

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

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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, Chairman¹
Dr S C Bamber, Vice Chairman¹
A R Grant, MA, FRSA¹
I Reid, BSc, MRICS¹
J M D Schofield, LLB, FCA¹
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 Cantab¹
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

¹ 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)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Independent auditors	Larking Gowen LLP King Street House 15 Upper King Street Norwich Norfolk NR3 1RB
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
Investment advisers	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 Gabbittas 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.

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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

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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

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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.

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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.

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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.

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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.

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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

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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

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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

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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.

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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.

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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

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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

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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.

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- 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.

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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.

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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.

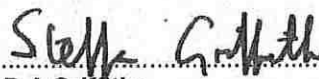
Disclosure of information to auditors

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. 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
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
Income and endowments from:						
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)
Total income and endowments		20,721	588	-	21,309	20,376
Expenditure on:						
Charitable activities	8	19,687	472	-	20,159	19,516
Total expenditure		19,687	472	-	20,159	19,516
Net (losses)/gains on investments		(8)	(59)	-	(67)	134
Transfers between funds	22	102	(102)	-	-	-
Net movement in funds before other recognised gains/(losses)		1,128	(45)	-	1,083	994
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	19	(9)	-	-	(9)	(122)
Net movement in funds		1,119	(45)	-	1,074	872
Reconciliation of funds:						
Total funds brought forward		14,471	1,969	3,273	19,713	18,841
Net movement in funds		1,119	(45)	-	1,074	872
Total funds carried forward		15,590	1,924	3,273	20,787	19,713

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
Fixed assets			
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>
Current assets			
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)
Net current assets		<u>3,116</u>	<u>2,040</u>
Total assets less current liabilities		<u>22,402</u>	<u>21,524</u>
Creditors: amounts falling due after more than one year	16	(1,171)	(1,303)
Net assets excluding pension liability		<u>21,231</u>	<u>20,221</u>
Defined benefit pension scheme liability	19	(444)	(508)
Total net assets		<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
Charity funds			
Endowment funds	22	3,273	3,273
Restricted funds	22	1,924	1,969
Unrestricted funds	22	15,590	14,471
Total funds		<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
Fixed assets			
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>
Current assets			
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)
Net current assets		<u>3,118</u>	<u>2,042</u>
Total assets less current liabilities		<u>22,404</u>	<u>21,526</u>
Creditors: amounts falling due after more than one year	16	(1,171)	(1,303)
Net assets excluding pension liability		<u>21,233</u>	<u>20,223</u>
Defined benefit pension scheme liability	19	(444)	(508)
Total net assets		<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
Charity funds			
Endowment funds	22	3,273	3,273
Restricted funds	22	1,924	1,969
Unrestricted funds		15,592	14,473
Total unrestricted funds		15,592	14,473
Total funds		20,789	19,715

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
Cash flows from operating activities		
Net cash used in operating activities	2,377	1,602
Cash flows from investing activities		
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
Net cash used in investing activities	(1,044)	(917)
Cash flows from financing activities		
Repayments of long term loans	(158)	(154)
Interest paid	(19)	(56)
Repayments of hire purchase finance	(14)	-
Net cash used in financing activities	(191)	(210)
Change in cash and cash equivalents in the year	1,142	475
Cash and cash equivalents at the beginning of the year	4,538	4,063
Cash and cash equivalents at the end of the year	5,680	4,538

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,	-	2% - 25%
fixtures, fittings & equipment		
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
Total 2020	<u>20,347</u>	<u>20,347</u>

	Unrestricted funds 2019 £000	Total funds 2019 £000
Tuition fees	18,052	18,052
Other educational income	951	951
Other ancillary income	128	128
School meals	555	555
Total 2019	<u>19,686</u>	<u>19,686</u>

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
Total 2020	<u>48</u>	<u>43</u>	<u>91</u>

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>	<u>59</u>	<u>49</u>	<u>108</u>

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
	<u>316</u>	<u>316</u>

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	<u>(5)</u>	<u>(5)</u>

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
Total 2020	19,687	472	20,159

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.

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Total funds 2019 £000
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
Total 2019	19,062	454	19,516

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
Total 2020	10,241	1,308	8,610	20,159

	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
Total 2019	9,976	1,026	8,514	19,516

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
Analysis of governance costs:		
Governors' expenses	4	6
Trustee and Professional indemnity insurance	9	8
Audit, accountancy and legal fees	29	12
	<u>42</u>	<u>26</u>

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	<u>1</u>	<u>-</u>

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
	<u>10,241</u>	<u>9,976</u>	<u>10,241</u>	<u>9,976</u>

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

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
Cost or valuation					
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
Depreciation					
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
Net book value					
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
Valuation	
At 1 September 2019	575
At 31 August 2020	<u>575</u>

Charity

	Freehold investment property £000
Valuation	
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

Group and Charity	Listed investments £000
Cost or valuation	
At 1 September 2019	1,688
Additions	619
Disposals	(608)
Revaluations	(66)
At 31 August 2020	1,633
Net book value	
At 31 August 2020	1,633
<i>At 31 August 2019</i>	<i>1,688</i>

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
Due within one year				
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
	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)
Deferred income at 31 August 2020	2,099	2,179	2,099	2,179

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	-
	1,171	1,303	1,171	1,303

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
Group and Charity		
Within one year	7,488	-
Between 1-5 years	29,327	-
Less: finance charges allocated to future periods	(6,063)	-
	30,752	-

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
Contracted for but not provided in these financial statements				
Lower School refurbishment works	<u>41</u>	<u>-</u>	<u>41</u>	<u>-</u>

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:

	At 31 August 2020 £000	At 31 August 2019 £000
Cash and other liquid assets	85	9
Investment funds	446	492
Total fair value of assets	531	501

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:

	2020 £000	2019 £000
Interest income	(10)	(11)
Interest cost	19	22
Administrative expenses	-	2
Total amount recognised in the Consolidated Statement of Financial Activities (note 8)	9	13

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

	2020 £000	2019 £000
Opening defined benefit obligation	1,009	854
Interest cost	19	22
Actuarial (gains)/losses	(7)	133
Benefits paid	(46)	-
Closing defined benefit obligation	975	1,009

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	2019
	£000	£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)
Closing fair value of scheme assets	531	501

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	Group	Charity	Charity
	2020	2019	2020	2019
	£000	£000	£000	£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
	2,750	3,138	2,750	3,138

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
Designated funds						
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>
General funds						
General Funds - all funds	13,925	20,721	(19,687)	(296)	(9)	14,654
Total Unrestricted funds	<u>14,471</u>	<u>20,721</u>	<u>(19,687)</u>	<u>102</u>	<u>(17)</u>	<u>15,590</u>
Endowment funds						
Permanent endowment	3,273	-	-	-	-	3,273
Restricted funds						
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>
Total of funds	<u>19,713</u>	<u>21,309</u>	<u>(20,159)</u>	<u>-</u>	<u>(76)</u>	<u>20,787</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

	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						
Development fund	535	-	-	-	11	546
General funds						
General Funds - all funds	13,129	20,021	(19,275)	98	(48)	13,925
Total Unrestricted funds	13,664	20,021	(19,275)	98	(37)	14,471
Endowment funds						
Permanent endowment	3,273	-	-	-	-	3,273
Restricted funds						
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
Total of funds	18,842	20,588	(19,729)	-	12	19,713

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)
Total	15,590	1,924	3,273	20,787

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)
Total	14,471	1,969	3,273	19,713

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

	Group 2020 £000	<i>Group 2019 £000</i>
Net income for the period (as per Statement of Financial Activities)	1,083	994
Adjustments for:		
Dividends received	(43)	(48)
Rents received from investment properties	(43)	(49)
Interest receivable	(5)	(11)
Interest payable	19	56
Depreciation	1,113	1,026
Losses/(gains) on investments	67	(134)
Loss on disposal of fixed assets	3	5
Decrease in stock	2	22
Decrease in debtors	222	157
Decrease in creditors	(164)	(351)
Pension scheme non-cash movements	(73)	(65)
Impairment of tangible fixed assets	196	-
Net cash provided by operating activities	2,377	1,602

26. Analysis of cash and cash equivalents

	Group 2020 £000	<i>Group 2019 £000</i>
Cash at bank and in hand	5,680	4,538
Total cash and cash equivalents	5,680	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
Financial assets				
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.