also shared as part of this fundraising initiative, with more than £500 being raised for Stonewall. When pupils returned to school in the last few weeks of the Lent term, Home Clothes Day raised almost £1,000 for the eating disorders charity, Beat, whilst Home Clothes Day in the Trinity term raised more than £1,500 for The Clare School, a complex needs school for pupils with medical and physical disabilities. During the last week of the Trinity term the annual Fashion Show raised more than £2,000 for the climate change charity, Protect Our Winters.

The Lower School supported a number of charitable causes throughout the year. £616 was raised for the PACT Animal Sanctuary through a non-uniform day and cake sale; an amazing variety of Christmas presents, from cuddly toys to Mousetrap and Roald Dahl dinosaurs, were delivered to the Benjamin Foundation who distributed them to young people in need in Norfolk and Suffolk; £202 was raised for the Woodland Trust through Funky Woodland Accessories Day; and £665 was raised by Jeans for Genes Day by paying a fine to wear jeans and home clothes and collecting loose change for the Silver Coin Challenge. The 8th Norwich Sea Scout Cubs also raised £1,000 by running, walking, or biking 3km during the second lockdown for the Kekeli Foundation in Ghana, which supports children of all abilities.

L6 pupils visited five primary schools for some workshops in preparation for Dippy the Dinosaur's visit to the Cathedral during the summer. Primary school pupils learnt about dinosaurs and life in the late Jurassic period and made their own drawings to be included in a time tunnel as part of the visitor experience. The final tunnel was created by Art & Design pupils and included the work of 265 Norfolk children. Continuing the prehistoric theme, the school's T-Rex, Tyra-Norvy-Saurus, took up residence in the Upper Close as part of the Break charity Discovery Trail.

After an initial return to choral services in September, albeit with the challenge of choristers standing apart from each other, the choir was forced to cease its activities again in the November lockdown. The choristers' online sessions included Zoom conversations with John Rutter and with HRH Prince Edward, Patron of the Cathedral's recently completed music appeal. Fortunately, the choir was able to resume in time for Advent and Christmas, which included popular outdoor 'Carols in the Cloisters' events to enable people to sing in the safety of the open air when it was not possible in church. After the further lockdown at the start of 2021, the choir were able to sing again just in time for Easter. The Trinity term brought more positivity and ended by singing around Dippy the Dinosaur whilst he was resident in the Cathedral's Nave.

One Norwich School Day in June was organised by pupils to celebrate diversity and inclusion across the school community. They created tutorial materials and a range of information stalls in the playground at lunchtime to raise awareness and encourage conversations around a number of different equality and diversity topics,

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

including gender, race, disability and sexuality. The day started with an assembly from former England, Lions and Harlequins Rugby player Ugo Monye, who stressed the importance of hard work and determination and recognising opportunities. Ugo challenged pupils to consider how they could be a positive influence in the school community before ending with a Q&A session. Throughout the day, pupils across the school attended virtual sessions run by The Rap Project, who talk to teens about the important topics of consent, sexual assault, and the influence of porn and social media. Professional rugby union player Jonathan Joseph led virtual sessions on diversity and sports culture, as well further sessions on his experiences as a rugby player specifically for our Sports Scholars and 1st XV rugby players.

During the year, many of the whole-school assemblies and services were held virtually due to the ongoing restrictions. The community marked both Trafalgar Day and Remembrance Day with services live-streamed from the Cathedral to pupils in their classrooms. This year the Trafalgar Day service was adapted to recognise the complexities of history and U6 History students provided a holistic overview of the Battle of Trafalgar, recognising all sailors who fought to maintain Britain's independence. In order to keep up House camaraderie during lockdown, the Heads of Houses put on several house challenges, including pumpkin carving, house emblem creation, wig competitions, treasure hunts and snowman building.

In the Michaelmas term, World Mental Health Day saw pupils focus on mindfulness and wellbeing, with Sixth Formers attending a talk from ON Tom Oxley from Bamboo Mental Health on positive mental health. Pupils were given yellow stickers on which they could write an encouraging message and these were stuck onto 'kindness trees' in the Quiet Playground. The non-profit social enterprise, The Museum of Happiness, which aims to teach people of all ages and backgrounds about the essence of happiness and wellbeing, visited the Lower School and gave U3 science-based techniques they could use to implement in their everyday lives.

Pupils from U5 and L6 competed in the British Physics Olympiad Senior and Intermediate Challenges, which involve answering a series of highly demanding abstract Physics problems. In the Senior Challenge pupils achieved six gold awards, five silver awards and six bronze awards. In the Intermediate Challenge pupils achieved two gold awards, four silver awards and five bronze awards. Fifteen pupils from L6 also took part in the Royal Society of Chemistry's Young Analyst competition, a national competition to test gifted pupils' skills in a practical chemistry context. Several L6 pupils also took part in the Intermediate Biology Olympiad and achieved one silver medal, three highly commended and four commended awards. In the Lower School, pupils from U1 and L2 attended a two-day science and technology workshop building their own cities and castles from Lego.

A wide variety of visiting speakers joined the school, either virtually or in person, during the year. Professor Philip Mosely (ON), Distinguished Professor Emeritus of English and Comparative Literature at Penn State University, ran a virtual masterclass on close reading for U6 in December, whilst in January U5 were joined from his London kitchen by adventurer, writer and public speaker Charlie Walker who clocked up 43,000 on his bicycle whilst trying to visit the compass points on the Afro-Eurasian landmass.

In May, the school welcomed award-winning author Julian Sedgwick in person to speak to the Fourth Form about his latest novel, *Tsunami Girl*, set amidst the 2011 tsunami on the East coast of Japan. L4 were treated to a whole book-themed day in July, where they heard talks from author Mitch Johnson, local children's author and illustrator Ivan Bates, local author and performance poet Poppy Stevens, and local young adult horror writer Alexander Gordon Smith, as well as having the chance to write and read their own poetry and take part in drawing activities. Between March and June, U4 pupils joined over 100,000 other pupils all over the country in shadowing the judging process of the Carnegie Medal for Children's Literature, culminating in a whole year group discussion forum in June, where pupils voted on the novel that they considered worthy of the medal. Ivan Bates also visited the Lower School to take part in L3's Library Lock-Out event, where pupils discussed drawing, writing, books and the environment, and went on to produce their own wildlife-inspired pages, with pictures and captions, using templates designed by the illustrator especially for the occasion.

Music scholars were treated to a harpsichord workshop from highly successful music director and keyboard player, Steven Devine, while one U4 pupil had his composition, *The Arrow of Time*, live streamed by the London Sinfonietta musicians, as part of a project to mentor young composers.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

L4 took part in the We Wonder Mission to Mars project, run in partnership by the National Literacy Trust and Turner & Townsend. The project saw pupils create bold, innovative designs for habitats on Mars. Adopting a variety of creative approaches, from architectural wonders incorporating the latest material technologies to sustainable habitats with wellbeing at the heart of their design, the work produced was both imaginative and innovative. One pupil won the KS3 competition and the judges were impressed at the detail put into the design, with its focus on sustainability and functionality.

ON Freddie Steward returned to the Lower School in October 2020 to present his England Rugby U18s shirt and watch the U7s train. Freddie joined the Leicester Tigers from Norwich School and has since gone on to make his full England senior team debut and score the first try during the Autumn International match at Twickenham, being awarded Man of the Match in the process.

### **Details of bursary and scholarship awards**

#### *Bursaries*

This year the value of means-tested bursaries totalled £924,000 and represented 4.9% of the school's gross fees. Assistance was provided to 81 pupils. The school funds this assistance mainly from its own resources which arise through the creation of an operating surplus generated by careful efficiency measures and cost control. The school is also very grateful for the help received from external parties who have made significant contributions such as Bowling Family, Norwich Cathedral, Choir Schools Association, Charles Peel Charitable Trust, Worshipful Company of Dyers, Friends of Norwich School, French Huguenot Trust, Morse-Boycott Trust, Old Norvicensians, Rank Foundation, the Wait Family and the Staff Bursary Fund.

#### *Hardship support*

As a direct response to the financial shock faced by many within the school community due to the coronavirus pandemic, emergency hardship support totalling £142,000 was provided during the 2020-21 academic year.

#### *Scholarships*

Scholarships are awarded to current and prospective pupils with outstanding ability and flair who will make a significant contribution to the school in their area of particular skill. In September 2018 a new customised scholarship programme was introduced in the areas of academic excellence (11+, 13+ and 16+ entry), music (11+, 13+ and 16+ entry), sport (11+, 13+ and 16+ entry), art and design (16+ entry) and drama (16+ entry). Instead of reduced fees, the focus of the new scheme is on enriching the pupil experience and providing activities that the scholars will enjoy through the provision of a varied and interesting enrichment programme. Scholarships continue to be held by the pupil throughout their time at the school, subject to meeting the scholarship's conditions.

Pupils who were beneficiaries of the previous Scholarship system will remain so until they leave the school. This currently totals 37 pupils amounting to £52,000 and representing 0.3% of its gross fees. Of the 37 pupils, 5 also qualified for means-tested bursary support and are included in the figures relating to bursary awards.

Norwich Cathedral also offers scholarship awards of 50% of the annual tuition fee to 19 boy choristers who attend the school.

### **FUTURE PLANS**

In pursuance of its strategic objectives, the major operational project areas in the 2021-22 academic year will be to:

#### **Academic Progress**

- Continue development of subject journeys from 4-18.
- Develop provision for the Sixth Form, especially in the non-examined curriculum.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

- Evaluate and develop the remote-learning provision; both to prepare for ongoing or further social restrictions and to incorporate best practice for on-site teaching.
- Refine structures for specialist teaching and setting in Lower School academic subjects.
- Further develop and evaluate Lower School Knowledge About Language (KAL) provision to enhance literacy across subjects.

**Pastoral Care**

- Focus on building a culture of respect for all through the recent appointment of an Equality, Diversity and Inclusion (EDI) officer, and key aspects of the pastoral curriculum (House, tutorial, Section, assembly etc).
- Enhance pupil voice through development of Consultative Committee and leadership structures across the Senior School.
- Enhance non-examined provision through revamping of programmes in PSHE regarding racial prejudice, diversity & wellbeing.
- Lower School launch of 'Personal Development' which aims to incorporate PSHE topics with the Character Education programme developed by the Jubilee Centre.
- Build on support mechanisms available for pupils, e.g., via further development of the role of Peer Supporters, training of School Prefects etc.

**Staff**

- Harness new senior staff development appointment to review and implement improvements to teaching and support staff INSET and CPD programmes (with particular focus on unconscious bias and management training).
- Development of coaching culture across all aspects of the School community.
- Shared vision of learning and continuing professional development for all staff.

**Finances, site and infrastructure**

- Protect revenue by considering the ongoing coronavirus pandemic impact during the budget period and adjusting operational expenditure, as required.
- Continue to monitor cashflow and contingent funds to ensure ongoing delivery of overall strategic financial imperatives.
- Continue to address the ongoing urgent need for a modern refectory provision (see update note on page 4 regarding the Planning Inspectorate decision of April 2022).
- Obtain planning permission for Lower School Development options and assess timescales for delivery.
- Further development of Teachers Pension Scheme changes in context of business model demands, including the launching of a new, optional Defined Contribution Scheme for September 2023.
- Continuing focus of Estates department to develop and enhance site (teaching and operational areas), safety and compliance.
- Continuing focus of IT department to drive improvement, particularly in respect of teaching and learning platforms, process efficiency, data security and regarding the use of SharePoint and iSAMS.
- Explore improved transport provision, including introduction of EV vehicles to parts of the School fleet.
- Refurbishment of Bishop's Palace and other key areas.

**Partnerships**

- Consolidate existing partnerships and continue to look for new areas of collaboration.
- Develop impact measurement process for measurement of partnership work.
- Establish metrics to assess financial and in-kind costs of partnership work.
- Dynamic offering across Social Platforms reflecting scope and scale of community and partnership work across the city and region.

**Alumni and other stakeholders**

- Start fundraising campaign for buildings and bursaries.
- Strengthen and broaden links with alumni body.
- Continue to develop links with parental body and parents of ONs.
- Ensure involvement of voices from different constituencies.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

---

#### Public benefit

The Council of Management has given due regard to the Charity's Commission's guidance on public benefit.

The Council of Management has directed the school to play its part in providing public benefit to the local community and beyond. The school is dedicated to providing a first-class education to all children seeking such an education irrespective of their family circumstances or background. Norwich School continues to attract positive young people who relish learning and who are willing to contribute to the broader aspects of school life: whether in music, drama, sport, debating, clubs, societies, Sea Scouts, the Duke of Edinburgh's Award, charitable fundraising, communicating service or the many other activities that they encounter here. We select on academic potential, attitude and all-round ability.

Norwich School is committed to safeguarding and promoting the welfare of all our pupils, irrespective of their background. The last educational ISI inspection noted the school's tutorial system offered pupils "very good pastoral care, which is valued by pupils" and that "the school is a friendly, welcoming community characterised by very good relationships between pupils of all ages and between pupils and staff."

#### Financial review

Total income amounted to £20,935k (2020: £21,309k) and after incurring expenditure of £20,842k (2020: £20,159k) net income before other recognised gains and losses amounted to £111k (2020: £1,083k). This is stated after realised gains on the sale of investments of £13k (2020: losses of £14k) and net investment revaluation gains of £302k (2020: losses of £53k). After actuarial losses on the defined benefit pension scheme of £72k (2020: £9k), the net increase in funds amounted to £194k (2020: £1,074k).

#### Principal funding sources

The principal source of the school's income comes from school fees. The average number of pupils in School was 1,141 (2020: 1,155).

#### Fixed assets

In order to maintain and develop the educational provision, the School continues to undertake a carefully planned programme of fixed asset investments. In the year to 31 August 2021, additions amounted to £681k (2020: £1,180k). The most significant investments included works to the Lower School, Redmayne, development of the Refectory and upgrades of computer equipment.

#### Investment powers

The trustee is empowered to invest funds in a manner appropriate to the financial requirements of the School, having regard to the security of any investments made and the requirements of the Charity Commission's order.

#### Investment policy

The investments are managed on a discretionary basis by Barratt & Cooke Limited, stockbrokers. The funds are invested with the objective of creating a balance between income generation and preservation of capital in real terms.

#### Reserves policy

Note 24 of the financial statements sets out an analysis of the assets and liabilities attributable to the various funds. The Council of Management considers that these assets are sufficient to meet the charity's obligations on a fund by fund basis.

Other than freehold investment properties, which are held as an investment to produce income and capital

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

---

growth, the School's tangible assets are held for use by the School. Taking one year with another, the Council of Management plans to spend any surplus within the unrestricted fund on improvements to the School. At present the School's free reserves, being group net current assets within the general funds, amount to a surplus of £2,123k (2020: £1,135k). This figure excludes designated funds of £Nil (2020: £375k) being the Covid-19 Response fund.

#### **Structure, governance and management**

##### **Governing document**

King Edward VI Grammar School, Norwich was registered as a charity on 25 May 1966. Pursuant to a scheme dated 7 September 1994 and approved by the Charity Commission, the charity is administered by a company limited by guarantee known as Norwich School (company number 02940688). The land, assets and undertaking of the charity were vested in the company on 1 September 1994.

##### **Governor recruitment, nomination and appointment process**

The Council of Management consists of six representative governors and up to 19 co-opted governors. The representative governors are nominated by the Worshipful Company of Dyers, Chapter of the Cathedral Church of Norwich and the Senate of the University of East Anglia. The Nomination Committee meets annually to review the skills portfolio of existing members of the Council and determines any potential gaps or imbalance. Governors may identify individuals who may be interested in becoming a co-opted governor or may fill a skill gap in the Council. The school welcomes individuals to approach the Chairman directly or via the Clerk of Governors expressing an interest in becoming a governor. The Chairman will meet with potential candidates and, in conjunction with the Vice-Chairman and the Head Master, review their suitability before putting all of the names forward for discussion at the next Nomination Committee. The Nomination Committee nominates suitable candidates to the Council of Management when a governor vacancy arises for the Council's review and appointment.

##### **Council of Management induction and training**

On appointment to the Council of Management, members are provided with:

- The Scheme of the Commissioners and the Memorandum and Articles of the trustee company
- The latest accounts of the charity

and are encouraged to read Charity Commission guidance note CC3 - "The Essential Trustee: What you need to know, what you need to do". In addition, new members are provided with detailed information about the School and encouraged to read Charity Commission and other newsletters and to attend courses designed to keep them abreast of their duties and responsibilities.

##### **Risk management**

The Council of Management is responsible for the management of the risks faced by the school. Detailed considerations of risk are delegated to the Executive Sub-Committee and the Senior Management Team. Risks are identified, assessed and controls are established throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis. The major risks identified by this process have been mitigated to an acceptable level by internal control systems, insurance cover and other factors as appropriate.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

---

#### **Ongoing risk management and the impact of the global coronavirus pandemic**

Norwich School's response to this global issue continues to be informed by guidance from HM Government (HMG), the Foreign and Commonwealth Office (FCO), Public Health England (PHE), the UK Chief Medical Officers (CMOs) and the appropriate local authority bodies, including Norfolk County Council Health Protection and Outbreak Management Team (NCC HPT/OMT).

The school have adopted a risk-based operational approach to the current crisis with an emphasis on the wellbeing of the school community to ensure delivery of education on site for as long as possible and thereafter by remote platforms if the school is closed on the direction of appropriate authorities. Within this approach, a key consideration remains the provision of appropriate on-going support for those pupils within cohorts due to sit public examinations. Although the magnitude of the economic shock from the coronavirus remains highly uncertain, activity is likely to weaken materially in the United Kingdom over the coming months and indicators of financial market uncertainty have already reached extreme levels.

Temporary, but significant, disruptions to supply chains and weaker activity could challenge cash flows and increase demand for short-term credit from households and for working capital from companies – particularly smaller businesses.

The school are very mindful of the impact of such economic shock on the whole school community (both during 2021 and beyond) and are determined to manage revenue streams in a considerate and flexible manner to ensure continuity of education whilst meeting obligations and maintaining the underlying core stability of the business model.

With a robust level of working capital, a strong balance sheet, appropriate levels of both interest and debt cover allied to prudent cash flow management (and access to additional funding if needed) the school currently feel well-placed to address the continuing challenges of this pandemic.

#### **Organisational structure**

The Council of Management meet a minimum of three times annually, including at least one meeting per term. The Executive Sub-Committee, consisting of six Council members, meets more frequently to monitor the financial management and development of the School. In addition, other more specialist Sub-Committees meet to consider current issues and strategy with a view to submitting recommendations to the Executive Sub-Committee and to the Council of Management as a whole.

The Council of Management and its Executive Sub-Committee set out the general policy of the School. The day to day affairs of the School are run by the Head Master and the Bursar.

#### **Setting of pay**

The Remuneration Committee has the membership of a minimum of three governors and meets once a year normally in the Lent Term to review the performance of the Senior Management Team including the Head Master and the Bursar and their pay for the next academic year. The Committee sets any pay increased to be awarded to each member of the Senior Management Team.

#### **Related parties**

The assets and liabilities of the School are vested in a company limited by guarantee known as Norwich School, which acts as a bare trustee for the School.

The School owns the entire issued share capital (being two £1 ordinary shares) of Norwich School Enterprises Limited, which was incorporated on 1 April 1998.

The School rents the majority of its properties from the Chapter of Norwich Cathedral, which was represented on the Council of Management during the year by The Very Reverend Dr J B Hedges and The Reverend

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

---

Canon A Platten. The Chapter of Norwich Cathedral's subsidiary company, Norwich Cathedral Enterprises Limited, also provided catering services to the School during the year.

Ms D G M Jarrold, member of the Council of Management, is a director of Jarrold and Sons Limited, which provided services to the School during the year.

Mr J M Hunter, member of the Council of Management, is a member of Mills and Reeve LLP, which provided legal services to the School during the year and is a non-executive director of Barratt & Cooke Limited, which provided investment management services to the School during the year.

Mrs A Sarkar Roy, member of the Council of Management, is a Non-Executive Trustee of 8th Norwich Sea Scouts. The School made purchases from and sales to this charity during the year of £1,051 and £23,759 respectively. At the year end, £11,292 was owed to the School. Mrs A Sarkar Roy was not a member of the Council of Management in the prior year and so comparative amounts have not been disclosed.

Mr N Q Back, member of the Council of Management, is the Chair of the Norfolk Club, of which the School uses the gym facilities. The School made purchases from this charity during the year of £887 (2020: £3,705) and there were amounts outstanding at the year end of £550 (2020: £550).

Six members of the Council of Management, The Reverend Canon A Platten, Mr J M D Schofield, Dr A C Wood, Mr A R Grant, Mr J M Hunter and Mrs A Sarkar Roy have children or grandchildren at the School. Fees paid by these members are at the same rates applicable to all pupils. One member is in receipt of means-tested assistance.

Except where shown in note 10 and note 21 to the financial statements, no director has any financial interest in, or receives any remuneration from either the trustee company or the School.

#### *Other relationships*

The Head Master is a member of the Head Masters' and Mistresses' conference, which is an opportunity to share expertise, knowledge and experience across the independent school sector. The Conference also permits appropriate representation to Government and regulators of the views of the sector. The Master of the Lower School is a member of the Independent Association of Prep Schools (IAPS). IAPS is the professional association for Head Masters' and Mistresses' of the leading independent prep schools in the UK and worldwide.

#### **Fundraising standards**

Fundraising activities at the School are carried out by its own staff in the Development Office and are not outsourced to professional fundraisers. Its activities are closely and regularly monitored by the Development Committee, a sub-committee of the Council of Management. It also follows the Institute of Fundraising guidelines for dealing with vulnerable people. King Edward VI Grammar School, Norwich is registered with the Fundraising Regulator and is committed to following the Code of Fundraising Practice and the Fundraising Promise. There have been no complaints about fundraising activity this year.

#### **Statement of Responsibilities of the Council of Management**

The Council of Management are responsible for preparing the Report and the Report of the Trustee and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Council of Management to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Council of Management are required to:

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Council of Management are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Council of Management**

All members held office throughout the year and up to the date of this report.

**Disclosure of information to auditors**

Each of the persons who are members of the Council of Management at the time when this Report of the Trustee is approved has confirmed that:

- so far as that member is aware, there is no relevant audit information of which the Charitable Group's auditors are unaware, and
- that member has taken all the steps that ought to have been taken as a member in order to be aware of any relevant audit information and to establish that the Charitable Group's auditors are aware of that information.

**Auditors**

The auditors, Larking Gowen LLP, have indicated their willingness to continue in office. The designated members of the Council of Management will propose a motion reappointing the auditors at a meeting of the members of the Council of Management.



.....  
**S D A Griffiths**

On behalf of the Trustees

Date: 27 June 2022

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

#### Opinion

We have audited the financial statements of King Edward VI Grammar School, Norwich (the 'parent Charity') and its subsidiary (the 'Group') for the year ended 31 August 2021 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Charity's affairs as at 31 August 2021 and of the Group's 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 Charities Act 2011.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trustee's 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 Group's or the parent charity'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 Trustee with respect to going concern are described in the relevant sections of this report.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH (CONTINUED)**

---

**Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustee is responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Matters on which we are required to report by exception**

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

- the information given in the Trustee's Report of the Trustee is inconsistent in any material respect with the financial statements; or
- the parent Charity has not kept sufficient accounting records; or
- the parent Charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of the Trustee**

As explained more fully in the Statement of Responsibilities of the Council of Management, the Trustee is responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustee determines 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 Trustee is responsible for assessing the Group's and the parent Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intends to liquidate the Group or the parent Charity or to cease operations, or has no realistic alternative but to do so.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL, NORWICH (CONTINUED)

---

#### **Auditors' responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Due to the field in which the Charity operates, we identified the areas most likely to have a direct material impact on the financial statements as compliance with accounting standards, including Charities SORP (FRS 102) and charity law. In addition, we considered the provisions of other laws and regulations which, whilst not having a direct impact on the financial statements, are fundamental to the Charity's ability to operate, including safeguarding requirements, health and safety, employment law, data protection and compliance with various other regulations relevant to the conduct of the Charity's operations.

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, included the following:

- Enquiries with management, the bursar and the Council of Management about any known or suspected instances of non-compliance with laws and regulations, accidents in the workplace, safeguarding breaches, data breaches, potential litigation or claims and fraud;
- Reviewing legal and professional fees to confirm matters where the Company engaged lawyers during the year;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Reviewing meeting minutes of executive, development and education committees, Council of Management meeting minutes and any relevant correspondence with external authorities, including regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates, particularly around the actuarial assumptions used to estimate the defined benefit pension scheme; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of any significant transactions outside the normal course of business.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH (CONTINUED)

---

**Use of our report**

This report is made solely to the Charity's Trustee, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the Charity's Trustee 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 Charity and its Trustee, as a body, for our audit work, for this report, or for the opinions we have formed.

*Larking Gowen LLP*

**Larking Gowen LLP**

King Street House  
15 Upper King Street  
Norwich  
Norfolk  
NR3 1RB

29 June 2022

Larking Gowen LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 AUGUST 2021**

		Unrestricted funds 2021 £000	Restricted funds 2021 £000	Endowment funds 2021 £000	Total funds 2021 £000	<i>As restated</i> Total funds 2020 £000
	Note					
<b>Income and endowments from:</b>						
Donations and legacies	4	-	802	-	802	555
Charitable activities	5	19,912	-	-	19,912	20,347
Investments	6	49	29	-	78	91
Other income	7	50	-	-	50	316
<b>Total income and endowments</b>		<b>20,011</b>	<b>831</b>	<b>-</b>	<b>20,842</b>	<b>21,309</b>
<b>Expenditure on:</b>						
Charitable activities	8	20,413	522	-	20,935	20,159
<b>Total expenditure</b>		<b>20,413</b>	<b>522</b>	<b>-</b>	<b>20,935</b>	<b>20,159</b>
Net gains/(losses) on investments		90	114	-	204	(67)
Transfers between funds	22	(114)	114	-	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(426)</b>	<b>537</b>	<b>-</b>	<b>111</b>	<b>1,083</b>
<b>Other recognised gains/(losses):</b>						
Gains on revaluation of fixed assets		155	-	-	155	-
Actuarial losses on defined benefit pension schemes	19	(72)	-	-	(72)	(9)
<b>Net movement in funds</b>		<b>(343)</b>	<b>537</b>	<b>-</b>	<b>194</b>	<b>1,074</b>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Endowment funds 2021 £000	Total funds 2021 £000	<i>As restated</i> Total funds 2020 £000
Note					
<b>Reconciliation of funds:</b>					
Total funds brought forward as previously stated	15,590	1,924	3,273	20,787	19,713
Prior year adjustment	29 (1,089)	-	-	(1,089)	(1,089)
Total funds brought forward as restated	14,501	1,924	3,273	19,698	18,624
Net movement in funds	(343)	537	-	194	1,074
<b>Total funds carried forward</b>	<b>14,158</b>	<b>2,461</b>	<b>3,273</b>	<b>19,892</b>	<b>19,698</b>

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

The notes on pages 34 to 64 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**CONSOLIDATED BALANCE SHEET  
AS AT 31 AUGUST 2021**

	Note	2021 £000	<i>As restated</i> 2020 £000
<b>Fixed assets</b>			
Tangible assets	11	14,669	15,989
Investments	13	1,804	1,633
Investment property	12	730	575
		<u>17,203</u>	<u>18,197</u>
<b>Current assets</b>			
Stocks		29	37
Debtors	14	953	934
Cash at bank and in hand		7,769	5,679
		<u>8,751</u>	<u>6,650</u>
Creditors: amounts falling due within one year	15	(4,623)	(3,534)
		<u>4,128</u>	<u>3,116</u>
<b>Net current assets</b>		<b>4,128</b>	<b>3,116</b>
<b>Total assets less current liabilities</b>		<b>21,331</b>	<b>21,313</b>
Creditors: amounts falling due after more than one year	16	(998)	(1,171)
<b>Net assets excluding pension liability</b>		<b>20,333</b>	<b>20,142</b>
Defined benefit pension scheme liability	19	(439)	(444)
<b>Total net assets</b>		<b>19,894</b>	<b>19,698</b>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

CONSOLIDATED BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2021

---

	Note	2021 £000	2020 £000
<b>Charity funds</b>			
Endowment funds	22	3,273	3,273
Restricted funds	22	2,461	1,924
Unrestricted funds	22	14,160	14,501
<b>Total funds</b>		<b>19,894</b>	<b>19,698</b>

The financial statements were approved and authorised for issue by the Trustee and signed on their behalf by:



.....  
**P J E Smith, MA**  
Chairman



.....  
**Dr S C Bamber**  
Vice Chairman

Date: 27 June 2022

The notes on pages 34 to 64 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**CHARITY BALANCE SHEET  
AS AT 31 AUGUST 2021**

	Note	2021 £000	<i>As restated</i> 2020 £000
<b>Fixed assets</b>			
Tangible assets	11	14,669	15,989
Investments	13	1,804	1,633
Investment property	12	730	575
		<u>17,203</u>	<u>18,197</u>
<b>Current assets</b>			
Stocks		29	37
Debtors	14	953	935
Cash at bank and in hand		7,769	5,679
		<u>8,751</u>	<u>6,651</u>
Creditors: amounts falling due within one year	15	(4,622)	(3,533)
		<u>4,129</u>	<u>3,118</u>
<b>Net current assets</b>		<b>4,129</b>	<b>3,118</b>
<b>Total assets less current liabilities</b>		<b>21,332</b>	<b>21,315</b>
Creditors: amounts falling due after more than one year	16	(998)	(1,171)
<b>Net assets excluding pension liability</b>		<b>20,334</b>	<b>20,144</b>
Defined benefit pension scheme liability	19	(439)	(444)
<b>Total net assets</b>		<b>19,895</b>	<b>19,700</b>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

CHARITY BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2021

---

	Note	2021 £000	2020 £000
<b>Charity funds</b>			
Endowment funds	22	3,273	3,273
Restricted funds	22	2,281	1,924
Unrestricted funds	22	14,341	14,503
Total unrestricted funds	22	14,341	14,503
<b>Total funds</b>		<b>19,895</b>	<b>19,700</b>

The financial statements were approved and authorised for issue by the Trustee and signed on their behalf by:



.....  
**P J E Smith, MA**  
Chairman



.....  
**Dr S C Bamber**  
Vice Chairman

Date: 27 June 2022

The notes on pages 34 to 64 form part of these financial statements.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

	2021 £000	2020 £000
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	2,844	2,377
	<hr/>	<hr/>
<b>Cash flows from investing activities</b>		
Proceeds from the sale of tangible assets	44	11
Payments to acquire tangible fixed assets	(681)	(1,135)
Receipts from sale of investments	194	608
Payments to acquire investments	(205)	(619)
Interest received	7	5
Dividends received	40	43
Rentals received from investment properties	31	43
	<hr/>	<hr/>
<b>Net cash used in investing activities</b>	<b>(570)</b>	<b>(1,044)</b>
	<hr/>	<hr/>
<b>Cash flows from financing activities</b>		
Repayments of long term loans	(166)	(158)
Interest paid	(13)	(19)
Repayments of hire purchase finance	(6)	(14)
	<hr/>	<hr/>
<b>Net cash used in financing activities</b>	<b>(185)</b>	<b>(191)</b>
	<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>	<b>2,089</b>	<b>1,142</b>
Cash and cash equivalents at the beginning of the year	5,680	4,538
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	<b>7,769</b>	<b>5,680</b>
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 34 to 64 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

**1. General information**

King Edward VI Grammar School, Norwich is a charity registered in England and Wales, charity number 311280. The registered office is 71a The Close, Norwich, Norfolk, NR1 4DD.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) revised October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

King Edward VI Grammar School, Norwich meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

**2.2 Going concern**

Norwich School's response to the Coronavirus pandemic continues to be informed by guidance from the relevant statutory authorities, and with the cessation of operational restrictions, a welcome return to the usual educational experience has been evident.

Whilst we now, thankfully, appear to be moving away from the disruption of the pandemic, the School are very mindful of ongoing international events that are causing serious global economic consequences, these being most obvious with regards the inflationary pressures and cost of living challenges we all are facing. Yet again, the School must continue to deliver outstanding, holistic education whilst operating in the toughest of economic climates, mitigating increasing costs and keeping a close eye on both the short and mid-term requirements of the business.

The School are very mindful of the impact of such economic pressures on the whole School community and are determined to manage revenue streams in a considerate and flexible manner to ensure continuity of education whilst meeting obligations and maintaining the underlying core stability of the business model. When setting fees and salaries for the coming year, the Council of Management strongly believe that the School must carry some of this pressure and therefore surplus levels will be diminished within the period.

However, with good projected income, robust levels of working capital, a strong balance sheet, appropriate levels of both interest and debt cover allied to prudent cash flow management (and access to additional funding if needed) the School feel able to address the continuing economic challenges whilst delivering the core offering.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

**2. Accounting policies (continued)**

**2.3 Fund accounting**

Unrestricted general funds are funds which can be used in accordance with the charitable objects at the discretion of the Council of Management.

Unrestricted designated funds are funds earmarked by the Council of Management for particular purposes.

Restricted funds are funds that 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.

Endowment funds are funds that must be held permanently by the Charity consisting of investments, properties and the original school buildings.

**2.4 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

- Income from donations, grants, gifts, and specific fund raising events is included in full in the Statement of Financial Activities when receivable.
- For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasions legacies will be notified to the Charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.
- Income from property and other non-voluntary services is included in the year in which the conditions for receipt have been met.
- Income from investments is included when receivable. Income from investments held as part of the permanent endowment fund is unrestricted. Income from investments held as part of the restricted Scholarship Fund is restricted to providing prizes, scholarships and financial assistance as part of the Scholarship Fund.
- Tuition fees represent charges for tuition in the academic year 2020/2021 and are stated gross of fee remissions.

**2.5 Expenditure**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes VAT and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

2. Accounting policies (continued)

2.5 Expenditure (continued)

- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.
- Prizes, awards, scholarships and financial assistance costs are stated within expenditure on charitable activities and are not netted off tuition fees.

2.6 Tangible fixed assets and depreciation

The Charity elected to use a previous valuation as deemed cost for freehold and long-term leasehold properties held at the Charity's date of transition to FRS 102 of 1 September 2014. Additions made to freehold and long-term leasehold properties since this date have been accounted for at cost and depreciated on the basis set out below.

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined, which is the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Land and assets under construction are not depreciated.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight line method.

Depreciation is provided on the following basis:

Freehold buildings	-	Over the expected useful life of the asset
Long-term leasehold property	-	Over the expected useful life of the asset
Short-term leasehold property, fixtures, fittings & equipment	-	2% - 25%
Motor vehicles	-	10% - 14%

The assets' residual values, useful lives and depreciation methods are reviewed and adjusted prospectively, if appropriate or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and recognised in the Consolidated Statement of Financial Activities.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

**2. Accounting policies (continued)**

**2.7 Investments**

Investments held for the long-term to generate income and preserve capital in real terms are carried at market value as fixed assets. Investments are held as part of the designated Development Fund and the restricted Scholarship Fund.

The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year.

**2.8 Investment property**

Freehold investment properties are included at a valuation determined by the Council of Management on an annual basis based on formal valuations prepared by a firm of property and business consultants.

**2.9 Stocks**

Stock consists of goods for resale and is valued at the lower of cost and net realisable value. Expenditure on teaching materials is written off immediately when incurred.

**2.10 Operating leases**

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

**2.11 Pensions**

The School contributes to the Teachers' Pension Scheme (TPS). This is a defined benefit scheme and the assets are held separately from those of the School. The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme and the contributions recognised in the period to which they relate.

The School operated a defined benefit pension scheme for non-teaching staff which provided benefits based on final pensionable salary. The assets of the scheme were held separately from those of the School being invested with an insurance company. As from 5 April 2004 contributions to secure benefits accruing after this date ceased and ongoing contributions are made to eliminate the funding deficit.

The School also operates a defined contribution scheme. The assets of the scheme are held separately from those of the School. The annual contributions payable are charged to the Statement of Financial Activities.

**2.12 Debtors**

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

**2. Accounting policies (continued)**

**2.13 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.

**2.14 Liabilities**

Liabilities and provisions are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**2.15 Financial instruments**

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

**2.16 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.17 Government grants**

Grants of a revenue nature are recognised in the Statement of Financial Activities in the same period as the related expenditure.

**2.18 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

**3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgment:

Defined benefit pension scheme

The present value of the defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 6 April 2018 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Valuation of investment properties

Investment properties must be valued at open market value, which should factor in any impairment, either specific to the investment asset, or arising more generally from sector or market conditions. Alternatively, any increase in value arising from enhancement to the asset or from wider sector or market conditions. Professional valuations of the investment properties are expected to be undertaken on a regular basis (although not necessarily annually) to assist management in assessing the valuation of investment property at each accounting period end. Investment properties are accounted for in accordance with note 2.8 and are disclosed in note 12.

Depreciation and impairment of tangible fixed assets

The Charity should select a depreciation method that reflects the pattern in which it expects to consume the asset's future economic benefits and must consider whether a straight line or reducing balance basis is most appropriate for each class of assets. If there is an indication that there has been a significant change since the last annual reporting date, for example where costs incurred in relation to future projects are no longer expected to carry any future value, the Council of Management must review its present depreciation method and, if current expectations differ, change the depreciation method to reflect the new pattern. Depreciation methods adopted are disclosed in note 2.6 and carrying values of tangible fixed assets as at 31 August 2021 are disclosed in note 11.

Bad and doubtful debt provision

The bad and doubtful debt provision relates to unpaid pupil fees. The Council of Management review all outstanding debts at the year end to consider which debts may not be settled in full and calculate a provision on this basis. Trade debtors, which relates to amounts owed in relation to tuition and associated fees, are disclosed net of the bad and doubtful provision assessed in note 14.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**4. Income from donations and legacies**

	<b>Unrestricted funds 2021 £000</b>	<b>Restricted funds 2021 £000</b>	<b>Total funds 2021 £000</b>
Donations and legacies	-	802	<b>802</b>
	<u>          </u>	<u>          </u>	<u>          </u>

	<i>Unrestricted funds 2020 £000</i>	<i>Restricted funds 2020 £000</i>	<i>Total funds 2020 £000</i>
Donations and legacies	10	545	555
	<u>          </u>	<u>          </u>	<u>          </u>

**5. Income from charitable activities**

	<b>Unrestricted funds 2021 £000</b>		<b>Total funds 2021 £000</b>
Tuition fees		18,956	<b>18,956</b>
Other educational income		307	<b>307</b>
Other ancillary income		105	<b>105</b>
School meals		544	<b>544</b>
<b>Total 2021</b>		<u>          </u>	<u>          </u>
		<u>19,912</u>	<u>19,912</u>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**5. Income from charitable activities (continued)**

	<i>Unrestricted funds 2020 £000</i>	<i>Total funds 2020 £000</i>
Tuition fees	19,208	19,208
Other educational income	453	453
Other ancillary income	194	194
School meals	492	492
<i>Total 2020</i>	20,347	20,347

**6. Investment income**

	<b>Unrestricted funds 2021 £000</b>	<b>Restricted funds 2021 £000</b>	<b>Total funds 2021 £000</b>
Rental income	31	-	31
Income from investments	11	29	40
Deposit account interest and interest from other debtors	7	-	7
<b>Total 2021</b>	49	29	78

	<i>Unrestricted funds 2020 £000</i>	<i>Restricted funds 2020 £000</i>	<i>Total funds 2020 £000</i>
Income from investments	-	43	43
Rental income	43	-	43
Deposit account interest and interest from other debtors	5	-	5
<i>Total 2020</i>	48	43	91

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

7. Other incoming resources

	<b>Unrestricted funds 2021 £000</b>	<b>Total funds 2021 £000</b>
Loss on disposal of tangible fixed assets	1	1
Government grant income	49	49
	<u>50</u>	<u>50</u>

Government grants received during the year were in relation to the Covid-19 pandemic and relate to £49,000 (2020: £284,000) from the Coronavirus Job Retention Scheme and £Nil (2020: £35,000) of local government grants.

	<i>Unrestricted funds 2020 £000</i>	<i>Total funds 2020 £000</i>
Loss on disposal of tangible fixed assets	(3)	(3)
Government grant income	319	319
	<u>316</u>	<u>316</u>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**8. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Unrestricted funds 2021 £000</b>	<b>Restricted funds 2021 £000</b>	<b>Total funds 2021 £000</b>
Teaching and education	11,608	-	11,608
Welfare	950	-	950
Establishment	4,379	-	4,379
Support costs	1,895	-	1,895
Finance costs	98	-	98
Governance costs	107	-	107
Prizes, awards, scholarships and financial assistance	1,369	522	1,891
Defined benefit pension scheme-administrative expenses (note 19)	7	-	7
<b>Total 2021</b>	<u>20,413</u>	<u>522</u>	<u>20,935</u>

Establishment costs include an impairment charge of £916,298 (2020: £196,000) related to costs capitalised in respect of a proposed refectory development, for which planning permission has been rejected by both Norwich City Council and (on appeal) the Planning Inspectorate.

	<i>Unrestricted funds 2020 £000</i>	<i>Restricted funds 2020 £000</i>	<i>Total funds 2020 £000</i>
Teaching and education	11,016	-	11,016
Welfare	904	-	904
Establishment	3,476	-	3,476
Support costs	1,947	-	1,947
Finance costs	52	-	52
Governance costs (see below)	69	-	69
Prizes, awards, scholarships and financial assistance	2,214	472	2,686
Defined benefit pension scheme-administrative expenses (note 19)	9	-	9
<i>Total 2020</i>	<u>19,687</u>	<u>472</u>	<u>20,159</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

8. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

Prizes, awards, scholarships and financial assistance as set out above for 2020 includes an amount of £622,830 in respect of the Council of Management's special 10% discount for Trinity term 2020 during the period of remote learning as a result of the Covid-19 pandemic.

Summary by expenditure type

	Staff costs 2021 £000	Depreciation 2021 £000	Other costs 2021 £000	Total funds 2021 £000
Teaching and education	9,067	436	2,105	11,608
Welfare	140	-	810	950
Establishment	435	1,508	2,436	4,379
Support costs	864	-	1,031	1,895
Finance costs	-	-	98	98
Governance costs (see below)	-	-	107	107
Prizes, awards, scholarships and financial assistance	-	-	1,891	1,891
Defined benefit pension scheme costs (note 19)	-	-	7	7
<b>Total 2021</b>	<b>10,506</b>	<b>1,944</b>	<b>8,485</b>	<b>20,935</b>

	Staff costs 2020 £000	Depreciation 2020 £000	Other costs 2020 £000	Total funds 2020 £000
Teaching and education	8,816	538	1,662	11,016
Welfare	151	-	753	904
Establishment	372	770	2,334	3,476
Support costs	902	-	1,045	1,947
Finance costs	-	-	52	52
Governance costs (see below)	-	-	69	69
Prizes, awards, scholarships and financial assistance	-	-	2,686	2,686
Defined benefit pension scheme costs (note 19)	-	-	9	9
<b>Total 2020</b>	<b>10,241</b>	<b>1,308</b>	<b>8,610</b>	<b>20,159</b>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**Analysis of expenditure on charitable activities (continued)**

	<b>2021</b>	<i>2020</i>
	<b>£000</b>	<i>£000</i>
<b>Analysis of governance costs:</b>		
Governors' expenses	1	4
Trustee and Professional indemnity insurance	13	9
Audit, accountancy and legal fees	93	56
	<b>107</b>	<i>69</i>
	<b>107</b>	<i>69</i>

**9. Auditors' remuneration**

	<b>2021</b>	<i>2020</i>
	<b>£000</b>	<i>£000</i>
Fees payable to the Charity's auditor and its associates for the audit of the Charity's annual accounts	14	12
Fees payable to the Charity's auditor and its associates in respect of:		
Teachers' Pension audit	1	1
	<b>1</b>	<i>1</i>
	<b>1</b>	<i>1</i>

**10. Staff costs**

	<b>Group</b>	<i>Group</i>	<b>Charity</b>	<i>Charity</i>
	<b>2021</b>	<i>2020</i>	<b>2021</b>	<i>2020</i>
	<b>£000</b>	<i>£000</i>	<b>£000</b>	<i>£000</i>
Wages and salaries	8,252	7,989	8,252	7,989
Social security costs	841	792	841	792
Pension costs	1,413	1,460	1,413	1,460
	<b>10,506</b>	<i>10,241</i>	<b>10,506</b>	<i>10,241</i>
	<b>10,506</b>	<i>10,241</i>	<b>10,506</b>	<i>10,241</i>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**10. Staff costs (continued)**

The average number of persons employed by the Charity during the year was as follows:

	<b>Group 2021 No.</b>	<i>Group 2020 No.</i>
Teaching staff	<b>135</b>	138
Support staff	<b>155</b>	114
	<b>290</b>	252

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

	<b>Group 2021 No.</b>	<i>Group 2020 No.</i>
In the band £60,001 - £70,000	<b>2</b>	3
In the band £70,001 - £80,000	<b>3</b>	3
In the band £80,001 - £90,000	<b>1</b>	-
In the band £90,001 - £100,000	<b>1</b>	-
In the band £120,001 - £130,000	-	1
In the band £140,001 - £150,000	<b>1</b>	-

Pension contributions amounting to £Nil (2020 - £Nil) were made in the year for the provision of money purchase benefits for none of (2020 - none of) the above employees.

No member of the Council of Management received any remuneration from the trustee company or School, with the exception of a Staff Governor who only received remuneration in respect of the services he provided undertaking a teaching role, and not in respect of his services as a member of the Council of Management.

No member of the Council of Management was reimbursed for out-of-pocket travel expenditure and attending training courses (2020 - one member, £458).

Key management remuneration in the year totalled £906k (2020 - £908k) in respect of the Head Master, Bursar and Senior Leadership Team as listed on pages 1 and 2.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

11. Tangible fixed assets

Group and Charity

	Freehold property £000	Long-term leasehold property £000	Other fixed assets £000	Motor vehicles £000	Assets under construction £000	Total £000
<b>Cost or valuation</b>						
At 1 September 2020	6,999	7,533	7,309	163	866	22,870
Additions	-	21	609	-	51	681
Disposals	-	-	(914)	-	-	(914)
At 31 August 2021	<u>6,999</u>	<u>7,554</u>	<u>7,004</u>	<u>163</u>	<u>917</u>	<u>22,637</u>
<b>Depreciation</b>						
At 1 September 2020	675	1,483	4,634	88	-	6,880
Charge for the year	143	169	694	21	-	1,027
On disposals	-	-	(856)	-	-	(856)
Impairment charge	-	-	-	-	917	917
At 31 August 2021	<u>818</u>	<u>1,652</u>	<u>4,472</u>	<u>109</u>	<u>917</u>	<u>7,968</u>
<b>Net book value</b>						
At 31 August 2021	<u><u>6,181</u></u>	<u><u>5,902</u></u>	<u><u>2,532</u></u>	<u><u>54</u></u>	<u><u>-</u></u>	<u><u>14,669</u></u>
<i>At 31 August 2020 (as restated)</i>	<u><u>6,324</u></u>	<u><u>6,050</u></u>	<u><u>2,675</u></u>	<u><u>74</u></u>	<u><u>866</u></u>	<u><u>15,989</u></u>

A prior year adjustment has been reflected in relation to freehold and long-term leasehold properties, as detailed in note 29. Certain further property assets have now also been classified as assets under construction.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

12. Investment property

Group

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2020	575
Surplus on revaluation	155
At 31 August 2021	<u>730</u>

Charity

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2020	575
Surplus on revaluation	155
At 31 August 2021	<u>730</u>

The freehold investment properties are included at open market valuation determined by the Council of Management's valuation as at 31 August 2021, based on a formal valuation dated 15 October 2021 by Brown & Co - Property and Business Consultants LLP. The properties are held to produce income and capital growth and have an estimated historical cost of £116,432 (2020 - £116,432).

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

13. Fixed asset investments

<b>Group and Charity</b>	<b>Listed investments £000</b>
<b>Cost or valuation</b>	
At 1 September 2020	1,633
Additions	205
Disposals	(194)
Revaluations	160
At 31 August 2021	<u>1,804</u>
<b>Net book value</b>	
At 31 August 2021	<u>1,804</u>
<i>At 31 August 2020</i>	<u>1,633</u>

The majority of investments were gifted.

The historic cost of listed investments on 31 August 2021 was £1,302k (2020 - £1,272k).

The School owns the entire issued share capital, £2, of its subsidiary undertaking Norwich School Enterprises Limited, a company registered in England and Wales (company number 03538479), which is now dormant. As at 31 August 2021, the company had net liabilities amounting to £1,596 (2020 - £1,596).

All investments are listed on the London Stock Exchange other than the investment in Norwich School Enterprises Limited.

An investment in Charifund income units represents more than 5% of the value of the total portfolio. On 31 August 2021, the market value of this investment was £93,673 (2020 - £74,255).

Investments are allocated between the funds as set out in note 24 of the financial statements.

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**14. Debtors**

	<b>Group 2021 £000</b>	<i>Group 2020 £000</i>	<b>Charity 2021 £000</b>	<i>Charity 2020 £000</i>
<b>Due within one year</b>				
Trade debtors	202	316	201	316
Amounts owed by group undertakings	-	-	1	1
Other debtors	57	11	57	11
Prepayments and accrued income	694	607	694	607
	<u>953</u>	<u>934</u>	<u>953</u>	<u>935</u>

**15. Creditors: Amounts falling due within one year**

	<b>Group 2021 £000</b>	<i>Group 2020 £000</i>	<b>Charity 2021 £000</b>	<i>Charity 2020 £000</i>
Bank loans	194	194	194	194
Fees received in advance	3,155	2,082	3,155	2,082
Trade creditors	596	610	596	610
Other taxation and social security	221	200	221	200
Obligations under finance lease and hire purchase contracts	6	5	6	5
Other creditors	116	136	116	136
Accruals and deferred income	335	307	334	306
	<u>4,623</u>	<u>3,534</u>	<u>4,622</u>	<u>3,533</u>

Obligations under finance lease and hire purchase contracts of £6k (2020: £5k) are secured on the assets to which the liability relates.

Deferred income consists of £3,155k (2020: £2,082k) fees received in advance and £Nil (2020: £17k) of income received in respect of future trips, which is disclosed as accruals and deferred income.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

Creditors: Amounts falling due within one year (continued)

	<b>Group 2021 £000</b>	<i>Group 2020 £000</i>	<b>Charity 2021 £000</b>	<i>Charity 2020 £000</i>
Deferred income at 1 September 2020	<b>2,099</b>	2,179	<b>2,099</b>	2,179
Resources deferred during the year	<b>3,061</b>	2,099	<b>3,061</b>	2,099
Amounts released from previous periods	<b>(2,005)</b>	(2,179)	<b>(2,005)</b>	(2,179)
<b>Deferred income at 31 August 2021</b>	<b>3,155</b>	2,099	<b>3,155</b>	2,099

**16. Creditors: Amounts falling due after more than one year**

	<b>Group 2021 £000</b>	<i>Group 2020 £000</i>	<b>Charity 2021 £000</b>	<i>Charity 2020 £000</i>
Bank loans	<b>979</b>	1,145	<b>979</b>	1,145
Net obligations under finance lease and hire purchase contracts	<b>19</b>	26	<b>19</b>	26
	<b>998</b>	1,171	<b>998</b>	1,171

Obligations under finance lease and hire purchase contracts of £19k (2020: £26k) are secured on the assets to which the liability relates.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

17. Hire purchase and finance leases

Minimum lease payments under hire purchase fall due as follows:

	<b>2021</b>	<i>2020</i>
	<b>£000</b>	<i>£000</i>
<b>Group and Charity</b>		
Within one year	7	7
Between 1-5 years	22	29
Less: finance charges allocated to future periods	(4)	(6)
	<u>25</u>	<u>30</u>
	<u><u>25</u></u>	<u><u>30</u></u>

18. Capital commitments

	<b>Group</b>	<i>Group</i>	<b>Charity</b>	<i>Charity</i>
	<b>2021</b>	<i>2020</i>	<b>2021</b>	<i>2020</i>
	<b>£000</b>	<i>£000</i>	<b>£000</b>	<i>£000</i>
<b>Contracted for but not provided in these financial statements</b>				
Lower School refurbishment works	-	41	-	41
	<u>-</u>	<u>41</u>	<u>-</u>	<u>41</u>
	<u><u>-</u></u>	<u><u>41</u></u>	<u><u>-</u></u>	<u><u>41</u></u>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

**19. Pension commitments**

**Teachers' Pension Scheme**

*Introduction*

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014 (as amended). Membership is automatic for full-time teachers and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a "pay as you go" basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

*Valuation of the Teachers' Pension Scheme*

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors.

The latest valuation of the Teachers' Pension Scheme took place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers contribution rates were set at 23.68% from September 2019 (this includes the administration levy of 0.8%).

The employer's pension costs paid to TPS in the year amounted to £1,399k (2020: £1,288k).

A copy of the latest valuation report can be found on the Teachers' Pension Scheme website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The School has accounted for its contributions to the scheme as if it were a defined contribution scheme. The School has set out above the information available on the scheme.

*Scheme changes*

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**19. Pension commitments (continued)**

**Norwich School Defined Contribution Scheme**

The School also operates a defined contribution scheme. The assets of the scheme are held separately from those of the School. The annual contributions payable are charged to the Statement of Financial Activities.

**Norwich School Defined Benefit Pension Scheme**

The Group operates a defined benefit pension scheme.

The Norwich School Pension Scheme, for non-teaching staff, is operated in the UK. A comprehensive actuarial valuation of the Scheme was carried out as at 6 April 2019, which has been updated to 31 August 2021 by a qualified independent actuary.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	<b>At 31 August 2021</b>	<i>At 31 August 2020</i>
	%	%
Discount rate	1.6	1.7
Price inflation (CPI)	2.6	2.2
Future increases to pensions deferment	2.6	2.2
Future increases to pensions in payment	<b>3.8</b>	3.5

	<b>At 31 August 2021</b>	<i>At 31 August 2020</i>
	Years	Years
Mortality rates (in years)		
- for a male aged 65 now	86.9	87.4
- at 65 for a male aged 45 now	88.2	88.7
- for a female aged 65 now	89.3	89.6
- at 65 for a female aged 45 now	<b>90.7</b>	91.0

The Group's share of the assets in the scheme was:

	<b>At 31 August 2021</b>	<i>At 31 August 2020</i>
	£000	£000
Cash and other liquid assets	112	85
Investment funds	470	446
<b>Total fair value of assets</b>	<b>582</b>	531

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**19. Pension commitments (continued)**

The actual return on scheme assets was £16,000 gain (2020 - £16,000 loss).

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	<b>2021</b>	<i>2020</i>
	<b>£000</b>	<i>£000</i>
Interest income	<b>(9)</b>	<i>(10)</i>
Interest cost	<b>16</b>	<i>19</i>
<b>Total amount recognised in the Consolidated Statement of Financial Activities (note 8)</b>	<b>7</b>	<i>9</i>

Movements in the present value of the defined benefit obligation were as follows:

	<b>2021</b>	<i>2020</i>
	<b>£000</b>	<i>£000</i>
Opening defined benefit obligation	<b>975</b>	<i>1,009</i>
Interest cost	<b>16</b>	<i>19</i>
Actuarial losses/(gains)	<b>88</b>	<i>(7)</i>
Benefits paid	<b>(58)</b>	<i>(46)</i>
<b>Closing defined benefit obligation</b>	<b>1,021</b>	<i>975</i>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**19. Pension commitments (continued)**

Movements in the fair value of the Group's share of scheme assets were as follows:

	<b>2021</b>	<i>2020</i>
	<b>£000</b>	<i>£000</i>
Opening fair value of scheme assets	531	501
Expected return on assets	9	10
Actuarial gains/(losses)	16	(16)
Contributions by employer	84	82
Benefits paid	(58)	(46)
<b>Closing fair value of scheme assets</b>	<b>582</b>	<i>531</i>

**20. Operating lease commitments**

At 31 August 2021 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>Group</b>	<i>Group</i>	<b>Charity</b>	<i>Charity</i>
	<b>2021</b>	<i>2020</i>	<b>2021</b>	<i>2020</i>
	<b>£000</b>	<i>£000</i>	<b>£000</b>	<i>£000</i>
Not later than 1 year	518	526	518	526
Later than 1 year and not later than 5 years	1,196	1,496	1,196	1,496
Later than 5 years	518	728	518	728
	<b>2,232</b>	<i>2,750</i>	<b>2,232</b>	<i>2,750</i>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

---

**21. Related party transactions**

The assets and liabilities of the School are vested in a company limited by guarantee known as Norwich School, which acts as a bare trustee for the School. No transactions occurred between the School and the company during the year under review.

At 31 August 2021 the School was owed £2,255 (2020: £2,255) by Norwich School Enterprises Limited, which is dormant.

The School rents the majority of its properties from the Chapter of Norwich Cathedral which was represented on the Council of Management during the year and the previous year by The Very Reverend Dr J B Hedges and The Reverend Canon A Platten. The rents in the year, including those for the use of the Cathedral for the School's assemblies, amounted to £287,014 (2020: £293,465). Also the Chapter's 100% subsidiary company, Norwich Cathedral Enterprises Limited, provided catering services to the School totalling £161 (2020: £294).

Ms D G M Jarrold, member of the Council of Management, is a director of Jarrold and Sons Limited, which, together with its division, Jarrold Training, provided goods and services to the School during the year totalling £7,593 (2020: £9,823). The School also received sponsorship income from Jarrold and Sons Limited during the year of £NIL (2020: £550).

Mr J M Hunter, member of the Council of Management, is a member of Mills and Reeve LLP, which provided legal services to the School during the year totalling £54,922 (2020: £15,519). This individual is also a Non-Executive Director of Barratt & Cooke Limited, who provided investment management services to the School amounting to £Nil this year (2020: £Nil).

Mrs A Sarkar Roy, member of the Council of Management, is a Non-Executive Trustee of 8th Norwich Sea Scouts. The School made purchases from and sales to this charity during the year of £1,051 and £23,759 respectively. At the year end, £11,292 was owed to the School. Mrs A Sarkar Roy was not a member of the Council of Management in the prior year and so comparative amounts have not been disclosed.

Mr N Q Back, member of the Council of Management, is the Chair of the Norfolk Club, of which the School uses the gym facilities. The School made purchases from this charity during the year of £887 (2020: £3,705) and there were amounts outstanding at the year end of £550 (2020: £550).

Six members of the Council of Management, The Reverend Canon A Platten, Mr J M D Schofield, Dr A C Wood, Mr A R Grant, Mr J M Hunter and Mrs A Sarkar Roy have children or grandchildren at the School. Fees paid by these members are at the same rates applicable to all pupils. One member is in receipt of means-tested assistance.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

22. Statement of funds

Statement of funds - current year

	Balance at 1 September 2020 (as restated) £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2021 £000
<b>Designated funds</b>						
Development fund	561	11	-	-	46	618
Covid-19 Response fund	375	-	-	(375)	-	-
	<u>936</u>	<u>11</u>	<u>-</u>	<u>(375)</u>	<u>46</u>	<u>618</u>
<b>General funds</b>						
General Funds - all funds	13,565	20,001	(20,413)	261	128	13,542
<b>Total Unrestricted funds</b>	<u>14,501</u>	<u>20,012</u>	<u>(20,413)</u>	<u>(114)</u>	<u>174</u>	<u>14,160</u>
<b>Endowment funds</b>						
Permanent endowment	3,273	-	-	-	-	3,273
<b>Restricted funds</b>						
Bursary funds	135	372	(207)	-	-	300
Other restricted funds	856	424	(303)	-	-	977
Scholarship funds	933	35	(12)	114	114	1,184
	<u>1,924</u>	<u>831</u>	<u>(522)</u>	<u>114</u>	<u>114</u>	<u>2,461</u>
<b>Total of funds</b>	<u><u>19,698</u></u>	<u><u>20,843</u></u>	<u><u>(20,935)</u></u>	<u><u>-</u></u>	<u><u>288</u></u>	<u><u>19,894</u></u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021

22. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2019 (as restated) £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2020 (as restated) £000</i>
<b>Designated funds</b>						
Development fund	546	-	-	23	(8)	561
Covid-19 Response fund	-	-	-	375	-	375
	<u>546</u>	<u>-</u>	<u>-</u>	<u>398</u>	<u>(8)</u>	<u>936</u>
<b>General funds</b>						
General Funds - all funds	12,836	20,721	(19,687)	(296)	(9)	13,565
<b>Total Unrestricted funds</b>	<u>13,382</u>	<u>20,721</u>	<u>(19,687)</u>	<u>102</u>	<u>(17)</u>	<u>14,501</u>
<b>Endowment funds</b>						
Permanent endowment	3,273	-	-	-	-	3,273
<b>Restricted funds</b>						
Bursary funds	133	105	(103)	-	-	135
Other restricted funds	791	434	(369)	-	-	856
Scholarship funds	1,045	49	-	(102)	(59)	933
	<u>1,969</u>	<u>588</u>	<u>(472)</u>	<u>(102)</u>	<u>(59)</u>	<u>1,924</u>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**22. Statement of funds (continued)**

	<i>Balance at 1 September 2019 (as restated) £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2020 (as restated) £000</i>
<b>Total of funds</b>	<u>18,624</u>	<u>21,309</u>	<u>(20,159)</u>	<u>-</u>	<u>(76)</u>	<u>19,698</u>

**Endowment fund**

The permanent endowment fund consists of investments, properties and the original school buildings arising from endowments.

**Restricted funds**

Restricted bursary funds include the funds set out below:

The Anne French Bursary - interest on the fund is used for the education of children of the clergy.

Bowling Family Bursary - this is a Senior School bursary awarded to one particular student.

Cathedral Chorister Fund - funds received from Norwich Cathedral to contribute towards fees of choristers who attend Norwich School.

The ON Bursary Fund consists of funds received from alumni (Old Norvicensians) towards bursaries.

Choir Schools Association Bursary, Dyers Bursary Award, French Huguenot Trust Bursary, The Friends of Norwich School Bursary, Charles Peel Bursary, Staff Bursary and The Wait Family Bursary, Morse-Boycott Trust Bursary, Roger Robinson Bursary - means tested bursary awards to pupils requiring financial assistance towards their school fees.

Other restricted funds include the funds set out below:

The Annual Fund - Headmaster's Discretionary Fund - funds received from the public towards projects which directly benefit the School, its pupils and the wider community.

The Annual Fund - Pupil Enrichment Fund - funds received from the public towards specific projects to encourage the children at the School to develop broader skills and equip them for life.

Capital Fund - funds raised for planned building projects at the School.

Easter Course/Ogden Trust/Shine grants - represents funds received towards the continuation and extension of physics outreach work, the set up and delivery of a language programme and various school holiday courses for pupils of other local schools.

Gawdy Legal Award - a prize for a pupil who wishes to pursue a legal career. The award is sponsored by local legal firm Ashton KCJ and named after Old Norvicensian Sir Thomas Gawdy who was a prominent lawyer in Tudor times.

Horatio Society - funds raised by pupils to be allocated to projects in the School at their discretion.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**Statement of funds (continued)**

Investing in Our Future - an annual fund campaign that encouraged people to give to one of three pots (Head Master's discretionary Fund, Pupil Enrichment Fund or Bursaries) under the umbrella term of Investing in Our Future.

Sebastian John Award - Funds received from the public to create a pupil award fund in memory of a former pupil who died.

The Council of Management separately maintains a Scholarship Fund, which provides monies towards the provision of prizes, awards, scholarships and financial assistance for pupils of the School. A Dyers Scholarship Fund was also created during the year for the benefit of specific pupils.

**Designated Funds**

The Council of Management designates certain funds on an annual basis.

During the preceding year a Covid-19 Response Fund was created to provide for extraordinary expenditure during the 2020-21 Academic year relating to the pandemic. The Covid-19 Response Fund of £375k designated in the previous accounting year was expended in full in the year. The costs incurred by the School are reflected in the Statement of Financial Activities and the designation of £375k is therefore released to general reserves.

The balance remaining on the designated fund reflects a Development Fund, which relates to amounts designated for future School projects. Funds allocated for this purpose are invested within the School's listed investment portfolio. Income allocated to this fund relates to dividends received from listed investments. Gains/(losses) during the year relate to gains on revaluation and on disposal of listed investments.

**23. Summary of funds**

**Summary of funds - current year**

	<b>Balance at 1 September 2020 (as restated) £000</b>	<b>Income £000</b>	<b>Expenditure £000</b>	<b>Transfers in/out £000</b>	<b>Gains/ (Losses) £000</b>	<b>Balance at 31 August 2021 £000</b>
Designated funds	936	11	-	(375)	46	618
General funds	13,565	20,001	(20,413)	261	128	13,542
Endowment funds	3,273	-	-	-	-	3,273
Restricted funds	1,924	831	(522)	114	114	2,461
	<u>19,698</u>	<u>20,843</u>	<u>(20,935)</u>	<u>-</u>	<u>288</u>	<u>19,894</u>

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**23. Summary of funds (continued)**

**Summary of funds - prior year**

	<i>Balance at 1 September 2019 (as restated) £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>As restated Balance at 31 August 2020 £000</i>
Designated funds	546	-	-	398	(8)	936
General funds	12,836	20,721	(19,687)	(296)	(9)	13,565
Endowment funds	3,273	-	-	-	-	3,273
Restricted funds	1,969	588	(472)	(102)	(59)	1,924
	<u>18,624</u>	<u>21,309</u>	<u>(20,159)</u>	<u>-</u>	<u>(76)</u>	<u>19,698</u>

**24. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestricted funds 2021 £000</b>	<b>Restricted funds 2021 £000</b>	<b>Endowment funds 2021 £000</b>	<b>Total funds 2021 £000</b>
Tangible fixed assets	12,279	-	2,390	<b>14,669</b>
Fixed asset investments	465	1,184	155	<b>1,804</b>
Investment property	730	-	-	<b>730</b>
Current assets	6,746	1,277	728	<b>8,751</b>
Creditors due within one year	(4,623)	-	-	<b>(4,623)</b>
Creditors due in more than one year	(998)	-	-	<b>(998)</b>
Provisions for liabilities and charges	(439)	-	-	<b>(439)</b>
<b>Total</b>	<u>14,160</u>	<u>2,461</u>	<u>3,273</u>	<u><b>19,894</b></u>

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**25. Reconciliation of net movement in funds to net cash flow from operating activities**

	<b>Group 2021 £000</b>	<i>Group 2020 £000</i>
Net income for the year (as per Statement of Financial Activities)	<b>111</b>	1,083
<b>Adjustments for:</b>		
Dividends received	<b>(40)</b>	(43)
Rents received from investment properties	<b>(31)</b>	(43)
Interest receivable	<b>(7)</b>	(5)
Interest payable	<b>13</b>	19
Depreciation	<b>1,027</b>	1,113
(Gains)/losses on investments	<b>(204)</b>	67
Loss on disposal of fixed assets	<b>58</b>	3
Decrease in stock	<b>8</b>	2
(Increase)/decrease in debtors	<b>(19)</b>	222
Increase/(decrease) in creditors	<b>1,088</b>	(164)
Pension scheme non-cash movements	<b>(77)</b>	(73)
Impairment of tangible fixed assets	<b>917</b>	196
<b>Net cash provided by operating activities</b>	<b>2,844</b>	2,377

**26. Analysis of cash and cash equivalents**

	<b>Group 2021 £000</b>	<i>Group 2020 £000</i>
Cash at bank and in hand	<b>7,769</b>	5,680
<b>Total cash and cash equivalents</b>	<b>7,769</b>	5,680

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

---

**27. Analysis of changes in net debt**

	At 1 September 2020 £000	Cash flows £000	Other non- cash changes £000	At 31 August 2021 £000
Cash at bank and in hand	5,679	2,090	-	7,769
Debt due within 1 year	(194)	-	-	(194)
Debt due after 1 year	(1,145)	177	(11)	(979)
Finance leases	(31)	8	(2)	(25)
	<u>4,309</u>	<u>2,275</u>	<u>(13)</u>	<u>6,571</u>

**28. Financial instruments**

	Group 2021 £000	Group 2020 £000	Charity 2021 £000	Charity 2020 £000
<b>Financial assets</b>				
Financial assets measured at fair value through income and expenditure	<u>1,804</u>	<u>1,633</u>	<u>1,804</u>	<u>1,633</u>

Financial assets measured at fair value through income and expenditure comprises listed investments.

**29. Prior year adjustments**

An adjustment to reserves brought forward at 1 September 2019 and 1 September 2020 of £1,088,721 relates to depreciation and impairment charges in respect of freehold and leasehold properties, not accounted for in previous periods. The comparative surplus has not been affected by this adjustment.

As a result of the above, the net book value of fixed assets at 31 August 2020 has been reduced by £1,088,721, as shown in note 11.

**30. Post balance sheet events**

In April 2022, an appeal to the National Planning Inspectorate, which was submitted in May 2021, was rejected. The planning application related to a proposed refectory development at the Bishop's Palace Lawn site.

As a result, an impairment charge of £916,298, related to planning costs associated with the project, has been recognised against assets under construction (see note 11).

**KING EDWARD THE SIXTH GRAMMAR SCHOOL, NORWICH**

England & Wales - Charity number 311280

---

# Accounts

---

Charity number: 311280

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

**TRUSTEE'S REPORT AND CONSOLIDATED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2020**

---

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**CONTENTS**

---

	Page
<b>Reference and Administrative Details of the Charity, its Trustee and Advisers</b>	1 - 2
<b>Report of the Trustee</b>	3 - 22
<b>Independent Auditors' Report on the Financial Statements</b>	23 - 25
<b>Consolidated Statement of Financial Activities</b>	26
<b>Consolidated Balance Sheet</b>	27 - 28
<b>Charity Balance Sheet</b>	29 - 30
<b>Consolidated Statement of Cash Flows</b>	31
<b>Notes to the Financial Statements</b>	32 - 62

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

**Council of Management** P J E Smith, MA, Chairman<sup>1</sup>  
Dr S C Bamber, Vice Chairman<sup>1</sup>  
A R Grant, MA, FRSA<sup>1</sup>  
I Reid, BSc, MRICS<sup>1</sup>  
J M D Schofield, LLB, FCA<sup>1</sup>  
N Q Back  
The Very Reverend Dr J B Hedges  
P J Henderson  
C W Hoffman, ACIB  
J M Holme, MBCS, CITP  
J M Hunter  
Ms D G M Jarrold, MA Cantab<sup>1</sup>  
H C Jourdain  
Professor R J Last, FRSA, BA, PGCE, MA (Ed)  
A R M Little, FRSA  
The Reverend Canon A Platten  
G S Smith  
D W Talbot, FCA  
Mrs D A Willmott  
Dr A C Wood  
Dr D F Wood MA, MD, FRCP  
Miss T J Yates, BA  
Professor K H Yeoman

<sup>1</sup> Members of the Executive Sub-Committee.

**Charity registered  
number**

311280

**Principal office**

71a The Close  
Norwich  
Norfolk  
NR1 4DD

**Trustee**

Norwich School (a company limited by guarantee)

**Head Master**

S D A Griffiths MA

**Bursar**

CJP Evans BA, PGCert Bus Admin, Tech IOSH, FCMI

**Senior Leadership Team**

Mrs N A Fairweather BA	Principal Deputy Head
Dr R Clark BSc, PhD	Deputy Head (Co-Curriculum)
Dr D N Farr BA, PhD, FRHS	Deputy Head (Director of Studies)
J K Ingham BA	Master of the Lower School
Mrs N J Hill BSc	Assistant Head (Admissions, Marketing & Outreach)
P A Todd BA	Assistant Head (Teaching and Learning)

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS  
(CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020

---

<b>Independent auditors</b>	Larking Gowen LLP King Street House 15 Upper King Street Norwich Norfolk NR3 1RB
<b>Bankers</b>	Barclays Bank PLC 3 St James Court Whitefriars Norwich NR3 1RJ  CCLA 85 Queen Victoria Street London EC4V 4ET
<b>Solicitors</b>	Mills & Reeve LLP 1 St James Court Whitefriars Norwich NR3 1RU
<b>Investment advisers</b>	Barratt & Cooke Limited 5/6 Opie Street Norwich NR1 3DW

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE FOR THE YEAR ENDED 31 AUGUST 2020

---

#### ETHOS & AIMS

Learning and scholarship are at the heart of the broad education that Norwich School provides. Christian values, notably, love and compassion for one another, underpin our activities and relationships.

Norwich School is committed to producing scholarly, reflective young people who are capable of handling difficult concepts and expressing profound thoughts; providing a rich, varied and broad education that develops the diverse talents of the boys and girls; and equipping them for leadership and service.

#### OBJECTIVES & ACTIVITIES

Despite the significant impact (from March 2020 onward) of the Global Coronavirus Pandemic on all aspects of operations, the school met its main operational objectives for the 2019/20 academic year.

Norwich School is a charity whose object is a purpose falling within section 3(1)b of the Charities Act 2011, namely the advancement of education. It is a purpose for the public benefit and is therefore a charitable purpose as defined in section 2(1)b of the Act.

The school operates as an independent day school for boys and girls aged 4 to 18 years who are taught up to the age of 11 in the Lower School and thereafter in the Senior School. The international pupil programme was introduced in September 2014 and in the 2019/20 academic year, there were 29 international pupils in the Sixth Form. They are day pupils residing with local families through a homestay programme operated by Gabbitas Education, London. Norwich School welcomed pupils from as young as 4 years old for the first time, with the introduction of a Pre-Prep department in September 2018.

Both the Senior and Lower Schools underwent a focused compliance and educational quality inspection by the Independent School's Inspectorate (ISI) in September 2019, meeting all eight parts of the compliance requirements. The quality of pupils' academic and other achievements and of their personal development was found to be excellent in both schools. The sole recommendation in the context of these excellent outcomes in the Senior School was that younger pupils' independent learning and ICT skills could be enhanced by providing more opportunities within the classroom to develop these skills, and in the Lower School that pupils be enabled to understand and take responsibility for their progress by the provision of effective feedback on their learning.

Following the rejection of the planning application for the proposed Bishop's Palace Lawn development by Norwich City Council in July 2019, extensive work was undertaken in order to submit a new and much-improved planning application, including significant additional soft landscaping and tree planting within the site and the wider Cathedral precinct enhancing the amenity and biodiversity of the whole Conservation Area.

Although the revised application was ready for submission in March 2020, with the onset of the coronavirus pandemic and nationwide lockdown, the decision was made to delay submission until July 2020 with a determination date of November 12th, 2020.

Unfortunately, at this meeting the Committee decided not to approve the development; and the proposal was rejected by 6 votes to 5, the same narrow margin as with the first application.

The application was a revised submission considering refusal of the school's initial proposals in 2019. Considerable attention had since been given to areas of concern which centred on biodiversity, visual amenity and the Conservation Area. Despite the promise of many new trees and improved biodiversity, unfortunately, the Committee did not deem this sufficient to outweigh the merits of trees proposed for removal.

It is significant that the first application was recommended for approval by Council Planning Officers. The resubmission addressing the relevant issues was also recommended by officers for approval. The Governors will now actively consider the next steps in light of the Committee's double rejection of their own professional advice. The pressing need remains, and we feel there remains much in our application that is worthy of approval. The site is highly sensitive, with many competing constraints, yet we are determined to deliver a sustainable project with a long-term legacy for the school, The Close and the wider community.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

Plans have also been drawn up by architects for the development of the Lower School to replace the temporary classroom buildings with a permanent structure and in light of the negative outcome of the Bishop's Palace Lawn planning application resubmission, the Governors will now actively consider the next steps for this project.

Further capital and development work around the site were put on hold due to the coronavirus pandemic and lockdown.

The Homestay programme for international pupils continues to go from strength to strength, attracting high calibre pupils from the Far East and Europe.

#### REVIEW OF ACTIVITIES AND ACHIEVEMENTS

##### Indirect Benefits

The school offers indirect benefit to the wider community through the employment of 219 (2019: 221) full time equivalent staff and the school reduces the burden on the state sector by providing an education for 1,155 pupils (2019: 1,157).

##### Teaching links

The school regularly collaborates with local state schools, academies and other partner organisations to widen access to its own educational resources and to create a shared educational experience within its community. Examples of such activities are:

- Norwich School supports teacher training and professional development for new teachers in the region by offering placements for PGCE students and NTTC trainees and acting as an Independent Schools Teacher Induction Panel (ISTIP) regional training centre for newly qualified teachers.
- The school is also one of six schools who have colleagues who plan and support the materials for the regional ISTIP group.

##### Sharing expertise

The school regularly shares the knowledge, skills, expertise and experience of its members of staff with other educational providers, such as state schools, colleges, academies and universities, through initiatives that have included the following:

- University Summer School – for the past 18 years Norwich School has hosted the Norfolk University Summer School, offering advice and support to Sixth Form pupils from across the county who are hoping to secure some of the UK's most competitive university places. Over 1,600 young people have benefitted from the Summer School so far. At a time when the coronavirus crisis challenged schools as never before and Year 12 students lost valuable learning time as they considered applications to top universities for 2021, the need for cross-sector partnership and collaboration seemed more relevant than ever. In 2020, 40 pupils from Norfolk state schools attended four days of online lectures and webinars, with a timetable of evening seminars taught by Norwich School academic staff, along with industry experts, with 56 seminars totalling 84 hours of teaching. The Summer School also featured in a report, *The Missing 2000*, on how independent and state schools work together to help the most disadvantaged students achieve their aspirations.
- Higher education support – the school continues to provide advice and support to local state schools to help them prepare their A-Level pupils for entry to university, including offering application support for Oxbridge candidates, delivering careers and university advice and holding mock interviews.
- The Ogden Teaching Fellow (50:50) works in partnership with local schools and institutions and national organisations, including teachers from Norfolk primary and secondary schools, Norwich Cathedral, the UEA, the Institute of Physics and Isaac Physics, undertaking outreach work that has an impact across the county.
- Member of the Steering Group for the Norfolk Skills & Careers Festival
- A number of local schools make use of Norwich School's examiners for GCSE and A-Level language

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

- oral examinations, including Mandarin.
- Our Head Master sits on the Governing Board for the TEN Group and 16 members of the school staff sit on the governing boards of local primary and secondary schools, offering expertise and advice on key issues, such as marketing, safeguarding and finance. These are voluntary positions and help to share best practice across the region.
  - The school works with the DfE funded organisation *Inspiring Governance* to help inspire members of the local community to become school governors.
  - The school launched the Swire Chinese language centre, acting as a hub in the region for teaching Mandarin to children in Norfolk. As a result, over 1,000 Norfolk pupils have been taught Mandarin by Norwich School Mandarin teachers and over 2,400 hours of teaching and learning have taken place in our Swire schools.
  - During lockdown Norwich School subject leaders created schemes of work to help current Year 11 pupils prepare for studying at A Level while schools were closed. These resources were made available for all Year 11 pupils and covered a range of subjects. The school was keen to support all pupils who would otherwise be sitting their GCSE exams during these weeks and to help bridge the gap between GCSE and A-Level study.

#### Supporting joint local initiatives

The school is usually heavily involved in the organisation of a number of joint academic and extra-curricular events that aim to boost learning opportunities for children across the region. These have included:

##### *Science and Maths*

- Hosting the Michaelmas Mathematics Symposium at which pupils from across Norfolk, Suffolk and Cambridgeshire can hear lectures by nationally eminent speakers, this year attended by pupils from 25 schools across East Anglia. The event, organised by Norwich School, aims to bring Maths outside the classroom and inspire children.

##### *Music*

- Cathedral Choristers, including an outreach scheme (run by the Norwich School Music Department). This involves choral practice in schools for four weeks followed by a termly Cathedral concert.
- The annual *Be A Chorister* day is open to boys and girls aged 6-11 for a fun day of music-making, when children can enjoy singing together as a group, take part in musical fun and games, and sing in Norwich Cathedral alongside our Cathedral choristers. For parents there is the opportunity to find out about musical opportunities at Norwich Cathedral and Norwich School, ask questions about what is involved in the life of a chorister, hear about the new Cathedral Children's Choir and meet current chorister parents.
- *Making Musicians* is a developmental arts enrichment programme for exceptional musical talent which organises the performance of concerts around the city and involves pupils from both local schools and Norwich School.
- Choral Society, which is open to keen singers in the city of all ages and gives regular performances including an annual concert in St Andrews Hall with Norwich School's Chapel Choir.
- Acting as a delivery partner to the Norwich Music Hub, including pupil involvement in the Norfolk County Youth Orchestra and other county ensembles and support of the Chamber Choir.

##### *Arts*

- The Crypt Gallery hosts exhibitions during the year open to the public free of charge, partnering with the NUA, UEA, local state schools and charity initiatives in the process.

##### *Sports*

- Founder of the Young Norfolk Sports Academy providing expert support and education for the county's most promising athletes.
- Providing support for the England Talent Pathway and GB Rowing Start programme through the use of the school's Boat Club facilities, equipment, towing and coaching.
- Hosting the Marylebone Cricket Club Norwich Hub – pupils from eight local state schools regularly attend masterclasses and focus sessions coached by Norwich School staff.
- An academy programme linked to and supported by Sussex County Cricket Club which aims to provide a

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

pathway for talented cricketers in the East Anglia area to be involved in an elite development programme. The academy is for boys and girls aged 10 to 16 from both Norwich School and other schools in the local region.

#### *Other events*

- Norwich School sits on the Norwich Opportunity Area Advice, Transitions and Destinations working group, helping to raise social mobility in the city.
- In the past year, pupils have spent approximately 1,729 hours volunteering in their local community as part of the Community Service Programme.
- For the second year, L6 Business Enterprise pupils joined forces with Year 5 pupils from Mile Cross Primary (one of the top 2% of schools in the country for deprivation) for a Dragons Den competition. Following on from a tremendous event last year, Mile Cross Primary School's Year 5 group joined Norwich School's Business Enterprise department to learn about how to set up a company. The Year 5 classes were tasked with forming a business idea in teams, each mentored by Norwich School Business Enterprise pupils. Teams developed their products, learnt about business operations and marketing and finalised their ideas to be pitched at the finale event where groups presented their work to real-life "Dragons" from Norwich's business community. The overall winners received a virtual investment into their idea. The school's relationship with Mile Cross Primary was built through a link with the Norwich Opportunity Area, which aims to raise aspiration amongst the city's identified wards. The Dragons' Den aims to support the NOA priority to ensure primary-aged children have early access to careers and enterprise activities through their schools.
- Ten Norfolk schools joined Norwich School pupils from Years 5 and 6 for a morning of book related activities to mark its first Norfolk Children's Book Day.
- One hundred and sixty-five pupils from schools across the county joined Norwich School pupils to celebrate the Chinese New Year, enjoying opportunities to try traditional Chinese paper folding and cutting, calligraphy, fan painting, Chinese tea tasting and Chinese games, along with musical workshops.
- Hosting the Norfolk Cambridge Society lectures, attended by A-Level pupils from both Norwich School and other local schools in the county.
- Regularly hosting Royal Geographical Society lectures throughout the year.

#### **Community access**

Norwich School is very much part of the wider community and is happy to share its educational facilities with the community where it is not to the detriment of the education it offers to its own pupils. The following local schools and organisations have used the school's facilities through the year:

- Norwich 100/50/25 Bike Ride event – use of the Lower School as the finishing venue.
- City College Norwich – use of the school's examination set-up to deliver a range of examined language options.
- Norwich School is an Open Examination Centre open to home-educated, mature, foreign and other students to use its facilities for iGCSE, GCSE, GCE and university entrance examinations with over 200 candidates a year.
- Outside organisations, such as Total Ensemble Theatre Company (which champions inclusive theatre and works with a diverse group of performers) and Legacy Dance Company, (promoting opportunities for male performers), use the Blake Studio regularly as a rehearsal space.

#### **Community service**

Norwich School pupils take part in an extensive community service programme, with the aim of making a meaningful contribution to the wider community and of equipping pupils for a lifetime of leadership and service. In the Sixth Form the programme is part of the timetable, although there are opportunities for other year groups to be involved in volunteering during the school year. In 2019/20 approximately 130 pupils have taken part in a huge range of activities, spending approximately 5,700 hours between them at 30 different organisations, including working for international and local charities, schools and special schools, care homes, local history projects and music outreach concerts. Although not a specific fundraising activity, as part of this work they have raised £2,030 for charity. Pupils have also spent approximately 2,366 hours volunteering in the community through the Duke of Edinburgh Award with an estimated social value of £10,292.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

---

There are a wide range of placements; most bring pupils into direct contact with other sections of the Norwich and Norfolk community. There are opportunities to work with children, older people and people with disabilities. There are also opportunities to look further afield and work with international partners. Pupils receive training prior to beginning their placements.

The Lower School Service Award offers Lower School pupils the chance to volunteer and take part in a personalised community service programme, undertaking projects of their own choosing that have a positive impact on the local community.

#### Norwich Opportunity Area

Norwich School sits on the Norwich Opportunity Area (NOA) Advice, Transitions and Destinations working group. The NOA is an initiative of the New Anglia Local Enterprise Partnership and the Department for Education. The purpose of the group is to promote social mobility within Norwich, which has been highlighted as a key barrier to children's achievement. The group focuses on crucial areas of development, such as early speech and language learning, careers information and support for young people as they transition through education and supporting those most at risk from exclusion and disengagement from school.

During this process the NOA has discussed new strategies to meet its ambitious targets, including a Community Mentoring scheme, the creation of the NOA Youth Board and the creation of a Careers' Hub to support Careers' Leads in secondary schools. The group is formed of multiple stakeholders from the Norfolk Chamber of Commerce, NCS and the UEA, to cornerstone employers such as Aviva and KPMG.

Now the planning stage for NOA is complete, the school is part of the Collaboration thematic group and will commit to the targets set out by the group, offering advice, opportunities and a venue for the NOA Youth Board.

#### Pupil numbers and fees

The principal source of the school's income is school fees. The average number of pupils in the school was 1,155 (2019: 1,157).

School fees for the year before the deduction of any means-tested bursaries and scholarships were:

Lower School (Reception to Year 2)	£3,831 per term
Lower School (Year 3 to Year 6)	£5,147 per term
Senior School	£5,647 per term

#### Academic

The restrictive effect of the coronavirus pandemic and the cancellation of the summer 2020 examination series, with the associated political and administrative turmoil, meant that this year's A-Level and GCSE cohorts had to put up with unprecedented disruption at a formative time of their lives. The school has not published its public examination results for this reason.

Outstanding individual results included one pupil achieving five A\* grades and one pupil achieving four A\*s and an A. Eighteen pupils achieved three A\*s or better in subjects right across the curriculum and from various points of entry throughout the school, and 61 pupils achieved three As or better. Ninety-two percent of the U6 cohort secured places at their first or second choice university.

At GCSE, one pupil achieved 11 9s, one achieved nine grade 9s and two grade 8s and one achieved nine grades 9s and one grade 8.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

Norwich School was again placed above all other independent schools in Norfolk and Suffolk in the annual Parent Power Schools Guide, published by The Sunday Times. The guide lists the highest-achieving secondary schools in the UK and is particularly respected because it combines performance at both GCSE and A-Level. It also compares performance from year to year to give an indication of consistency over time and it incorporates re-marks to iron out anomalies from results day. Climbing 12 places year-on-year to number 78 in the table, Norwich School is the only school in Norfolk and Suffolk listed in the top 100 independent schools. The position also compares favourably with leading co-educational urban day schools around the country. The position is based on assessment of 2019 academic results at GCSE and A level, which were again the best in the region.

Norwich School was shortlisted for the Creativity Award at the TES Independent School Awards 2020. The shortlist sets out the most outstanding individuals and institutions that the independent sector has to offer. The Creativity Award is for independent schools that put creativity at the heart of their work and is about making children think differently, beyond the structures of the conventional curriculum.

The school was also included in this year's Tatlers' Schools Guide, an impartial guide to public and prep schools in the UK, as one of the top schools in the UK.

The first-ever Independent Study Platinum Evening took place in September, and eleven pupils made presentations. The Independent Study programme is a vital part of the Norwich School Sixth Form curriculum, in which all Sixth Form pupils are required to undertake an extended academic paper or creative project in a topic or medium of their choice, under the guidance of a staff supervisor. Independent Study offers pupils the exciting opportunity to delve deeply into interests beyond the classroom and to develop mature self-motivation and time-management skills valuable in higher education and employment. The Platinum level of Independent Study is the highest level of paper or project that a pupil can undertake at Norwich School. Platinum academic papers must exceed 7,500 words, involve research from at least 15 published sources, and include an annotated bibliography. Platinum creative projects must represent substantial artistic work, involve a public exhibition or performance, and include a 1,500-word artistic statement.

#### **Remote learning**

The Trinity term saw the school move to a remote learning model during the lockdown period. House challenges, including the Inter-House Bake-off and Virtual Cup Run, saw pupils across all Houses compete for coveted titles. The Arts continued through a variety of mediums including dance and song performances and creative Art & Design briefs. Clubs and Societies continued where they could, including the 8th Norwich Scouts who held a virtual Space Camp. The Sports department also continued to support our athletes through cricket training and challenges and a series of co-curricular classes including Pilates and strength and conditioning. In the Lower School pupils were set challenges, including to make bug habitats for their remote learning science topic, and to look out for the shape of letters appearing in everyday items in the environment around them. They also found innovative ways to celebrate VE day as part of their remote learning. Pupils baked, sang, drew, wrote, created and celebrated to mark this significant anniversary. Many pupils took part in a Friend Indeed initiative, which invited children to create posters to be sent to local care homes which could be displayed as part of their VE Day celebrations and enjoyed by the older generations and staff.

#### **Co-curricular activities**

Norwich School pupils have been involved in a wide range of co-curricular activities, both before and during the coronavirus pandemic, which play an extensive part in delivering a truly rounded education.

#### **Music**

The annual House Music Festival took place at the start of the Michaelmas term. Throughout the two-day festival, musicians perform a variety of pieces, eager to collect points for their respective houses. The Principal Adjudicator this year was Thomas Hewitt Jones, an award-winning composer of contemporary classical and commercial music. The Festival concludes with the closely contested 'House Shout', this year won by Brooke.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020

---

The Chapel Choir gave moving performances at the Trafalgar and Remembrance Services and the highlight of their year, as always, was the trip to St James Garlickhythe Church in the City of London to sing at a service of Thanksgiving for the Worshipful Company of Dyers.

The Michaelmas Concert was held at the OPEN. Every ensemble was given an opportunity to perform to friends and family, from the Almary String Quartet, to the Senior Orchestra. The evening was rounded off with showstopping tunes from the Senior Jazz Band.

Norwich School musicians enjoy sharing their talents with the local community. Once a month, pupils play for the school's neighbours at the Great Hospital and at Christmas care home residents are invited for mince pies and rousing carols led by the Concert Band.

The annual candlelit Christmas Carol service, A Festival of Nine Lessons and Carols, took place in December in Norwich Cathedral, where the congregation listened to the Norwich Cathedral Choristers, the Norwich School Junior Choir and the Norwich School Chapel Choir throughout the service.

Members of the Organ Academy had a fabulous trip to London in February, meeting organists and playing in three churches, including St Paul's Cathedral.

Two Musical Theatre Nights were held during the Lent term, due to the popularity of the event and the number of pupils who enjoy taking part. Pupils performed a varied repertoire of musical theatre songs, including popular favourites from Les Misérables and Gilbert and Sullivan.

Norwich School pupils took to the stage at Norwich Playhouse in February for the annual Unplugged evening, which celebrates singers and songwriters. The evening showcased the vocal talent of pupils, with a mix of original songs and covers, featuring solos, groups and a full house band.

In March Norwich School hosted its first ever opera, when singers made the most of their talents by staging an edited production of Mozart's well-loved opera The Marriage of Figaro. Prior to the performance, soprano Elizabeth Watts was invited to give the singers a workshop in operatic performance.

The Lent term finished with the ever-popular Jazz Night, where the Jazz Band were complemented by some amazing singers and also some recent ONs.

The Making Musicians series continues to go from strength to strength and sees a wonderful array of talented musicians play in a range of venues across the county. As part of this developmental arts enrichment programme for exceptional musical talent, singers and instrumentalists, both from within Norwich School and the wider community, participate in an annual series of workshops, lectures, visits, masterclasses and recitals designed specifically to nurture young performers and composers.

In February the Lower School Chamber Choir took part in the Young Voices Concert at the O2 in London. They sang alongside over eight thousand children from across the country. This is the third time the Lower School has taken part and the pupils once again had a fantastic time in this amazing venue. They learnt a wide range of songs including a medley by Queen, songs from Calamity Jane, Oklahoma and Ghostbusters.

#### **Art & Design**

Prior to the onset of the coronavirus pandemic the Crypt Gallery held a number of exhibitions both from within Norwich School and from external artists all helping to draw visitors to the Close. These included Explorers Against Extinction and Share, a rare graphic design exhibition showcasing the work of five premier design agencies whose work had not been shown together since an exhibition at the Barbican in 2004.

In November, the Art & Design department hosted the Independent School's Art & Design Association (ISADA) conference, attended by more than thirty art teachers from schools across the country. Will Gompertz, the BBC Arts Editor, Sean Perkins, founder of design studio North, and musician Brian Eno spoke at the conference, attended by ONs, parents, teachers and pupils from local schools, universities and art groups.

**TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

---

Pupils from L4, U4 and L5 were asked to create a piece of artwork responding to the theme of 'Climate Change'. There were some really powerful, personal responses and imaginative use of materials, clearly showing that our younger pupils are aware of one of the biggest issues facing our world and its inhabitants. The finished work was displayed in the Carter foyer. A L6 pupil was shortlisted for the Norwich University of the Arts' Beyond the Frame 2020 photography competition. This year's theme was Through My Eyes and applicants could interpret this theme in their own style. During lockdown, pupils across the Senior School were asked to capture 'spring' through photography, as part of the inter-house spring photography competition. The judge was very impressed by the variety and breadth of subjects that were chosen along with the consideration of composition and depth in the images. Choosing winners was very difficult due to the huge volume of entries and the general standard being so high. Fourth Form artists undertook a project during lockdown to produce a piece of creative independent artwork at home this term. Pupils were asked to produce a piece of artwork that made a response to the history surrounding the Undercroft Gallery in Norwich based on one of three themes and using a medium of their choice.

An U3 pupil had her Dali-inspired artwork featured on a national learning website. During the period of remote learning at the Lower School, U3 were given the task of creating a piece of artwork based on the subject of surrealism. Her vivid and distinctive image has since been liked by over 3,500 people on a Facebook group called 'Family Lockdown Tips and Ideas' and permission was requested to share it on a website created to connect, support and document people's time in lockdown.

#### **Performing Arts**

The school offers a wide range of participation opportunities for all our pupils in the various forms of performing arts: drama productions, musicals and dance shows.

#### *Gather 20 Online*

This year, because of the coronavirus pandemic, the annual Arts Festival which takes place at the end of the academic year went virtual. Gather 20 Online saw a series of performance videos launched showcasing the artistic, musical, dance, drama and written word talent of pupils at school. The Gather 20 performances included Spoken Word; Music Solos; Gateway Players; Senior Jazz Band and Orchestra performances; Fashion Show; Vocal Showcase; Instrumental Music; Making Musicians, Unsigned, Unplugged and Online; and culminated in Gala Night Online, which was live streamed from the Blake Studio. Pupils not only contributed to the content of the videos but were also heavily involved in the conception and organisation of the finished products.

#### *Drama*

The Junior Play, Teechers, was performed during the Michaelmas term and told the hilarious story of an idealistic new teacher in his perilous first days at a new school. Thirty-four Fourth Form pupils took part in 'Play in a Day' in the Blake Studio during the Lent term and were set the task of creating and performing a play in one day. Writers were given one-word starting points and turned up with their scripts on the morning of the event, giving actors and directors only the one day to rehearse. The short plays were performed to a full house and ranged from drama and thriller to horror and comedy. The Spiral Drama group put on a performance of Téleios Thesmós, a production written and created by the group themselves. The 25-minute-long play was inspired by several different existing plays and stories, fused together with the pupils' own ideas. This self-penned powerful yet amusing piece of theatre delved deep into the idea of what it means to be perfect. The Senior Play this year was Alan Ayckbourn's A Small Family Business and saw the actors deliver a riotous exposure of entrepreneurial greed. The play was performed over three successive evenings at the Norwich Puppet Theatre to great acclaim. The school showcased its young acting talent when pupils from L5 performed a series of three short plays as part of their Drama Festival held at The Garage in Norwich. The pupils put on Fast, an ensemble play for teenage performers created by award-winning playwright Fin Kennedy, The Monstrum by Kellie Smith and Moonfleece by Philip Ridley. Lockdown meant that drama experiences had to change media with still and moving images becoming the overarching method. This allowed pupils the opportunity for creativity and to broaden their understanding of what Drama is and how they can be creative

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

and unique in their responses, learning many new skills.

Children from the Pre-Prep entertained their parents and others from the school community in their Nativity play which was held in the School Chapel. The Reception class acted out the Christmas story and they were joined by L1 and U1 to help with the singing. All pupils had memorised 12 songs and did incredibly well to sing with actions and enthusiasm.

As part of their English topic L3 classes were given a brief to present a Shakespeare play in 30 minutes, with Shakespearean language and many plot twists. L3B performed *A Midsummer Night's Dream*, in which a mischievous fairy caused havoc for four lovestruck Athenians deep in the magical woods, and copious merriment and trickery were afoot in L3M's *Twelfth Night*, where two identical twins were separated after a shipwreck and subsequently tangled in a complicated love pentagonal.

#### *Musicals*

The Senior School musical, *Fame*, wowed its audiences at the Playhouse in November. The audience was invited to join pupils of New York City's High School of Performing Arts from induction day to graduation. Following their highs and lows, as alongside their acting, dancing and music lessons, they learnt how to deal with the more challenging extra-curricular subjects of life and love.

#### *Dance*

The Junior Dance Festival showcased a fantastic range of dance from Norwich School pupils with performances over two nights in the school's own Blake Studio. Both boys and girls took to the stage, with some of the choreography by the pupils themselves. The audience was treated to many different types of dancing, from ballroom to street. The Senior Dance Show 2020 was one of the biggest yet with an array of dance styles and genres on show. With 24 different performances on two successive nights, the event showcased the dance and choreography talent of over 70 pupils across all years and many of the pieces were fully choreographed and organised by the pupils themselves.

During lockdown, three U6 pupils choreographed and performed a series of dances in a beautiful performance for local care home residents. Residents at the Great Hospital Care Home, which is located across five sites within the Cathedral Close, enjoyed the dances either from the garden or through their windows. They performed five dances in different locations around the Great Hospital site, giving all residents an opportunity to watch. It was a lovely and uplifting experience which brought smiles to the residents' faces – a few were even seen bobbing along to the music as well. A number of online dance events were produced during lockdown, including a piece to say thank you to the NHS, weekly virtual dance clubs, virtual dance lessons for the Lower School and a beautiful en point ballet duet from an U6 and L4 pupil for Virtual Gala Night.

#### *Sport*

Norwich School offers an extensive range of sport activities to our pupils on both a participative and competitive level. The core sport offering includes rugby, hockey and cricket for boys and hockey, netball and cricket for girls. This year, however, the coronavirus pandemic and the lockdown restrictions meant that, from March onwards, opportunities for competitive sport were limited.

In rugby a pupil from the U6 has been selected to join the Northampton Saints Senior Academy for the 2020/21 season. He graduated from Northampton's U18 side and began work with the Club's first-team squad from July. He has been prolific in his time in the school's 1st XV scoring 21 times in 29 appearances and was an integral member of the team who over the last two years have won 23 out of 29 games. The U12 rugby teams had a fabulous season, with both the U12A and B teams finishing the season unbeaten, whilst the U14 team were crowned County champions.

The Cricketer magazine has named Norwich School as one of the top 100 Senior Schools in its Schools Guide 2020. The guide features the top 100 senior schools in a bumper 124-page supplement. A record number of schools submitted entries to be included in the guide, with the chosen schools being ones with 'outstanding

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

facilities, fixture programmes and coaching.' An U6 pupil won the 2019 award for the Best School Innings vs the Marylebone Cricket Club (MCC) with 158 not out for Norwich School 1st XI and attended the Walter Lawrence Trophy Awards dinner in the Long Room at Lords Cricket Ground to receive the award, a commemorative medal and brand-new bat presented by Kumar Sangakkara, the current president of the MCC.

The U18 girl's hockey team won the national final of the Independent Schools Hockey Cup in Stratford and the boys 1st XI finished in the top eight in the country, after losing to Whitgift in the National Quarter Finals.

Several Norwich School netball teams played in the county finals and progressed through to the regional round. An outstanding performance from the U14 team meant that they qualified as county champions and both the U19 and U16 teams went through as runners-up.

The Boat Club had a very successful day at the annual Small Boats Head on the Great River Ouse at Bedford. Forty-eight Norwich rowers competed across the M5 to U6 year groups in a variety of boat classes and came away with eight wins, five seconds and four third places. Whilst regattas and water work were cancelled during the Trinity term, training on land continued through a variety of online competitions. An U5 pupil took Gold in the British Rowing Virtual Ergo Championships, holds the 100m UK Ergo record and was runner up in the Global Ergo Championships. Another U5 pupil broke the UK Ergo marathon record in 2hrs and 58s. Teams from L5, M5, U5 and L6 competed in the Henley Virtual Rowing Championships during Henley Regatta week, with L5 winning gold in the running event. He has also teamed up with another pupil to row over one million meters in seven days, rowing two hours on and two hours off.

Ten Norwich School pupils qualified to represent Norfolk at the Anglian Schools Cross Country Championship event in Lincolnshire in February.

After some great results at the English Schools Ski Association regional qualifying round at Welwyn Garden City in September, Norwich School was well represented at the National Finals which were held in Norwich at the beginning of October. The U19 boys team finished in an impressive third place, U14 girls finished a commendable fifth out of 10 teams and the U14 boys secured fourth place with a strong team performance.

A pupil in the U6, who snowboards for Great Britain, took second place in the Freeride Junior World Championships in Kaapl, Austria in January. He competed in the freeride junior tour in Europe whilst studying for his A-Levels at Norwich School. The Les Arcs Freeski academy have taken him under their wing as the only snowboarder in the academy, where he trains with fantastic coaches and all the skiers. Having started snowboarding at age 10, he was spotted a few years ago by coaches in France and accepted into the Les Arcs academy.

The school formed a new equestrian team, which had a successful weekend at their first National Schools Equestrian Association (NSEA) show jumping competition, qualifying for the NSEA Championship Plate.

A Lower School pupil achieved 10th place in the TSKUK Open Shotokan Karate Championships, long with Gold in the U11 Female Black Belt Kumite and Bronze in the Mixed U11 Black Belt and Team U15 under 5ft Female Kumite. As a result, she was invited to represent TSKUK as a squad member at the 11th EUKF European Karate Championships at Odense and won two further medals: bronze in Female Children under 11 years Shobu Nihon Team Rotational Kumite and Silver in Female Children under 11 years Team Kata all styles.

#### **Beyond the Classroom**

During the coronavirus pandemic and lockdown, the school worked hard to continue to support the local community. Almost as soon as the school closed to most pupils, the Art & Design team set to work repurposing the school workshops as a PPE production line, making 8,800 protective visors which were distributed to 90 locations throughout Norfolk. Local businesses assisted with donations of materials and packaging, transportation was provided by Norwich City Football Club and specialist laser-cutting equipment came from Lotus. The school's catering team, assisted by U6 pupils volunteering through the 8th Norwich Scout Group, made and delivered meals to people in need in Norwich. The initiative was a partnership with the Henderson

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

Trust, who delivered the meals. Many pupils made thank you cards and care packages to be delivered to those working in the NHS and medical professions and the Lower School wrote 140 letters of friendship to care home residents.

Pupils and staff took the opportunity during lockdown to take part in a variety of fundraising events, including the 2.6 Challenge to raise funds for charities affected by the postponement of the London Marathon. The Young Chamber company Velocitas, in collaboration with Norwich Road Runners and the Priscilla Bacon Hospice, created a virtual road race, the Race From Your Place Virtual 5k Race. Pupils managed all aspects of the race, including the marketing, and raised £3,500 for the hospice. Members of the Norwich School girls 1st XI hockey team collectively raised £900 for Leeway Domestic Violence Charity by cycling the length of England. The fifteen members of the team, including 12 girls and two coaches, set themselves the challenge of cycling the length of England for the local charity which supports women experiencing domestic violence in Norfolk. Their efforts raised over £900 for the charity, which the girls chose specifically for the support it offers women in their local communities. Norwich School pupils, families, ONs and staff together took part in the 'Don't Pass It On' running relay organised by the Norfolk Gazelle's running club. The virtual relay saw runners each taking one-hour time slots to complete as many miles as possible in that time, with all team members carrying a special baton with them on their run. The total distance covered by the team was 182.4 miles, which placed them 26th out of 44 teams that entered. The race was in aid of two charities: the Norfolk and Norwich Hospitals Charity and Nelson's Journey.

During the Michaelmas term, six L5 pupils attended a science, technology, engineering and maths (STEM) event at the University Technical College Norwich in November. Pupils got the opportunity to design and build an underwater submersible vehicle to survey the ocean floor and assist with the removal of plastic and other damaging pollutants from the marine environment. They designed, programmed and optimised the robot, whilst planning and delivering a marketing pitch. The group then displayed the robot's performance in front of an expert audience and teams from nine other regional schools. Our pupils successfully completed the project and gave an outstanding presentation and demonstration of their vehicle. Pupils also visited the John Innes Centre to investigate through a mix of presentations and hands-on activity how coding can be used to build and program robots to teach us about DNA. GCSE year pupils from Norwich School in March participated in the British Physics Olympiad, achieving one gold, three silvers and one bronze. Pupils sat a single, one-hour paper suitable for Year 11 students, aimed to test their knowledge and understanding of basic physics principles.

The Cathedral Choir led the way in a project which brought together 269 choristers from 41 cathedrals across the country in a virtual performance recorded from their own homes. Sing Forever was a Norwich initiative launched to support the Friends of Cathedral Music Emergency Fund. Even though choristers have not been able to sing together during the pandemic, they have been meeting throughout the week for virtual rehearsals on Zoom, as well as taking part in a virtual bake-off competition, musical quizzes and games. Before coronavirus struck, the choir was in the middle of another busy year, with highlights including singing for the enthronement of Bishop Graham Usher, a carol concert in London in aid of the SUCCESS charity and recording a new disc of choral works by Benjamin Britten.

Norwich School hosted a visit from Baroness Doreen Lawrence of Clarendon, the prominent anti-racism campaigner. The mother of Stephen Lawrence, a black British teenager who was murdered in a racist attack in London in 1993, spent the day speaking with pupils from different year groups about her work tackling institutional racism and her campaign to get justice for her son. The visit was organised by a L6 pupil after being inspired by her English GCSE and her chosen topic was 'multiculturalism and the benefits of having a multicultural education.'

In November U6 Business Enterprise pupils delivered Business Plan presentations at the Enterprise Centre, in collaboration with the Norwich Business School at the UEA. Pupils were hosted by Dr Dimitrios Dousios, lecturer in Entrepreneurship and course leader of the MSc in Enterprise and Business Creation, and the judges were a selection of his postgraduate students. Some tough questioning from the panel followed each pupil presentation. The U6 Business Enterprise class had been working on their plans since the summer, and the six finalists were chosen by a selection process held at Norwich School in which all the pupils on the course had the opportunity to present their ideas.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020

---

As part of Young Chamber, Sixth Form pupils designed and produced a cookbook dedicated to John Walker. John was a much-loved member of the school for over 45 years, working as a teacher, governor and archivist before he sadly passed away in 2016. The cookbook will raise money for the Priscilla Bacon Hospice appeal, where John spent his final days. 'Baking for Bacon' is packed full of recipes which have been provided by restaurants and cafes in Norfolk and Suffolk, as well as from amateur bakers, including pupils at Norwich School and those involved with the charity and is set to raise £20,000 for the charity. Two other Young Chamber members set up a business producing luxury yet affordable fudge and during lockdown took the company out of school and into the community by making local deliveries.

Ten Norfolk schools joined Norwich School pupils from both the Senior and Lower Schools for a day of book related activities to mark the first Norfolk Children's Book Day. Three authors, Peter Bunzl, Tony de Saulles and M G Leonard, joined pupils to talk about their lives and work, National Poetry Day was celebrated with a Poetry Workshop for L5 pupils with performance poet Matt Windle. A poetry slam competition, open to all year groups, took place at lunch time using the National Poetry Day theme of 'Truth' as a starting point. Later in the year author and performer Dave Rudden lead an exciting creative writing workshop for U4 pupils, speaking about his own experiences developing as a writer, offering advice, and reading from one of the books. The entire year group became involved in planning a heist - on paper only of course. Each English class broke into small groups and chose a genre and setting for their heist, devised characters, and planned a plot twist to add interest to their story. One group from each class presented their summary to the year group, and Dave added his own comments, encouragement and observations on their pieces.

Lower School pupils celebrated National Library Shelfie day in January. On the day, book lovers share selfies of themselves in front of library shelves and in front of the shelves of their personal book collections. This year, Norwich School staff took pictures of their bookshelves at home and these were placed around the library. Huge numbers of Lower School pupils then visited the library at lunchtime to see if they could match the "shelfie" to members of staff, using the clues in the photographs. In March pupils and staff celebrated World Book Day in the usual Lower School tradition. Pupils and staff dressed up as their favourite book character and had their chance to introduce their characters in assembly. There was a huge amount of creativity in the costumes, with characters ranging from Keith the Cat with the Magic Hat, Percy Jackson, Lyra from the Northern Lights and even an inflatable dinosaur. World Book Day activities also continued in the library with the theme of 'Share a Million Stories'. The target was to reach 1,200 stories by the end of the week and a story-o-meter in the library recorded how many stories had been shared.

Norwich School Senior and Lower School pupils celebrated Chinese New Year in style in January, with a Chinese New Year assembly, led by pupils, in Norwich Cathedral, featuring a special appearance and performance from the Bristol-based indie band Transition, who sing in Mandarin. The Chinese New Year story was told in Mandarin, along with a translation, lions and dragons weaved through the aisles on their departure, with fortune cookies and stickers being handed out to all pupils as they left the Cathedral. Pupils from schools across Norfolk, aged between Year 3 and Sixth Form, had opportunities to try traditional Chinese paper folding and cutting, calligraphy, fan painting, Chinese tea tasting and Chinese games. Transition gave workshops to all pupils, whilst Sixth Form pupils were invited to light large Chinese incense candles, which burnt throughout the day in the quad. In the Lower School Library, pupils made Chinese lanterns and had special visitors from some dragons. Pupils in U1 also learnt how to write spring couplets to celebrate the Year of the Rat as part of their Mandarin lessons.

Pupils in U5 to U6 travelled to Wood Green Crown Court for the Greater London round of the Independent School's Mock Law Trial. Mock trial competitions give budding lawyers a chance to experience life inside a courtroom and provide a unique opportunity for pupils to learn about the criminal justice system straight from professionals. Working on cases specially written by professionals in the legal profession, pupils work together in teams of crown prosecutors, defence barristers or witnesses to gain a unique understanding of the justice system while developing employability skills such as teamwork, public speaking and verbal reasoning. The Norwich School team performed incredibly well under pressure, whilst up against schools from London and the South East. After three preliminary rounds, they got through to the final against Downside School. A tough final round resulted in Norwich School winning the overall competition and going through to the National Final in London.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

A group of pupils from Norwich School's Green Group helped the new Bishop of Norwich, the Right Reverend Graham Usher, plant a fruit orchard in his beautiful garden to welcome him into his new role. A mix of new fruit trees were planted, and it is hoped that the bees from the Bishop's hives located close by in the garden will help pollinate the young trees. The new Bishop also came to speak to pupils at the school about a variety of theological and philosophical matters.

Three years ago, Norwich Lower School began their journey to a more sustainable future by creating a Lower School Eco Council and, together with Eco Club, have carried out an environmental survey and developed a plan of action for greening up the school. They have completed many initiatives over the last three years including litter picking, composting, recycling old pens, crisp packets and used batteries, upcycling jam jars, and making our own biodegradable Christmas paper. The Eco Council has also created posters and presented assemblies on subjects such as the importance of saving water and turning engines off while parked in the car park. All the hard work has paid off and the school has been awarded the top award from the 'Eco-Schools' initiative: the prestigious Green Flag. The Lower School are very proud of their achievements and are always looking for more ways to be greener!

A Norwich School pupil and Cathedral Chorister was voted for by his fellow choristers to become the Boy Bishop for an Evensong service in the Cathedral in December. The special service celebrated St Nicholas, the patron saint of children. The idea of bringing back the custom of a child Bishop to Norwich Cathedral was to highlight the importance of young people, and the service is now planned to become an annual event.

The Charity Committee continued to raise funds for a number of charities with both a regional and national focus. Key events included the Lent Term dinner which raised over £1,000 for Climate Hope Action in Norfolk, the Fashion Show which went viral this year as part of Gather 20 Online and raised funds for the Sir Norman Lamb Mental Health and Wellbeing Fund, and a number of Home Clothes Days, including Reverse Home Clothes Day held during lockdown. Other charitable activities included a donation of 18 boxes of books by the French and Spanish departments to Books2Africa, a charity working across Africa to provide schools with resources and books which are no longer needed by UK schools; unused school supplies donated to La Casita in Argentina; and a screening of *Forgotten Allies*, a documentary following a group seeking to track down the handful of veterans in Burma/Myanmar, who fought alongside the British and helped secure the Allied victory in Asia during the Second World War, raising £400 for Help 4 Forgotten Allies. The Lower School raised over £860 for Jeans for Genes day through paying to wear home clothes and taking part in a coin challenge based on the theme of space.

Pupils at the Lower School joined thousands of others across the county in taking part in Sport Relief. Inspired by the notion of mindfulness and having a healthy mind alongside a healthy body, pupils at Norwich School engaged in a Sport Relief mile mindful walk, Tai Chi, yoga and various other activities to improve their wellbeing. Sport Relief aims to help people both get active and have fun whilst raising life-changing amounts of money for charity.

The pupil-run radio station, E23, continued throughout the year, providing fascinating and thought-provoking interviews with a range of special guests, staff and pupils.

Pupils marked World Mental Health Day by wearing yellow and donating money to Young Minds, along with a special assembly from a L6 pupil who had lost a family member to suicide.

The school continued to host the Norfolk Cambridge Society lectures, with Sir Christopher Greenwood, an eminent former British judge at the International Court of Justice, a former Professor of International Law at the London School of Economics and Master (designate) of Magdalene College, Cambridge, delivering a talk on *Civilising the World – The Highways and Byways of Internal Justice*. The talk was attended by a large audience, including 60 pupils and A-Level pupils from six different local schools.

The Norwich School cheerleading team travelled to the Legacy Cheer and Dance Schools and University National Championships, held at the Copper Box in the Queen Elizabeth Olympic Park. Norwich School competed in the Level 2 schools division. The team, which has representation from every year group from U3-U6, took first place in their division and were also awarded Grand Champions – an award for securing the

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

highest score out of all the schools competing on the day across all divisions.

The school's Duke of Edinburgh Scheme continued to thrive, even under the challenging conditions of lockdown, with 81 participants undertaking their Bronze award, 68 Silver and 41 for Gold. Lots of guidance was required to advise participants how to undertake their activities from home, such as volunteering to help elderly neighbours, maintaining fitness at home and online practices for developing skills. All expeditions had to be cancelled but plans are in place for these to be completed as soon as possible.

A Norwich Lower School pupil won a Champion of Champions award in a national language competition. He was one of just 13 primary-school-age children nationwide to have won a gold certificate in uTalk's Junior Language Challenge. More than 2,300 children entered this year's competition which challenged pupils to learn two different languages in six months using the uTalk language learning app.

Several trips took place for Lower School pupils before lockdown, including U3's visit to Tate Modern; Reception and L1's trip to the Playhouse to see a performance of Room on the Broom; U2's visit to Norwich Castle Museum to meet Roman and Iceni people they had been studying in class; a L3 visit to the Bridewell Museum to complement their Geography and History learning; L2's visit to the Great Yarmouth Sea Life Centre; and a Pre-Prep trip to Holkham to learn about farming and rural life. Walking with the Wounded visited the Lower School and talked to U1 pupils about the expedition they led to the North Pole. Pupils had the chance to try on some of the clothing worn in the Arctic and to wear the skis and lift the pulk, as well as holding the actual flag that the Walking with the Wounded expedition took to the North Pole. Pupils in Lower 1 enjoyed speaking to real life firefighters and finding out more about what they do each day when the Norfolk Fire and Rescue Service visited the school.

The Norwich School catering team won an award for The Best Chartwells Independent School in the Country. Chartwells Independent is a catering company who work with over 100 independent schools across the UK and each year they choose one school to win the national award. The accolade is even more prestigious after Chartwells Independent were themselves recently named as the 'Best Independent Schools Caterer of the Year' at the EDU Catering Excellence Awards.

#### **Details of bursary and scholarship awards**

##### *Bursaries*

This year the value of means-tested bursaries totalled £814,000 and represented 4.4% of the school's gross fees. Assistance was provided to 77 pupils. The school funds this assistance mainly from its own resources which arise through the creation of an operating surplus generated by careful efficiency measures and cost control. The school is also very grateful for the help received from external parties who have made significant contributions such as the Worshipful Company of Dyers, the Holbeck Trust, Norwich Cathedral, the Wait family, the Higham Family Trust, the Old Norvicensians, the Friends of Norwich School, the Rank Foundation, the French Huguenot Trust and the Shuttleworth Charitable Trust.

##### *Hardship support*

As a direct response to the financial shock faced by many within the school community due to the coronavirus pandemic, emergency hardship support totalling £264,000 was provided during the Trinity term 2020.

##### *Scholarships*

Scholarships are awarded to current and prospective pupils with outstanding ability and flair who will make a significant contribution to the school in their area of particular skill. In September 2018 a new customised scholarship programme was introduced in the areas of academic excellence (11+, 13+ and 16+ entry), music (11+, 13+ and 16+ entry), sport (11+, 13+ and 16+ entry), art and design (16+ entry) and drama (16+ entry). Instead of reduced fees, the focus of the new scheme is be on enriching the pupil experience and providing activities that the scholars will enjoy through the provision of a varied and interesting enrichment programme. Scholarships continue to be held by the pupil throughout their time at the school, subject to meeting the

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020

---

scholarship's conditions.

Pupils who were beneficiaries of the previous Scholarship system will remain so until they leave the school. This currently totals 48 pupils amounting to £68,200 and representing 0.4% of its gross fees. Of the 48 pupils, 6 also qualified for means-tested bursary support and are included in the figures relating to bursary awards.

Norwich Cathedral also offers scholarship awards of 50% of the annual tuition fee to 20 boy choristers who attend the school.

### **FUTURE PLANS**

In pursuance of its strategic objectives, the major operational project areas in the 2020/21 academic year will be to:

#### **Academic Progress**

- Continue development of subject journeys from 4-18.
- Develop provision for the Sixth Form, especially in the non-examined curriculum.
- Evaluate and develop the remote-learning provision; both to prepare for ongoing or further social restrictions and to incorporate best practice for on-site teaching.
- Refine structures for specialist teaching and setting in Lower School academic subjects.
- Further develop and evaluate Lower School Knowledge About Language (KAL) provision to enhance literacy across subjects.

#### **Pastoral Care**

- Focus on building a culture of respect for all through the recent appointment of an Equality, Diversity and Inclusion (EDI) officer, and key aspects of the pastoral curriculum (House, tutorial, Section, assembly etc).
- Enhance pupil voice through development of Consultative Committee and leadership structures across the Senior School.
- Enhance non-examined provision through revamping of programmes in PSHE regarding racial prejudice, diversity & wellbeing.
- Lower School launch of 'Personal Development' which aims to incorporate PSHE topics with the Character Education programme developed by the Jubilee Centre.
- Build on support mechanisms available for pupils, e.g., via further development of the role of Peer Supporters, training of School Prefects etc.

#### **Staff, site & infrastructure**

- Harness new senior staff development appointment to review and implement improvements to teaching and support staff INSET and CPD programmes (with particular focus on unconscious bias and management training).
- Harness new senior appointment in Estates to develop site maintenance and safety.
- Harness new senior staff appointment in IT to drive improvement, particularly in respect of data security and regarding the use of SharePoint and iSAMS.

#### **Finances**

- Protect revenue by considering the ongoing coronavirus pandemic impact during the budget period and adjusting operational expenditure, as required.
- Continue to monitor cashflow and contingent funds to ensure ongoing delivery of overall strategic financial imperatives.
- Secure planning permission for Bishop's Palace Lawn development and assess timescales for delivery.
- Obtain planning permission for Lower School Development options and assess timescales for delivery.
- Further development of Teachers Pension Scheme changes in context of business model demands.

#### **Partnerships**

- Consolidate existing partnerships and continue to look for new areas of collaboration.
- Develop impact measurement tools.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020

---

- Establish metrics to assess financial and in-kind costs of partnership work.

**Alumni and other stakeholders**

- Start fundraising campaign for buildings and bursaries.
- Strengthen and broaden links with alumni body.
- Continue to develop links with parental body and parents of ONs.

**Public benefit**

The Council of Management has given due regard to the Charity's Commission's guidance on public benefit.

The Council of Management has directed the school to play its part in providing public benefit to the local community and beyond. The school is dedicated to providing a first-class education to all children seeking such an education irrespective of their family circumstances or background. Norwich School continues to attract positive young people who relish learning and who are willing to contribute to the broader aspects of school life: whether in music, drama, sport, debating, clubs, societies, Sea Scouts, the Duke of Edinburgh's Award, charitable fundraising, communicating service or the many other activities that they encounter here. We select on academic potential, attitude and all-round ability.

Norwich School is committed to safeguarding and promoting the welfare of all our pupils, irrespective of their background. The last educational ISI inspection noted the school's tutorial system offered pupils "very good pastoral care, which is valued by pupils" and that "the school is a friendly, welcoming community characterised by very good relationships between pupils of all ages and between pupils and staff."

**Financial review**

Total income amounted to £21,309k (2019: £20,376k) and after incurring expenditure of £20,159k (2019: £19,516k) net income before other recognised gains and losses amounted to £1,083k (2019: £994k). This is stated after realised losses on the sale of investments of £14k (2019: profits of £2k), net investment revaluation losses of £53k (2019: gains of £58k) and profit on disposal of investment property of £Nil (2019: £74k). After actuarial losses on the defined benefit pension scheme of £9k (2019: £122k), the net increase in funds amounted to £1,074k (2019: £872k).

**Principal funding sources**

The principal source of the school's income comes from school fees. The average number of pupils in School was 1,155 (2019: 1,157).

**Fixed assets**

In order to maintain and develop the educational provision, the School continues to undertake a carefully planned programme of fixed asset investments. In the year to 31 August 2020, additions amounted to £1,180k (2019: £1,203k). The most significant investments included works to the Lower School, Redmayne, development of the Refectory and upgrades of computer equipment.

**Investment powers**

The trustee is empowered to invest funds in a manner appropriate to the financial requirements of the School, having regard to the security of any investments made and the requirements of the Charity Commission's order.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

#### **Investment policy**

The investments are managed on a discretionary basis by Barratt & Cooke Limited, stockbrokers. The funds are invested with the objective of creating a balance between income generation and preservation of capital in real terms.

#### **Reserves policy**

Note 23 of the financial statements sets out an analysis of the assets and liabilities attributable to the various funds. The Council of Management considers that these assets are sufficient to meet the charity's obligations on a fund by fund basis.

Other than freehold investment properties, which are held as an investment to produce income and capital growth, the School's tangible assets are held for use by the School. Taking one year with another, the Council of Management plans to spend any surplus within the unrestricted fund on improvements to the School. At present the School's free reserves, being group net current assets within the general funds, amount to a surplus of £1,135k (2019: £473k). This figure excludes designated funds of £375k (2019: £Nil) being the Covid-19 Response fund.

#### **Structure, governance and management**

##### **Governing document**

King Edward VI Grammar School, Norwich was registered as a charity on 25 May 1966. Pursuant to a scheme dated 7 September 1994 and approved by the Charity Commission, the charity is administered by a company limited by guarantee known as Norwich School (company number 02940688). The land, assets and undertaking of the charity were vested in the company on 1 September 1994.

##### **Governor recruitment, nomination and appointment process**

The Council of Management consists of six representative governors and up to 19 co-opted governors. The representative governors are nominated by the Worshipful Company of Dyers, Chapter of the Cathedral Church of Norwich and the Senate of the University of East Anglia. The Nomination Committee meets annually to review the skills portfolio of existing members of the Council and determines any potential gaps or imbalance. Governors may identify individuals who may be interested in becoming a co-opted governor or may fill a skill gap in the Council. The school welcomes individuals to approach the Chairman directly or via the Clerk of Governors expressing an interest in becoming a governor. The Chairman will meet with potential candidates and, in conjunction with the Vice-Chairman and the Head Master, review their suitability before putting all of the names forward for discussion at the next Nomination Committee. The Nomination Committee nominates suitable candidates to the Council of Management when a governor vacancy arises for the Council's review and appointment.

##### **Council of Management induction and training**

On appointment to the Council of Management, members are provided with:

- The Scheme of the Commissioners, and the Memorandum and Articles of the trustee company
- The latest accounts of the charity

and are encouraged to read Charity Commission guidance note CC3 - "The Essential Trustee: What you need to know, what you need to do". In addition, new members are provided with detailed information about the School, and encouraged to read Charity Commission and other newsletters and to attend courses designed to keep them abreast of their duties and responsibilities.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

#### **Risk management**

The Council of Management is responsible for the management of the risks faced by the school. Detailed considerations of risk are delegated to the Executive Sub-Committee and the Senior Management Team. Risks are identified, assessed and controls are established throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis and during the current year the Business Risk Model was completely updated, reviewed and approved by the Executive Committee and Council of Management. The major risks identified by this process have been mitigated to an acceptable level by internal control systems, insurance cover and other factors as appropriate.

#### **Ongoing risk management and the impact of the global coronavirus pandemic**

Norwich School's response to this global issue continues to be informed by guidance from HM Government (HMG), the Foreign and Commonwealth Office (FCO), Public Health England (PHE), the UK Chief Medical Officers (CMOs) and the appropriate local authority bodies, including Norfolk County Council Health Protection and Outbreak Management Team. (NCC HPT/OMT).

The school have adopted a risk-based operational approach to the current crisis with an emphasis on the wellbeing of the school community to ensure delivery of education on site for as long as possible, and thereafter by remote platforms if the school is closed on the direction of appropriate authorities. Within this approach, a key consideration remains the provision of appropriate on-going support for those pupils within cohorts due to sit public examinations. Although the magnitude of the economic shock from the coronavirus remains highly uncertain, activity is likely to weaken materially in the United Kingdom over the coming months and indicators of financial market uncertainty have already reached extreme levels.

Temporary, but significant, disruptions to supply chains and weaker activity could challenge cash flows and increase demand for short-term credit from households and for working capital from companies – particularly smaller businesses.

The school are very mindful of the impact of such economic shock on the whole school community (both during 2020 and throughout 2021 and beyond) and are determined to manage revenue streams in a considerate and flexible manner to ensure continuity of education whilst meeting obligations and maintaining the underlying core stability of the business model.

With a robust level of working capital, a strong balance sheet, appropriate levels of both interest and debt cover allied to prudent cash flow management (and access to additional funding if needed) the school currently feel well-placed to address the continuing challenges of this pandemic.

#### **Organisational structure**

The Council of Management meet a minimum of three times annually, including at least one meeting per term. The Executive Sub-Committee, consisting of six Council members, meets more frequently to monitor the financial management and development of the School. In addition, other more specialist Sub-Committees meet to consider current issues and strategy with a view to submitting recommendations to the Executive Sub-Committee and to the Council of Management as a whole.

The Council of Management and its Executive Sub-Committee set out the general policy of the School. The day to day affairs of the School are run by the Head Master and the Bursar.

#### **Setting of pay**

The Remuneration Committee has the membership of a minimum of three governors and meets once a year normally in the Lent Term to review the performance of the Senior Management Team including the Head Master and the Bursar and their pay for the next academic year. The Committee sets any pay increased to be awarded to each member of the Senior Management Team.

---

## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

### TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

#### **Related parties**

The assets and liabilities of the School are vested in a company limited by guarantee known as Norwich School, which acts as a bare trustee for the School.

The School owns the entire issued share capital (being two £1 ordinary shares) of Norwich School Enterprises Limited, which was incorporated on 1 April 1998.

The School rents the majority of its properties from the Chapter of Norwich Cathedral, which was represented on the Council of Management during the year by The Very Reverend Dr J B Hedges and The Reverend Canon A Platten. The Chapter of Norwich Cathedral's subsidiary company, Norwich Cathedral Enterprises Limited, also provided catering services to the School during the year.

Ms D G M Jarrold, member of the Council of Management, is a director of Jarrold and Sons Limited, which provided services to the School during the year.

Mr J M Hunter, member of the Council of Management, is a member of Mills and Reeve LLP, which provided legal services to the School during the year and is a non-executive director of Barratt & Cooke Limited, which provided investment management services to the School during the year.

Except where shown in note 10 and note 20 to the financial statements, no director has any financial interest in, or receives any remuneration from either the trustee company or the School.

#### *Other relationships*

The Head Master is a member of the Head Masters' and Mistresses' conference, which is an opportunity to share expertise, knowledge and experience across the independent school sector. The Conference also permits appropriate representation to Government and regulators of the views of the sector. The Master of the Lower School is a member of the Independent Association of Prep Schools (IAPS). IAPS is the professional association for Head Masters' and Mistresses' of the leading independent prep schools in the UK and worldwide.

#### **Fundraising standards**

Fundraising activities at the School are carried out by its own staff in the Development Office and are not outsourced to professional fundraisers. Its activities are closely and regularly monitored by the Development Committee, a sub-committee of the Council of Management. It also follows the Institute of Fundraising guidelines for dealing with vulnerable people. King Edward VI Grammar School, Norwich is registered with the Fundraising Regulator and is committed to following the Code of Fundraising Practice and the Fundraising Promise. There have been no complaints about fundraising activity this year.

#### **Statement of Responsibilities of the Council of Management**

The Council of Management are responsible for preparing the Report and the Report of the Trustee and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Council of Management to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Council of Management are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

TRUSTEE'S REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020

---

- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Council of Management are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Council of Management**

All members held office throughout the year and up to the date of this report.

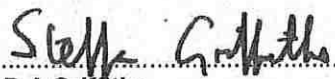
**Disclosure of information to auditors**

Each of the persons who are members of the Council of Management at the time when this Report of the Trustee is approved has confirmed that:

- so far as that member is aware, there is no relevant audit information of which the Charitable Group's auditors are unaware, and
- that member has taken all the steps that ought to have been taken as a member in order to be aware of any relevant audit information and to establish that the Charitable Group's auditors are aware of that information.

**Auditors**

The auditors, Larking Gowen LLP, have indicated their willingness to continue in office. The designated members of the Council of Management will propose a motion reappointing the auditors at a meeting of the members of the Council of Management.

  
.....  
**S D A Griffiths**  
On behalf of the Trustees

Date: 24 November 2020

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH**

---

**Opinion**

We have audited the financial statements of King Edward VI Grammar School, Norwich (the 'parent Charity') and its subsidiaries (the 'Group') for the year ended 31 August 2020 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Charity's affairs as at 31 August 2020 and of the Group's 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 Charities Act 2011.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Trustee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustee have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group's or the parent Charity'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.

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH (CONTINUED)**

---

**Other information**

The Trustee is responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the other information and 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.

**Matters on which we are required to report by exception**

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

- the information given in the Trustee's Report of the Trustee is inconsistent in any material respect with the financial statements; or
- the parent Charity has not kept sufficient accounting records; or
- the parent Charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of the Trustee**

As explained more fully in the Statement of Responsibilities of the Council of Management, the Trustee is responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustee determines 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 Trustee is responsible for assessing the Group's and the parent Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intends to liquidate the Group or the parent Charity or to cease operations, or has no realistic alternative but to do so.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEE OF KING EDWARD VI GRAMMAR SCHOOL,  
NORWICH (CONTINUED)

---

**Auditors' responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

**Use of our report**

This report is made solely to the Charity's Trustee, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the Charity's Trustee 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 Charity and its Trustee, as a body, for our audit work, for this report, or for the opinions we have formed.

*Larking Gowen LLP*

**Larking Gowen LLP**  
King Street House  
15 Upper King Street  
Norwich  
Norfolk  
NR3 1RB

28 June 2021

Larking Gowen LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Endowment funds 2020 £000	Total funds 2020 £000	Total funds 2019 £000
<b>Income and endowments from:</b>						
Donations and legacies	4	10	545	-	555	587
Charitable activities	5	20,347	-	-	20,347	19,686
Investments	6	48	43	-	91	108
Other income	7	316	-	-	316	(5)
<b>Total income and endowments</b>		<b>20,721</b>	<b>588</b>	<b>-</b>	<b>21,309</b>	<b>20,376</b>
<b>Expenditure on:</b>						
Charitable activities	8	19,687	472	-	20,159	19,516
<b>Total expenditure</b>		<b>19,687</b>	<b>472</b>	<b>-</b>	<b>20,159</b>	<b>19,516</b>
Net (losses)/gains on investments		(8)	(59)	-	(67)	134
Transfers between funds	22	102	(102)	-	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>1,128</b>	<b>(45)</b>	<b>-</b>	<b>1,083</b>	<b>994</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	19	(9)	-	-	(9)	(122)
<b>Net movement in funds</b>		<b>1,119</b>	<b>(45)</b>	<b>-</b>	<b>1,074</b>	<b>872</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		14,471	1,969	3,273	19,713	18,841
Net movement in funds		1,119	(45)	-	1,074	872
<b>Total funds carried forward</b>		<b>15,590</b>	<b>1,924</b>	<b>3,273</b>	<b>20,787</b>	<b>19,713</b>

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

The notes on pages 32 to 62 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

CONSOLIDATED BALANCE SHEET  
AS AT 31 AUGUST 2020

	Note	2020 £000	2019 £000
<b>Fixed assets</b>			
Tangible assets	11	17,078	17,221
Investments	13	1,633	1,688
Investment property	12	575	575
		<u>19,286</u>	<u>19,484</u>
<b>Current assets</b>			
Stocks		37	39
Debtors	14	934	1,156
Cash at bank and in hand		5,679	4,538
		<u>6,650</u>	<u>5,733</u>
Creditors: amounts falling due within one year	15	(3,534)	(3,693)
<b>Net current assets</b>		<u>3,116</u>	<u>2,040</u>
<b>Total assets less current liabilities</b>		<u>22,402</u>	<u>21,524</u>
Creditors: amounts falling due after more than one year	16	(1,171)	(1,303)
<b>Net assets excluding pension liability</b>		<u>21,231</u>	<u>20,221</u>
Defined benefit pension scheme liability	19	(444)	(508)
<b>Total net assets</b>		<u><u>20,787</u></u>	<u><u>19,713</u></u>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

CONSOLIDATED BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2020

---

	Note	2020 £000	2019 £000
<b>Charity funds</b>			
Endowment funds	22	3,273	3,273
Restricted funds	22	1,924	1,969
Unrestricted funds	22	15,590	14,471
<b>Total funds</b>		<u>20,787</u>	<u>19,713</u>

The financial statements were approved and authorised for issue by the Trustee and signed on their behalf by:



.....  
**P J E Smith, MA**  
Chairman



.....  
**Dr S C Bamber**  
Vice Chairman

Date: 24 November 2020

The notes on pages 32 to 62 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

**CHARITY BALANCE SHEET  
AS AT 31 AUGUST 2020**

	Note	2020 £000	2019 £000
<b>Fixed assets</b>			
Tangible assets	11	17,078	17,221
Investments	13	1,633	1,688
Investment property	12	575	575
		<u>19,286</u>	<u>19,484</u>
<b>Current assets</b>			
Stocks		37	39
Debtors	14	935	1,157
Cash at bank and in hand		5,679	4,538
		<u>6,651</u>	<u>5,734</u>
Creditors: amounts falling due within one year	15	(3,533)	(3,692)
<b>Net current assets</b>		<u>3,118</u>	<u>2,042</u>
<b>Total assets less current liabilities</b>		<u>22,404</u>	<u>21,526</u>
Creditors: amounts falling due after more than one year	16	(1,171)	(1,303)
<b>Net assets excluding pension liability</b>		<u>21,233</u>	<u>20,223</u>
Defined benefit pension scheme liability	19	(444)	(508)
<b>Total net assets</b>		<u><u>20,789</u></u>	<u><u>19,715</u></u>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

CHARITY BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2020

---

	Note	2020 £000	2019 £000
<b>Charity funds</b>			
Endowment funds	22	3,273	3,273
Restricted funds	22	1,924	1,969
Unrestricted funds		15,592	14,473
Total unrestricted funds		<u>15,592</u>	<u>14,473</u>
<b>Total funds</b>		<u><u>20,789</u></u>	<u><u>19,715</u></u>

The financial statements were approved and authorised for issue by the Trustee and signed on their behalf by:



.....  
**P J E Smith, MA**  
Chairman



.....  
**Dr S C Bamber**  
Vice Chairman

Date: 24 November 2020

The notes on pages 32 to 62 form part of these financial statements.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

	2020 £000	2019 £000
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	2,377	1,602
<b>Cash flows from investing activities</b>		
Proceeds from the sale of tangible assets	11	16
Payments to acquire tangible fixed assets	(1,135)	(1,203)
Receipts from sale of investments	608	121
Payments to acquire investments	(619)	(132)
Interest received	5	11
Dividends received	43	48
Rentals received from investment properties	43	49
Proceeds from the sale of investment property	-	173
<b>Net cash used in investing activities</b>	<b>(1,044)</b>	<b>(917)</b>
<b>Cash flows from financing activities</b>		
Repayments of long term loans	(158)	(154)
Interest paid	(19)	(56)
Repayments of hire purchase finance	(14)	-
<b>Net cash used in financing activities</b>	<b>(191)</b>	<b>(210)</b>
<b>Change in cash and cash equivalents in the year</b>	<b>1,142</b>	<b>475</b>
Cash and cash equivalents at the beginning of the year	4,538	4,063
<b>Cash and cash equivalents at the end of the year</b>	<b>5,680</b>	<b>4,538</b>

The notes on pages 32 to 62 form part of these financial statements

---

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

---

**1. General information**

King Edward VI Grammar School, Norwich is a charity registered in England and Wales, charity number 311280. The registered office is 71a The Close, Norwich, Norfolk, NR1 4DD.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) revised October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

King Edward VI Grammar School, Norwich meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

**2. Accounting policies (continued)**

**2.2 Going concern**

In light of the ongoing coronavirus pandemic, the Council of Management have considered the appropriateness of preparing these financial statements on a going concern basis.

Norwich School's response to this global issue continues to be informed by guidance from HM Government (HMG), the Foreign and Commonwealth Office (FCO), Public Health England (PHE), the UK Chief Medical Officers (CMOs) and the appropriate local authority bodies, including Norfolk County Council Health Protection and Outbreak Management Team. (NCC HPT/OMT).

The school have adopted a risk-based operational approach to the current crisis with an emphasis on the wellbeing of the school community to ensure delivery of education on site for as long as possible, and thereafter by remote platforms if the school is closed on the direction of appropriate authorities. Within this approach, a key consideration remains the provision of appropriate on-going support for those pupils within cohorts due to sit public examinations. Although the magnitude of the economic shock from the coronavirus remains highly uncertain, activity is likely to weaken materially in the United Kingdom over the coming months and indicators of financial market uncertainty have already reached extreme levels.

Temporary, but significant, disruptions to supply chains and weaker activity could challenge cash flows and increase demand for short-term credit from households and for working capital from companies – particularly smaller businesses.

The school are very mindful of the impact of such economic shock on the whole school community (both during 2020 and throughout 2021 and beyond) and are determined to manage revenue streams in a considerate and flexible manner to ensure continuity of education whilst meeting obligations and maintaining the underlying core stability of the business model.

With a robust level of working capital, a strong balance sheet, appropriate levels of both interest and debt cover allied to prudent cash flow management (and access to additional funding if needed) the school currently feel well-placed to address the continuing challenges of this pandemic.

**2.3 Fund accounting**

Unrestricted general funds are funds which can be used in accordance with the charitable objects at the discretion of the Council of Management.

Unrestricted designated funds are funds earmarked by the Council of Management for particular purposes.

Restricted funds are funds that 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.

Endowment funds are funds that must be held permanently by the Charity consisting of investments, properties and the original school buildings.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

2. Accounting policies (continued)

2.4 Income

All income is included in the Statement of Financial Activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Income from donations, grants, gifts, and specific fund raising events is included in full in the Statement of Financial Activities when receivable.
- For legacies, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasions legacies will be notified to the Charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.
- Income from property and other non-voluntary services is included in the year in which the conditions for receipt have been met.
- Income from investments is included when receivable. Income from investments held as part of the permanent endowment fund is unrestricted. Income from investments held as part of the restricted Scholarship Fund is restricted to providing prizes, scholarships and financial assistance as part of the Scholarship Fund.
- Tuition fees represent charges for tuition in the academic year 2019/2020 and are stated gross of fee remissions.

2.5 Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.
- Prizes, awards, scholarships and financial assistance costs are stated within expenditure on charitable activities and are not netted off tuition fees.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

2. Accounting policies (continued)

2.6 Tangible fixed assets and depreciation

Land and buildings gifted to the School are included at valuation as determined by the Council of Management and taking account of professional valuation advice, as appropriate, as set out in note 11. Other additions to land and buildings are included at cost.

All other fixed assets are initially recorded at cost. Capital expenditure of less than £2,500 is charged to the Statement of Financial Activities in the year which it is incurred.

Given the nature of the School's assets and operations, in the opinion of the Council of Management depreciation of buildings is inappropriate for general application. It is the charity's practice to maintain these assets in a continual state of sound repair and to extend and make improvement thereto from time to time and accordingly the Council of Management consider the lives of those assets are so long and residual values, based on prices prevailing at the time the assets were valued, are so high that their depreciation is insignificant. Any permanent diminution in value of such properties is charged to income and expenditure as appropriate. In accordance with FRS 102 annual impairment reviews are carried out.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold land and buildings	-	0% - 4%
Long-term leasehold property	-	0% - 4%
Short-term leasehold property, fixtures, fittings & equipment	-	2% - 25%
Motor vehicles	-	10% - 14%

2.7 Investments

Investments held for the long-term to generate income and preserve capital in real terms are carried at market value as fixed assets. Investments are held as part of the designated Development Fund and the restricted Scholarship Fund.

The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year.

2.8 Investment property

Freehold investment properties are included at a valuation determined by the Council of Management on an annual basis based on an informal valuation by a firm of property and business consultants.

2.9 Stocks

Stock consists of goods for resale and is valued at the lower of cost and net realisable value. Expenditure on teaching materials is written off immediately when incurred.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

**2. Accounting policies (continued)**

**2.10 Operating leases**

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

**2.11 Pensions**

The School contributes to the Teachers' Pension Scheme (TPS). This is a defined benefit scheme and the assets are held separately from those of the School. The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme and the contributions recognised in the period to which they relate.

The School operated a defined benefit pension scheme for non-teaching staff which provided benefits based on final pensionable salary. The assets of the scheme were held separately from those of the School being invested with an insurance company. As from 5 April 2004 contributions to secure benefits accruing after this date ceased and ongoing contributions are made to eliminate the funding deficit.

The School also operates a defined contribution scheme. The assets of the scheme are held separately from those of the School. The annual contributions payable are charged to the Statement of Financial Activities.

**2.12 Debtors**

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

**2.13 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.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

**2. Accounting policies (continued)**

**2.14 Liabilities**

Liabilities and provisions are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**2.15 Financial instruments**

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

**2.16 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.17 Government grants**

Grants of a revenue nature are recognised in the Statement of Financial Activities in the same period as the related expenditure.

**2.18 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgment:

The present value of the defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 6 April 2018 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

4. Income from donations and legacies

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Total funds 2020 £000
Donations and legacies	10	545	555

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Total funds 2019 £000
Donations and legacies	68	519	587

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

5. Income from charitable activities

	Unrestricted funds 2020 £000	Total funds 2020 £000
Tuition fees	19,208	19,208
Other educational income	453	453
Other ancillary income	194	194
School meals	492	492
<b>Total 2020</b>	<b>20,347</b>	<b>20,347</b>

	<i>Unrestricted funds 2019 £000</i>	<i>Total funds 2019 £000</i>
Tuition fees	18,052	18,052
Other educational income	951	951
Other ancillary income	128	128
School meals	555	555
<i>Total 2019</i>	<i>19,686</i>	<i>19,686</i>

6. Investment income

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Total funds 2020 £000
Rental income	-	43	43
Income from investments	43	-	43
Deposit account interest and interest from other debtors	5	-	5
<b>Total 2020</b>	<b>48</b>	<b>43</b>	<b>91</b>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

6. Investment income (continued)

	<i>Unrestricted funds 2019 £000</i>	<i>Restricted funds 2019 £000</i>	<i>Total funds 2019 £000</i>
Rental income	-	49	49
Income from investments	48	-	48
Deposit account interest and interest from other debtors	11	-	11
<i>Total 2019</i>	<i>59</i>	<i>49</i>	<i>108</i>

7. Other incoming resources

	<i>Unrestricted funds 2020 £000</i>	<i>Total funds 2020 £000</i>
Loss on disposal of tangible fixed assets	(3)	(3)
Government grant income	319	319
	316	316

Government grants received during the year were in relation to the Covid-19 pandemic and relate to £284,000 from the Coronavirus Job Retention Scheme and £35,000 of local government grants.

	<i>Unrestricted funds 2019 £000</i>	<i>Total funds 2019 £000</i>
Loss on disposal of tangible fixed assets	(5)	(5)

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Total funds 2020 £000
Teaching and education	11,016	-	11,016
Welfare	904	-	904
Establishment	3,476	-	3,476
Support costs	1,974	-	1,974
Finance costs	52	-	52
Governance costs	42	-	42
Prizes, awards, scholarships and financial assistance	2,214	472	2,686
Defined benefit pension scheme - administrative expenses (note 18)	9	-	9
<b>Total 2020</b>	<b>19,687</b>	<b>472</b>	<b>20,159</b>

Prizes, awards, scholarships and financial assistance as set out above includes an amount of £622,830 in respect of the Council of Management's special 10% discount for Trinity term 2020 during the period of remote learning as a result of the Covid-19 pandemic.

	<i>Unrestricted funds 2019 £000</i>	<i>Restricted funds 2019 £000</i>	<i>Total funds 2019 £000</i>
Teaching and education	11,265	-	11,265
Welfare	1,123	-	1,123
Establishment	3,230	-	3,230
Support costs	2,074	-	2,074
Finance costs	102	-	102
Governance costs	26	-	26
Prizes, awards, scholarships and financial assistance	1,229	454	1,683
Defined benefit pension scheme - administrative expenses (note 18)	13	-	13
<i>Total 2019</i>	<i>19,062</i>	<i>454</i>	<i>19,516</i>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

8. Analysis of expenditure on charitable activities (continued)

Summary by expenditure type

	Staff costs 2020 £000	Depreciation 2020 £000	Other costs 2020 £000	Total funds 2020 £000
Teaching and education	8,816	538	1,662	11,016
Welfare	151	-	753	904
Establishment	372	770	2,334	3,476
Support costs	902	-	1,072	1,974
Finance costs	-	-	52	52
Governance costs (see below)	-	-	42	42
Prizes, awards, scholarships and financial assistance	-	-	2,686	2,686
Defined benefit pension scheme costs (note 18)	-	-	9	9
<b>Total 2020</b>	<b>10,241</b>	<b>1,308</b>	<b>8,610</b>	<b>20,159</b>

	Staff costs 2019 £000	Depreciation 2019 £000	Other costs 2019 £000	Total funds 2019 £000
Teaching and education	8,546	511	2,208	11,265
Welfare	123	-	1,000	1,123
Establishment	434	515	2,281	3,230
Support costs	873	-	1,201	2,074
Finance costs	-	-	102	102
Governance costs (see below)	-	-	26	26
Prizes, awards, scholarships and financial assistance	-	-	1,683	1,683
Defined benefit pension scheme costs (note 18)	-	-	13	13
<b>Total 2019</b>	<b>9,976</b>	<b>1,026</b>	<b>8,514</b>	<b>19,516</b>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

---

**Analysis of expenditure on charitable activities (continued)**

	2020 £000	2019 £000
<b>Analysis of governance costs:</b>		
Governors' expenses	4	6
Trustee and Professional indemnity insurance	9	8
Audit, accountancy and legal fees	29	12
	42	26

**9. Auditors' remuneration**

	2020 £000	2019 £000
Fees payable to the Charity's auditor and its associates for the audit of the Charity's annual accounts	12	12
Fees payable to the Charity's auditor and its associates in respect of: Teachers' Pension audit	1	-

**10. Staff costs**

	Group 2020 £000	Group 2019 £000	Charity 2020 £000	Charity 2019 £000
Wages and salaries	7,989	8,087	7,989	8,087
Social security costs	792	823	792	823
Pension costs	1,460	1,066	1,460	1,066
	10,241	9,976	10,241	9,976

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

10. Staff costs (continued)

The average number of persons employed by the Charity during the year was as follows:

	Group 2020 No.	Group 2019 No.
Teaching staff	138	146
Support staff	114	111
	<u>252</u>	<u>257</u>

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

	Group 2020 No.	Group 2019 No.
In the band £60,001 - £70,000	3	2
In the band £70,001 - £80,000	3	5
In the band £120,001 - £130,000	1	1
	<u>7</u>	<u>8</u>

Pension contributions amounting to £Nil (2019 - £11,933) were made in the year for the provision of money purchase benefits for none of (2019 - two of) the above employees.

No member of the Council of Management received any remuneration from the trustee company or School, with the exception of a Staff Governor who only received remuneration in respect of the services he provided undertaking a teaching role, and not in respect of his services as a member of the Council of Management.

One member of the Council of Management was reimbursed for out-of-pocket travel expenditure and attending training courses, the costs amounted to £458 (2019 - one member, £407).

Key management remuneration in the year totalled £908k (2019 - £858k) in respect of the Head Master, Bursar and Senior Leadership Team as listed on pages 1 and 2.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

11. Tangible fixed assets

Group and Charity

	Freehold land and buildings £000	Long-term leasehold property £000	Short-term leasehold property, fixtures, fittings and equipment £000	Motor vehicles £000	Total £000
<b>Cost or valuation</b>					
At 1 September 2019	7,391	10,359	6,456	118	24,324
Additions	4	246	885	45	1,180
Disposals	-	-	(32)	-	(32)
At 31 August 2020	7,395	10,605	7,309	163	25,472
<b>Depreciation</b>					
At 1 September 2019	639	2,409	3,983	72	7,103
Charge for the year	101	326	670	16	1,113
On disposals	-	-	(19)	-	(19)
Impairment charge	-	196	-	-	196
At 31 August 2020	740	2,931	4,634	88	8,393
<b>Net book value</b>					
At 31 August 2020	6,655	7,674	2,675	75	17,079
At 31 August 2019	6,752	7,950	2,473	46	17,221

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

**11. Tangible fixed assets (continued)**

With the exception of the assets detailed below fixed assets are included at cost.

Certain properties, previously carried at valuation were not revalued as allowed by the transitional rules of FRS 102. The historical valuation was therefore treated as deemed cost on transition on 1 September 2014 and have been subject to annual depreciation charges from that date.

As the following buildings are unique and their value is incapable of meaningful determination they are included at no value other than as relates to recent capital improvements:-

- The Chapel and Crypt (capitalised costs of £75,513)
- The Bishop's Palace (capitalised costs of £205,519)
- The Reynolds Library (capitalised costs of £30,909)
- The Screens Buildings (stated at £Nil as it is at the end of its economic life)

The School holds land known as the Ferrers Tenement on a 999 year lease which commenced on 8 December 1905 on peppercorn rent. No value has been attributed to this land on the basis that no reliable market value for the land is available.

Additions made to buildings for own use since 31 August 1995 are included at cost.

As stated in note 2.6, no depreciation is provided on certain freehold and long leasehold land and buildings valued at £2,015,073 and £1,421,916 respectively. In accordance with FRS 102 the Council of Management have carried out an impairment review of these assets and have recognised an impairment charge of £196,449 at 31 August 2020 (2019: £Nil).

The majority of the properties were gifted.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

12. Investment property

Group

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2019	575
At 31 August 2020	<u>575</u>

Charity

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2019	575
At 31 August 2020	<u>575</u>

The freehold investment properties are included at open market valuation determined by the Council of Management's valuation as at 31 August 2020, based on formal valuations in August 2019 and August 2015 by Brown & Co - Property and Business Consultants LLP. The properties are held to produce income and capital growth and have an estimated historical cost of £116,432 (2019 - £116,432).

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

13. Fixed asset investments

<b>Group and Charity</b>	<b>Listed investments £000</b>
<b>Cost or valuation</b>	
At 1 September 2019	1,688
Additions	619
Disposals	(608)
Revaluations	(66)
<b>At 31 August 2020</b>	<u>1,633</u>
<b>Net book value</b>	
<b>At 31 August 2020</b>	<u>1,633</u>
<i>At 31 August 2019</i>	<u>1,688</u>

The majority of investments were gifted.

The historic cost of listed investments on 31 August 2020 was £1,272k (2019 - £1,268k).

The School owns the entire issued share capital, £2, of its subsidiary undertaking Norwich School Enterprises Limited, a company registered in England and Wales, which is now dormant. As at 31 August 2020, the company had net liabilities amounting to £1,596 (2019 - £1,596).

All investments are listed on the London Stock Exchange other than the investment in Norwich School Enterprises Limited.

Investments are allocated between the funds as set out in note 23 of the financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

14. Debtors

	Group 2020 £000	Group 2019 £000	Charity 2020 £000	Charity 2019 £000
<b>Due within one year</b>				
Fees receivable	316	54	316	54
Amounts owed by group undertakings	-	-	1	1
Other debtors	11	11	11	11
Prepayments and accrued income	607	1,091	607	1,091
	<u>934</u>	<u>1,156</u>	<u>935</u>	<u>1,157</u>

15. Creditors: Amounts falling due within one year

	Group 2020 £000	Group 2019 £000	Charity 2020 £000	Charity 2019 £000
Bank loans	194	194	194	194
Fees received in advance	2,082	2,035	2,082	2,035
Trade creditors	610	843	610	843
Other taxation and social security	200	202	200	202
Obligations under finance lease and hire purchase contracts	5	-	5	-
Other creditors	136	132	136	132
Accruals and deferred income	307	287	306	286
	<u>3,534</u>	<u>3,693</u>	<u>3,533</u>	<u>3,692</u>

Obligations under finance lease and hire purchase contracts of £5k (2019 - £Nil) are secured on the assets to which the liability relates.

Deferred income consists of £2,082k fees received in advance and £17k of income received in respect of future trips, which is disclosed as accruals and deferred income.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

15. Creditors: Amounts falling due within one year (continued)

	Group 2020 £000	Group 2019 £000	Charity 2020 £000	Charity 2019 £000
Deferred income at 1 September 2019	2,179	2,437	2,179	2,437
Resources deferred during the year	2,099	2,179	2,099	2,179
Amounts released from previous periods	(2,179)	(2,437)	(2,179)	(2,437)
<b>Deferred income at 31 August 2020</b>	<b>2,099</b>	<b>2,179</b>	<b>2,099</b>	<b>2,179</b>

16. Creditors: Amounts falling due after more than one year

	Group 2020 £000	Group 2019 £000	Charity 2020 £000	Charity 2019 £000
Bank loans	1,145	1,303	1,145	1,303
Net obligations under finance lease and hire purchase contracts	26	-	26	-
	<b>1,171</b>	<b>1,303</b>	<b>1,171</b>	<b>1,303</b>

Obligations under finance lease and hire purchase contracts of £26k (2019 - £Nil) are secured on the assets to which the liability relates.

17. Hire purchase and finance leases

Minimum lease payments under hire purchase fall due as follows:

	2020 £000	2019 £000
<b>Group and Charity</b>		
Within one year	7,488	-
Between 1-5 years	29,327	-
Less: finance charges allocated to future periods	(6,063)	-
	<b>30,752</b>	<b>-</b>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

---

**18. Capital commitments**

	Group 2020 £000	Group 2019 £000	Charity 2020 £000	Charity 2019 £000
<b>Contracted for but not provided in these financial statements</b>				
Lower School refurbishment works	41	-	41	-

**19. Pension commitments**

**Teachers' Pension Scheme**

*Introduction*

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014 (as amended). Membership is automatic for full-time teachers and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a "pay as you go" basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

*Valuation of the Teachers' Pension Scheme*

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors.

The latest valuation of the Teachers' Pension Scheme took place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers contribution rates were set at 23.68% from September 2019 (this includes the administration levy of 0.8%).

The employer's pension costs paid to TPS in the year amounted to £1,288k (2019 - £977k).

A copy of the latest valuation report can be found on the Teachers' Pension Scheme website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The School has accounted for its contributions to the scheme as if it were a defined contribution scheme.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The School has accounted for its contributions to the scheme as if it were a defined contribution scheme. The School has set out above the information available on the scheme.

*Scheme changes*

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

19. Pension commitments (continued)

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

**Norwich School Defined Contribution Scheme**

The School also operates a defined contribution scheme. The assets of the scheme are held separately from those of the School. The annual contributions payable are charged to the Statement of Financial Activities.

**Norwich School Defined Benefit Pension Scheme**

Norwich School operates a final salary defined benefit pension plan in the UK, the Norwich School Pension Scheme, for non-teaching staff. A comprehensive actuarial valuation of the Scheme was carried out as at 6 April 2019, which has been updated to 31 August 2020 by a qualified independent actuary.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	At 31 August 2020	At 31 August 2019
	%	%
Discount rate	1.7	1.9
Price inflation (CPI)	2.2	2.4
Future increases to pensions deferment	2.2	2.4
Future increases to pensions in payment	3.5	3.6

	At 31 August 2020	At 31 August 2019
	Years	Years
Mortality rates (in years)		
- for a male aged 65 now	87.4	87.2
- at 65 for a male aged 45 now	88.7	88.5
- for a female aged 65 now	89.6	89.4
- at 65 for a female aged 45 now	91.0	90.8

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

---

**19. Pension commitments (continued)**

The Group's share of the assets in the scheme was:

	<b>At 31 August 2020 £000</b>	<i>At 31 August 2019 £000</i>
Cash and other liquid assets	85	9
Investment funds	446	492
<b>Total fair value of assets</b>	<b>531</b>	<b>501</b>

The actual return on scheme assets was £16,000 loss (2019 - £11,000 gain).

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	<b>2020 £000</b>	<i>2019 £000</i>
Interest income	(10)	(11)
Interest cost	19	22
Administrative expenses	-	2
<b>Total amount recognised in the Consolidated Statement of Financial Activities (note 8)</b>	<b>9</b>	<b>13</b>

Movements in the present value of the defined benefit obligation were as follows:

	<b>2020 £000</b>	<i>2019 £000</i>
Opening defined benefit obligation	1,009	854
Interest cost	19	22
Actuarial (gains)/losses	(7)	133
Benefits paid	(46)	-
<b>Closing defined benefit obligation</b>	<b>975</b>	<b>1,009</b>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

19. Pension commitments (continued)

Movements in the fair value of the Group's share of scheme assets were as follows:

	2020 £000	2019 £000
Opening fair value of scheme assets	501	403
Expected return on assets	10	11
Actuarial (losses)/gains	(16)	11
Contributions by employer	82	78
Benefits paid	(46)	-
Expenses	-	(2)
<b>Closing fair value of scheme assets</b>	<b>531</b>	<b>501</b>

20. Operating lease commitments

At 31 August 2020 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2020 £000	Group 2019 £000	Charity 2020 £000	Charity 2019 £000
Not later than 1 year	526	516	526	516
Later than 1 year and not later than 5 years	1,496	1,683	1,496	1,683
Later than 5 years	728	939	728	939
	<b>2,750</b>	<b>3,138</b>	<b>2,750</b>	<b>3,138</b>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

**21. Related party transactions**

The assets and liabilities of the School are vested in a company limited by guarantee known as Norwich School, which acts as a bare trustee for the School. No transactions occurred between the School and the company during the year under review.

At 31 August 2020 the School was owed £2,255 (2019 - £2,255) by Norwich School Enterprises Limited, which is dormant.

The School rents the majority of its properties from the Chapter of Norwich Cathedral which was represented on the Council of Management during the year and the previous year by The Very Reverend Dr J B Hedges and The Reverend Canon A Platten. The rents in the year, including those for the use of the Cathedral for the School's assemblies, amounted to £293,465 (2019 - £304,728). Also the Chapter's 100% subsidiary company, Norwich Cathedral Enterprises Limited, provided catering services to the School totalling £294 (2019 - £2,684).

Ms D G M Jarrold, member of the Council of Management, is a director of Jarrold and Sons Limited, which, together with its division, Jarrold Training, provided goods and services to the School during the year totalling £9,823 (2019 - £8,339). The School also received sponsorship income from Jarrold and Sons Limited during the year of £550 (2019 - £1,880).

Mr J M Hunter, member of the Council of Management, is a member of Mills and Reeve LLP, which provided legal services to the School during the year totalling £15,519 (2019 - £59,615). This individual is also a Non-Executive Director of Barratt & Cooke Limited, who provided investment management services to the School amounting to £Nil this year (2019 - £564).

Three members of the Council of Management, The Reverend Canon A Platten, Mr J M D Schofield and Dr A C Wood, have children or grandchildren at the School. Fees paid by these members are at the same rates applicable to all pupils.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

22. Statement of funds

Statement of funds - current year

	Balance at 1 September 2019 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2020 £000
<b>Designated funds</b>						
Development fund	546	-	-	23	(8)	561
Covid-19 Response fund	-	-	-	375	-	375
	<u>546</u>	<u>-</u>	<u>-</u>	<u>398</u>	<u>(8)</u>	<u>936</u>
<b>General funds</b>						
General Funds - all funds	13,925	20,721	(19,687)	(296)	(9)	14,654
<b>Total Unrestricted funds</b>	<u>14,471</u>	<u>20,721</u>	<u>(19,687)</u>	<u>102</u>	<u>(17)</u>	<u>15,590</u>
<b>Endowment funds</b>						
Permanent endowment	3,273	-	-	-	-	3,273
<b>Restricted funds</b>						
Bursary funds	133	105	(103)	-	-	135
Other restricted funds	791	434	(369)	-	-	856
Scholarship funds	1,045	49	-	(102)	(59)	933
	<u>1,969</u>	<u>588</u>	<u>(472)</u>	<u>(102)</u>	<u>(59)</u>	<u>1,924</u>
<b>Total of funds</b>	<u><u>19,713</u></u>	<u><u>21,309</u></u>	<u><u>(20,159)</u></u>	<u><u>-</u></u>	<u><u>(76)</u></u>	<u><u>20,787</u></u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

22. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2018 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2019 £000</i>
<b>Designated funds</b>						
Development fund	535	-	-	-	11	546
<b>General funds</b>						
General Funds - all funds	13,129	20,021	(19,275)	98	(48)	13,925
<b>Total Unrestricted funds</b>	<b>13,664</b>	<b>20,021</b>	<b>(19,275)</b>	<b>98</b>	<b>(37)</b>	<b>14,471</b>
<b>Endowment funds</b>						
Permanent endowment	3,273	-	-	-	-	3,273
<b>Restricted funds</b>						
Bursary funds	151	104	(122)	-	-	133
Other restricted funds	709	408	(326)	-	-	791
Scholarship funds	1,045	55	(6)	(98)	49	1,045
	1,905	567	(454)	(98)	49	1,969
<b>Total of funds</b>	<b>18,842</b>	<b>20,588</b>	<b>(19,729)</b>	<b>-</b>	<b>12</b>	<b>19,713</b>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

**Statement of funds (continued)**

**Endowment fund**

The permanent endowment fund consists of investments, properties and the original school buildings arising from endowments.

**Restricted funds**

Restricted bursary funds include the funds set out below:

The Anne French Bursary - interest on the fund is used for the education of children of the clergy.

Bowling Family Bursary - this is a Senior School bursary awarded to one particular student.

Cathedral Chorister Fund - funds received from Norwich Cathedral to contribute towards fees of choristers who attend Norwich School.

The ON Bursary Fund consists of funds received from alumni (Old Norvicensians) towards bursaries.

Choir Schools Association Bursary, Dyers Bursary Award, French Huguenot Trust Bursary, The Friends of Norwich School Bursary, Charles Peel Bursary, Staff Bursary and The Wait Family Bursary - means tested bursary awards to pupils requiring financial assistance towards their school fees.

Other restricted funds include the funds set out below:

The Annual Fund - Headmaster's Discretionary Fund - funds received from the public towards projects which directly benefit the School, its pupils and the wider community.

The Annual Fund - Pupil Enrichment Fund - funds received from the public towards specific projects to encourage the children at the School to develop broader skills and equip them for life.

Capital Fund - funds raised for planned building projects at the School.

Easter Course/Ogden Trust/Shine grants - represents funds received towards the continuation and extension of physics outreach work, the set up and delivery of a language programme and various school holiday courses for pupils of other local schools.

Gawdy Legal Award - a prize for a pupil who wishes to pursue a legal career. The award is sponsored by local legal firm Ashton KCJ and named after Old Norvicensian Sir Thomas Gawdy who was a prominent lawyer in Tudor times.

Horatio Society - funds raised by pupils to be allocated to projects in the School at their discretion.

Investing in Our Future - an annual fund campaign that encouraged people to give to one of three pots (Head Master's discretionary Fund, Pupil Enrichment Fund or Bursaries) under the umbrella term of Investing in Our Future.

Sebastian John Award - Funds received from the public to create a pupil award fund in memory of a former pupil who died.

The Council of Management separately maintains a Scholarship Fund, which provides monies towards the provision of prizes, awards, scholarships and financial assistance for pupils of the School. A Dyers Scholarship Fund was also created during the year for the benefit of specific pupils.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

Statement of funds (continued)

Designated Funds

The Council of Management designates certain funds on an annual basis. The Designated Fund reflects funds designated for future School projects. Funds allocated for this purpose are invested within the School's listed investment portfolio.

During the year a Covid-19 Response fund was created to provide for extraordinary expenditure during the 2020-21 Academic year relating to the pandemic.

23. Summary of funds

Summary of funds - current year

	Balance at 1 September 2019 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2020 £000
Designated funds	546	-	-	398	(8)	936
General funds	13,925	20,721	(19,687)	(296)	(9)	14,654
Endowment funds	3,273	-	-	-	-	3,273
Restricted funds	1,969	588	(472)	(102)	(59)	1,924
	<u>19,713</u>	<u>21,309</u>	<u>(20,159)</u>	<u>-</u>	<u>(76)</u>	<u>20,787</u>

Summary of funds - prior year

	Balance at 1 September 2018 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2019 £000
Designated funds	535	-	-	-	11	546
General funds	13,129	20,021	(19,275)	98	(48)	13,925
Endowment funds	3,273	-	-	-	-	3,273
Restricted funds	1,905	567	(454)	(98)	49	1,969
	<u>18,842</u>	<u>20,588</u>	<u>(19,729)</u>	<u>-</u>	<u>12</u>	<u>19,713</u>

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

24. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Endowment funds 2020 £000	Total funds 2020 £000
Tangible fixed assets	14,688	-	2,390	17,078
Fixed asset investments	406	1,072	155	1,633
Investment property	575	-	-	575
Current assets	5,070	852	728	6,650
Creditors due within one year	(3,560)	-	-	(3,560)
Creditors due in more than one year	(1,145)	-	-	(1,145)
Provisions for liabilities and charges	(444)	-	-	(444)
<b>Total</b>	<b>15,590</b>	<b>1,924</b>	<b>3,273</b>	<b>20,787</b>

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Endowment funds 2019 £000	Total funds 2019 £000
Tangible fixed assets	14,831	-	2,390	17,221
Fixed asset investments	586	947	155	1,688
Investment property	575	-	-	575
Current assets	3,983	1,022	728	5,733
Creditors due within one year	(3,693)	-	-	(3,693)
Creditors due in more than one year	(1,303)	-	-	(1,303)
Provisions for liabilities and charges	(508)	-	-	(508)
<b>Total</b>	<b>14,471</b>	<b>1,969</b>	<b>3,273</b>	<b>19,713</b>

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

25. Reconciliation of net movement in funds to net cash flow from operating activities

	<b>Group 2020 £000</b>	<i>Group 2019 £000</i>
Net income for the period (as per Statement of Financial Activities)	<b>1,083</b>	994
<b>Adjustments for:</b>		
Dividends received	<b>(43)</b>	(48)
Rents received from investment properties	<b>(43)</b>	(49)
Interest receivable	<b>(5)</b>	(11)
Interest payable	<b>19</b>	56
Depreciation	<b>1,113</b>	1,026
Losses/(gains) on investments	<b>67</b>	(134)
Loss on disposal of fixed assets	<b>3</b>	5
Decrease in stock	<b>2</b>	22
Decrease in debtors	<b>222</b>	157
Decrease in creditors	<b>(164)</b>	(351)
Pension scheme non-cash movements	<b>(73)</b>	(65)
Impairment of tangible fixed assets	<b>196</b>	-
<b>Net cash provided by operating activities</b>	<b>2,377</b>	1,602

26. Analysis of cash and cash equivalents

	<b>Group 2020 £000</b>	<i>Group 2019 £000</i>
Cash at bank and in hand	<b>5,680</b>	4,538
<b>Total cash and cash equivalents</b>	<b>5,680</b>	4,538

---

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

---

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020

---

27. Analysis of changes in net debt

	At 1 September 2019 £000	Cash flows £000	New finance leases £000	At 31 August 2020 £000
Cash at bank and in hand	4,538	1,141	-	5,679
Debt due within 1 year	(194)	-	-	(194)
Debt due after 1 year	(1,303)	158	-	(1,145)
Finance leases	-	-	(31)	(31)
	<u>3,041</u>	<u>1,299</u>	<u>(31)</u>	<u>4,309</u>

28. Financial instruments

	Group 2020 £000	Group 2019 £000	Charity 2020 £000	Charity 2019 £000
<b>Financial assets</b>				
Financial assets measured at fair value through income and expenditure	<u>1,633</u>	<u>1,688</u>	<u>1,633</u>	<u>1,688</u>

Financial assets measured at fair value through income and expenditure comprises listed investments.