

**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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

**FOR THE YEAR ENDED 31 AUGUST 2022**

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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### REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2022

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**Council of Management** P J E Smith, MA, Chairman<sup>1</sup>  
Dr S C Bamber, Vice Chairman<sup>1</sup>  
A R Grant, MA, FRSA (resigned 18 March 2022)<sup>1</sup>  
I Reid, BSc, MRICS<sup>1</sup>  
J M D Schofield, LLB, FCA<sup>1</sup>  
N Q Back  
The Very Reverend Dr J B Hedges (resigned 26 May 2022)  
P J Henderson  
C W Hoffman, ACIB (resigned 1 July 2022)  
J M Holme, MBCS, CITP  
J M Hunter  
Ms. D G M Jarrold, MA Cantab<sup>1</sup>  
H C Jourdain  
Professor R J Last, FRSA, BA, PGCE, MA (Ed) (resigned 18 March 2022)  
A R M Little, FRSA  
The Reverend Canon A Platten  
Mrs. A Sarkar Roy  
G S Smith  
D W Talbot, FCA  
Mrs. D A Willmott  
Dr A C Wood  
Dr D F Wood MA, MD, FRCP  
Miss T J Yates, BA  
Professor K H Yeoman

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

**Charity registered number** 311280

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

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

**Head** S D A Griffiths

**Bursar** C J P Evans

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

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEE AND ADVISERS  
(CONTINUED)  
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<b>Senior Leadership Team</b>	The Head, the Bursar and: Mrs. N A Fairweather BA - Principal Deputy Head Dr R Clark BSc, PhD - Deputy Head (Co-Curriculum) Dr D N Farr BA, PhD, FRHS - Deputy Head (Director of Studies) J K Ingham BA - Master of the Lower School Mrs. N J Hill BSc - Assistant Head (Admissions, Marketing & Partnerships) P A Todd BA - Assistant Head (Teaching and Learning) A Rowlandson BA - Assistant Head (Staff Development)
<b>Independent auditors</b>	Larking Gowen LLP King Street House 15 Upper King Street Norwich Norfolk NR3 1RB
<b>Bankers</b>	Barclays Bank PLC 3 St James Court Whitefriars Norwich NR3 1RJ  CCLA 85 Queen Victoria Street London EC4V 4ET
<b>Solicitors</b>	Mills & Reeve LLP 1 St James Court Whitefriars Norwich NR3 1RU  Farrer & Co LLP 66 Lincoln's Inn Fields London WC2A 3LH
<b>Investment advisers</b>	Barratt & Cooke Limited 5/6 Opie Street Norwich NR1 3DW

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### REPORT OF THE TRUSTEE FOR THE YEAR ENDED 31 AUGUST 2022

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#### ETHOS & AIMS

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

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

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

The schools aim to:

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

#### OBJECTIVES & ACTIVITIES

Despite experiencing the continued effects of the global Coronavirus pandemic on all aspects of operations, the school met its main operational objectives during the 2021/22 academic year.

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

The school operates as an independent day school for boys and girls aged 4 to 18 years who are taught up to the age of 11 in the Lower School and thereafter in the Senior School. The international pupil programme was introduced in September 2014 and in the 2021/22 academic year, there were 27 international pupils in the Sixth Form. They are day pupils residing with local families through a homestay programme operated by Gabbittas Education, London. Norwich School welcomed pupils from as young as 4 years old for the first time in September 2018, with the introduction of a Pre-Prep department.

Both the Senior and Lower Schools underwent a focused compliance and educational quality inspection by the Independent School's Inspectorate (ISI) in September 2019, meeting all eight parts of the compliance requirements. The quality of pupils' academic and other achievements and of their personal development was found to be excellent in both schools.

In light of the Norwich City Council Planning Committee's rejection of both the original and the amended planning application for the Bishop's Palace Lawn development, going against their own professional advice, and the continued pressing need for the development, an appeal to the National Planning Inspectorate was submitted in May 2021. Unfortunately, the Planning Inspector was not persuaded by the school's arguments and rejected the appeal. Governors are currently considering further options for the future development of a new dining facility on the Bishop's Palace Lawn, within the constraints outlined by the planning authorities under both unsuccessful applications.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

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Plans have also been drawn up by architects for the development of the Lower School to replace the temporary classroom buildings with a permanent structure on the site of the former two-storey building. Pre-application discussions with Norwich City Council are in their final stages and it is hoped that an application will be submitted imminently.

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

A new Bursary Funding Campaign was launched in November 2021, which was established with the bold ambition to generate ten new fully funded School places by 2023, in order to give every child with a passion for education the opportunity to realise their dreams and deliver their potential, regardless of their background or financial means. With one in four applicants currently requesting financial help, there is already a strong demand for means-tested bursary support and as we also begin to realise the negative impact of the pandemic on children's education, we know that now, more than ever, we need support to transform the lives of deserving young people. Since the formal launch of the Bursary Campaign at the very end of 2021, raised £125,037 has been raised, equivalent to 6.63 places, towards the target of ten fully funded transformational bursaries.

## **REVIEW OF ACTIVITIES AND ACHIEVEMENTS**

### **Indirect Benefits**

The school offers indirect benefit to the wider community through the employment of 219 (2021: 207) full time equivalent staff and the school reduces the burden on the state sector by providing an education for 1,151 pupils (2021: 1,141).

### **Teaching links**

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

- Norwich School supports teacher training and professional development for new teachers in the region by offering placements for PGCE student trainees and acting as an Independent Schools Teacher Induction Panel (ISTIP) regional training centre for newly qualified teachers.
- The school is also one of six schools who have colleagues who plan and support the materials for the regional ISTIP group.
- Continuing to support those exploring careers in teaching. Despite Covid restrictions, during 2021/22, we offered guidance on teacher training options or opportunities for lesson observations to seven aspiring teachers.

### **Sharing expertise**

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

- The Norfolk Summer School marked its 20th anniversary in 2022. Hosted by Norwich School and funded with the support of private benefactors, Norfolk Summer School aims to help the brightest pupils from all backgrounds who are considering Oxbridge, other academically demanding universities, and medical school. Through a range of activities, including sessions on interview practice, in-depth subject seminars taught at university level and a chance to experience a university-style interview, pupils are given the chance to hone their subject knowledge and improve their skills in preparation for university application. This year teaching was delivered by Norwich School staff who were joined by industry experts from the UEA, Norfolk & Norwich University Hospital, Southampton University, the University of Dundee, and Bishop's Grosseteste University. In addition, guest speakers were invited to give talks on student finance, studying abroad and gap years. Participants are also given the opportunity to meet existing university students to learn about their experiences. Overall, the school welcomed 40 Year 12 pupils from 16 Norfolk schools. During the week, 98 seminars were delivered covering 14 subjects including Maths,

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

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English, Science, Psychology and Medicine. A real asset of the Summer School is its ability to cater for the more niche areas not commonly offered at A Level such as Law, Art History, Religious Studies, and Politics, meaning pupils have the opportunity to explore these new subjects at undergraduate level before embarking on their university applications. Twenty-one Norwich School staff delivered the programme and were joined by guest speakers and former pupils. In total each pupil had access to 21 hours targeted information and guidance around university study.

- Higher education support – the school continues to provide advice and support to local state schools to help them prepare their A-Level pupils for entry to university, including offering application support for Oxbridge candidates, delivering careers and university advice and holding mock interviews.
- The Ogden Teaching Fellow works in partnership with local schools and institutions and national organisations, including teachers from Norfolk primary and secondary schools, Norwich Cathedral, the UEA, the Institute of Physics and Isaac Physics, undertaking outreach work that has an impact across the county.
- Member of the Steering Group for the Norfolk Skills & Careers Festival.
- A number of local schools make use of Norwich School's examiners for GCSE and A-Level language oral examinations, including Mandarin.
- Our Head is a Governor at Ormiston Victory Academy and five members of the school staff sit on the governing boards of local primary and secondary schools, offering expertise and advice on key issues, such as marketing, safeguarding and finance. These are voluntary positions and help to share best practice across the region.
- A further ten members of staff act as trustees on the boards of local charities.
- The school works with the DfE funded organisation Inspiring Governance to help inspire members of both the school and the local community to become school governors.
- Through the Swire Chinese Language Centre, the school acts as a hub in the region for teaching Mandarin to children in Norfolk. As a result, over 1,000 Norfolk pupils have been taught Mandarin by Norwich School Mandarin teachers and over 2,400 hours of teaching and learning have taken place in our Swire schools.

### **Supporting joint local initiatives**

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

#### *Music*

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

#### *Arts*

- The Crypt Gallery hosts exhibitions during the year open to the public free of charge, partnering with the NUA, UEA, local state schools and charity initiatives in the process.
- The school hosted the Norfolk Contemporary Arts Society (NCAS) as part of their events programme for a talk entitled "Art of the Intangible" given by Peter Higgins RDI and Lol Sargent RCA.

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## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

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#### *Sports*

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

#### *Other events*

- In the past year, pupils have spent approximately 1,173 hours volunteering in their local community as part of the Community Service Programme.
- Hosting the Norfolk Cambridge Society lectures, attended by A-Level pupils from both Norwich School and other local schools in the county.
- Regularly hosting Royal Geographical Society lectures throughout the year.
- The Norfolk Youth Summit, now in its second year and brings together pupils in M5 and L6 from schools across the county for a series of talks and discussions on important issues. This year's Summit involved pupils from seven schools for discussions on some of the biggest topics for today's young people, featuring talks from the Duke of Edinburgh's Award Jack Harris on youth voices, Dr Jeff Price and Dr Rachel Warren, contributors to the IPCC report on Climate Change, Norwich School's Amber Scott, Equality Diversity and Inclusion Officer and Dick Moore and Alice Palmer from the Charlie Waller Trust.

#### **Community access**

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

- City College Norwich – use of the school's examination set-up to deliver a range of examined language options.
- Norwich School is an Open Examination Centre open to home-educated, mature, foreign, and other students to use its facilities for iGCSE, GCSE, GCE and university entrance examinations with over 200 candidates a year.
- The Norwich Science Festival used the Blake Studio and the Refectory
- Explorers Against Extinction held their annual exhibition in the Crypt Gallery.
- Premier Education held their Easter Virtual School and HAF Programme in the Cricket Gallery and Sports Hall
- Discover Your Ability held their annual event on the Lower School playing field
- The Norfolk Virtual School for Children in Care and Previously in Care held their annual Virtual Schools Celebration of Achievement event across most of the Senior School site
- Care for Children used the playground for parking and borrowed our garden furniture for their Summer Fete
- The school lent its support to Love Light Norwich Festival by hosting LightHaus in the Blake Studio.
- Norwich School allotments were used by theatre group Orange Skies, who brought their show 'Wild Onion' to Norwich in May - after their Norwich shows, Orange Skies used the school allotments to compost the used onions from the production.

#### **Community service**

Norwich School pupils take part in an extensive community service programme, with the aim of making a meaningful contribution to the wider community and of equipping pupils for a lifetime of leadership and service. In the Sixth Form the programme is part of the timetable, although there are opportunities for other year groups to be involved in volunteering during the school year. In 2021/22 approximately 132 pupils have taken part in a huge range of activities, spending approximately 1,173 hours between them at 18 different external projects,



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### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

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including working for international and local charities, schools and special schools, care homes, local history projects and music outreach concerts. They have also contributed 1,817 hours to 13 projects within the school.

There are a wide range of placements available; most bring pupils into direct contact with other sections of the Norwich and Norfolk community. There are opportunities to work with children, older people and people with disabilities. There are also opportunities to look further afield and work with international partners. Pupils receive training prior to beginning their placements.

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

#### Norwich Opportunity Area

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

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

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

#### Pupil numbers and fees

The principal source of the school's income is school fees. The average number of pupils in the school was 1,151 (2021: 1,141).

School fees per term before the deduction of any means-tested bursaries and scholarships were:

Lower School (Reception to Year 2)	£4,063
Lower School (Year 3 to Year 6)	£5,460
Senior School	£5,990

#### Academic

After two extraordinary years, the school's public examination results were very strong and in line with expectations for the cohort of pupils.

Of the A Level examinations taken by the pupils: 33% achieved A\*, 66% achieved an A\* or A grade and 85% achieved A\*-B grades. Outstanding individual results included eight pupils achieving four A\*s, 28 pupils achieving three A\*s or better and 72 pupils with three As or better

At GCSE, 36% of candidates achieved grade 9, 60% achieved grades 9-8, 81% achieved grades 9-7 and 92% achieved grade 9-6 in all GCSE examinations taken. One pupil achieved 11 9s, seven candidates achieved ten 9s, nineteen candidates achieve ten 8s or 9s and 36 candidates achieved nine 8s or 9s.

Many of our Upper Sixth leavers are celebrating as they go onto exciting, positive future routes following the

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publication of exam results this summer. A key part of the Norwich School journey is future pathways, getting pupils where they want to go whether that pathway is university, an apprenticeship, Art Foundation course or straight into the world of employment. There have been some terrific performances over the two-year A Level course period and in 2022 97% of U6 pupils secured their first- or second-choice university, with 86% securing their first choice. Our pupils have had success in applying for both STEM and arts-based courses, with pupils accepted onto courses ranging from Medicine, Engineering and Biomedical Science to Games Design, Fashion and Environmental Science. Engineering, Medical and Law remain consistently popular subject choices, and others have risen to join them in recent years, including Economics, Business and Finance courses, Biological Sciences and Psychology. Two international pupils have taken up places at university in Hong Kong. The broad range of courses chosen by pupils reflects the diversity of our Sixth Form offer for pupils. Norwich School places an emphasis on equipping pupils with the skills that they need for whichever direction they choose to take.

Norwich School was delighted to have been named in Talk Education's Top 250 Prep & Senior Schools in the UK. The list considers a wide range of criteria, from the obvious 'quantifiables,' like academic results and facilities, to the 'unquantifiables,' such as local reputation and the views of parents and pupils. The review specifically praised the school's co-curricular and artistic offerings, mentioning the numerous musical groups and Making Musicians enrichment programme, sports partnerships and state-of-the-art Art and Design Department and on-site Crypt gallery.

Norwich School was again placed above all other independent schools in Norfolk and Suffolk in the annual Parent Power Schools Guide 2022, published by The Sunday Times. The guide lists the highest-achieving secondary schools in the UK and is particularly respected because it combines performance at both GCSE and A-Level.

The school was also shortlisted for three awards in the Independent Schools of the Year awards in the following categories: Independent School of the Year for Performing Arts (Music & Drama), Independent School of the Year for Sporting Achievement and the Innovation Award for an Outstanding New Initiative (for our languages curriculum 'The World of Languages and Languages of the World'). These awards aim to highlight the excellence of the pupil experience offered by the UK's independent schools.

Norwich School was shortlisted in the TES Schools Awards 2022. The awards celebrate the most outstanding individuals and institutions that the education sector has to offer, and the school was shortlisted for the Early Years Foundation Stage (EYFS) Setting of the Year award. For the first time, the 2022 TES Schools Awards has brought together the best teachers and schools from all UK state and independent early years settings, including both primary schools and secondary schools and Norwich School was the only school in Norfolk and Suffolk to be shortlisted.

### **Co-curricular activities**

As school has returned to more normal daily routines after two years of lockdowns and social distancing, Norwich School pupils have been involved in a wide range of co-curricular activities, which play an extensive part in delivering a truly rounded education.

### **Music**

Musical pursuits were plentiful throughout the year and of a very high standard.

The Michaelmas term started with the House Music Festival, throughout which musicians performed a variety of pieces, eager to collect points for their respective houses. The Principal Adjudicator was pianist, organist and conductor, Richard Gowers whose extensive schedule features performances not only around the UK, but across Europe and further afield in the USA, Far East and Australia. There was a fantastic standard of performance across both days of the festival, with pupils across all year groups taking part.

This year's musical was Legally Blonde. Fifty-two students were involved across company, band, and backstage crew. Following an intensive rehearsal schedule, the result was a huge success with nearly 1,000

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ticket sales across five amazing shows.

Celebrated pianist Libby Burgess visited Norwich School in November as part of Project 48 - Libby's quest to perform Bach's 48 Preludes and Fugues in all 48 English counties. Libby met with Music Scholars and Exhibitioners from L4 to U6, and in the masterclass several pupils played pieces by J.S. Bach. Both pupils and audience learnt many different aspects of performing this most special and revered of composers. A number of pupils from the wider community also joined the workshop, including Loddon Junior School, Norwich High School for Girls, Thetford Academy and City of Norwich School.

Unsigned, Norwich School's initiative for original material, returned during the Michaelmas term for its first in-person concert since February 2019. As many of the previous regular contributors had left the school, this provided an exciting opportunity to expand the type of music on offer and a wide range of original pieces were showcased by pupils from L4 to U6.

The Lower School Michaelmas concert took place in St Andrew's Hall. The evening included enthusiastic performances by pupils from Reception to U3 - from various choirs, Recorder groups, String Orchestra and Guitars to the hugely enthusiastic Wind Band playing 'In the Mood'. The percussion group, 'Stickers,' led by Mr Colin Shaw, got the whole audience involved in rhythmic chanting and the Steel Pan Band transported everyone momentarily to the Caribbean – which was just what was needed on a cold November evening.

At the end of the Michaelmas term the school carol service, 'A Festival of Nine Lessons and Carols', took place in Norwich Cathedral for the first time since 2019 and included performances from Norwich School Chapel Choir, Norwich Cathedral Choristers, Norwich School Junior Choir and Norwich School Brass Ensemble, as well as congregational carols. There were also readings from pupils, members of staff, a Governor, and the Head. A retiring collection was taken for East Anglia's Children's Hospices (EACH) and The Feed, a social enterprise that works to prevent poverty and homelessness in Norwich. The Lower School Chamber Choir were honoured to be asked again to sing at the Priscilla Bacon Hospice Carol Service in the Cathedral, which was a moving occasion, attended by The Lord Lieutenant of Norfolk, the High Sheriff of Norfolk, and the Sheriff of Norwich, as well as nurses and carers, who work with the patients themselves. A small group also went to the Abbeyfields Care Home in the Cathedral Close to share some Christmas joy with residents.

Two Musical Theatre Nights were hosted in the Blake Studio during the Lent term. Pupils from U4 to U6 treated the audience to a variety of songs from a diverse range of famous shows, including Les Misérables, Hamilton, Seussical the Musical and The Sound of Music.

Pupils from L4, U4 and L5 took part in a new project, Connecting Cultures, a musical cultural exchange which included a line-up of worldwide cultural music concerts, with musicians and artists from Bulgaria, India, Venezuela, Zimbabwe, and the Middle East. Norwich School welcomed the London Bulgarian Choir to Norwich Cathedral on Friday 4 March for a special concert which explored the landscapes of the voice and the creative traditions of this land. As part of the project, pupils took part in workshops and performed with the choir on stage, allowing them to explore both their own identity and that of individuals from other cultures. Norwich School was one of six Norfolk schools included in the cultural education outreach programme led by Music Worldwide.

Making Musicians, the developmental arts enrichment programme for exceptional musical talent in which singers and instrumentalists from both within the school and the wider community participate in an annual series of workshops, lectures, visits, masterclasses, and recitals designed specifically to nurture young performers and composers, returned to Norwich Cathedral with several impressive recitals throughout the year.

The Chapel Choir were delighted to resume their annual trip to the Dyers' Service of Thanksgiving, always a highlight of their year, whilst music scholars performed at recitals in Blakeney and Bungay and at the Norfolk & Norwich Hospital. Around 100 musicians and singers took part in the Michaelmas Concert at the King's Centre at the end of November, which included both orchestras and other ensembles. Individual successes for pupils included one pupil being accepted into the National Children's Orchestra GB as a tuba player; one U6 pupil, a talented flautist, being accepted into the National Youth Orchestra of Great Britain and performing at the BBC Proms; and four pupils being accepted into Aldeburgh Young Musicians.

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FOR THE YEAR ENDED 31 AUGUST 2022**

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The world-renowned London Mozart Players returned for the fourth year for their annual concert with the Norwich School Choral Society in March, performing a varied programme including J.S Bach's jubilant Magnificat, Schubert's Mass in G, Ola Gjeilo's Song of the Universal, the 1st movement of Carl Reinecke's Flute Concerto and an old sea shanty called Shallow Brown arranged by Percy Grainger.

Jazz Night returned for a fantastic evening of exceptional music, food, and dancing in the Lent term. The Senior Jazz Band performed a range of music from pop, jazz, funk and disco styles and there was a range of solo support acts and choirs, including GForce, the Gospel Choir and the Barbershop Quartet, The Close Shaves. They were also joined by pupils in the Saxology ensemble, a training platform for young saxophonists. Close to £1,000 was raised on the night for charity.

In April, the Lower School Chamber Choir took part in the 25th Anniversary Concert of 'Young Voices' at the O2 in London. The children not only got to sing some great songs with a live band, but also had the chance to dance and move with the 'Urban Strides' Street Dancers. Music ranged from 'The Lion King' to classic Beatles numbers.

Pupils from Boutcher School in London travelled up to Norwich School to perform in a summer concert with the Lower School Camber Choir, a celebration of the relationship the two schools share as a result of the support received by the Dyers. The quality of singing was outstanding, and the concert was enjoyed by all.

The Lower School's end of year performance took place at St Andrew's Hall, where almost all of the pupils participated in one way or another, performing a varied programme of all styles of music, from traditional Scottish tunes from the String Orchestra to a taste of the Caribbean from the Steel Pan Band. Reception and L1 pupils were also invited to sing to the residents at The Great Hospital which was appreciated by all who listened.

### **Art & Design**

Links with ON's who have moved onto successful careers in the creative industries have been gradually increasing and several have been involved with the Art & Design department this year, including Connor White who is responsible for digital marketing at Gnow Chocolate and has been working on a live brief with some of our A&D Independent Study students; Will Catchpole, a graphic designer who gave a Q&A about his journey thus far and spent time with L6 pupils working on their own projects; Kerwin Blackburn, who as part of his show in the Crypt Gallery gave a number of talks about his work and himself as a brand; and Sophie Todd, currently studying Fashion, Communication & Promotion, who worked with classes across all key stages in 2D and 3D Design during June.

L5 2D Design hosted three separate pop-up exhibitions entitled Hidden, giving pupils the opportunity to explore the theme of identity, both graphically and photographically. The exhibitions, open to both parents and pupils, were a celebration of the dynamic body of work created by each class and gave pupils the experience of exhibiting their artwork. They were also a great example of what pupils can achieve in 2D using our new Windows computers and specialised equipment.

Talented children's book illustrator Emily Brooks spent two days working with M5 2D Graphic Designers, introducing pupils to a traditional style of illustrating and teaching them the power of storytelling through imagery and layout.

A number of trips and visits took place during the year. L6 and U6 Art & Design Scholars visited the Paula Rego retrospective at the Tate Britain, the Royal Academy to see the Summer Exhibition 2021 and the Design Museum to see 'Sneakers Unboxed: Studio to Street' which highlighted the footwear phenomenon that has challenged performance design, inspired subcultures and shaken the world of fashion. M5 photographers spent a day in London to visit The Photographers' Gallery to see the 2022 Deutsche Borse Photography Foundation Prize and an exhibition called 'For the Record' which showcased album cover artwork throughout the ages, as well as Photo London 2022 at Somerset House. Sixth Form students and Design Scholars had a fascinating trip

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to the Warner Bros Studios to see how the Harry Potter films were produced and giving them an insight into the different routes possible into the film industry through Art & Design.

Six graphic designers from L6 were chosen to take part in a typography workshop, led by the graphic designer Jordan Blythe. The goal of this workshop was not only to educate the pupils further about stylistic reasons for different typefaces, but also to set the type in the Norwich School publication: 'Many Voices,' a collection of English work, including prose and poetry written by members of the Norwich School community.

In 3D Design, pupils have taken on complex briefs and sought to raise awareness on a huge variety of issues from marine pollution and the integration of the natural world within our build environment to the improvement of social housing and how it can empower its inhabitants. Interim exhibitions have been run with the aim of sharing best practice and giving pupils curation experience, and external artists such as Louise Richardson have collaborated with pupils. Older pupils have been given the opportunity to teach lessons and share their skills with the younger pupils which has been a fantastic success. Additionally, an ON who currently studies fashion at Nottingham has been with us for the final part of term to run lessons and workshops with our pupils which has been an enriching experience for us all.

A small group of lucky Norwich School pupils enjoyed a week of pottery workshops with Leach Pottery in Cornwall as part of the winning prize from Leach Pottery's School's Design Challenge, which Norwich School won with L4's bubble-inspired potter plates. Pupils got to learn about a range of pottery techniques, including using the kick wheels in Leach's original workshop, as well as making field costrels and slab work bottles.

The work of 12 aspiring artists from Norwich School was selected for inclusion in the Celebrating Trees exhibition. The exhibition was conceived over two years ago, when pupils at Norwich School were invited to create work in response to the theme of celebrating trees as part of their art and design work, with a view to this work being submitted for an exhibition by the same name. The exhibition had to be postponed due to COVID-19 but after a long wait, the art was finally showcased, alongside work by over 40 renowned local artists, painters, sculptors, and photographers.

The school's Crypt Gallery hosted a number of exhibitions throughout the year, including Sketch for Survival, organised by Happisburgh-based conservation charity Explorers Against Extinction; Botanical Opticals, an innovative and immersive multimedia exhibition using light projection, music, video and photography to explore the secret world of flowers as they grown and bloom; a major retrospective from Norwich painter, Geoffrey Lefever, to celebrate his 90th birthday; and an exciting exhibition of new art by Connor Coulson as part of the Norfolk & Norwich Festival.

### **Performing Arts**

The school offers a wide range of participation opportunities for all our pupils in the various forms of performing arts: drama productions, musicals, and dance shows.

#### **Gather 22**

The school's annual arts festival, Gather, returned in full force this year, with a packed schedule of events, workshops, and performances, providing an incredible few weeks, showcasing the very best in creative practice that Norwich School had to offer. From drama, music, fashion, art, dance and more, there was something for everyone to enjoy, giving the whole school community the opportunity to be involved. Some of the highlights included a new Junior and Inters musical, with pupils taking to the Maddermarket stage to perform a version of Roald Dahl's comic classic The Twits. Creative writing pupils used the Norfolk Show to launch their own publication, Writers' Bloc, featuring original work from pupils across the Senior School. The annual Fashion Show moved to an exciting new venue and the fantastic finale, Gala Night, was back and bigger than ever. In total, 18 different shows and performances were held at various locations. The quality throughout was impressively high and it really was a fitting way to round off the year and for all to celebrate the diverse and deep creative talent at Norwich School.

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**Drama and Theatre**

A cast of talented Senior School pupils performed in this year's Cloister Play, a dark and gripping adaptation of Shakespeare's 'Macbeth.' The use of the already haunting Cloisters for sound effects and 360-degree staging made the performance of one of Shakespeare's most famous revenge tragedies chilling, thrilling and extremely unsettling.

At the end of the Lent term, a large cast of L4 pupils staged a slightly adapted version of Alan Ayckbourn's 'Ernie's Incredible Illucinations'. The role of the eponymous hero was shared between four actors – two male and two female – to create 'Ernie & Elsie's Incredible Illucinations.' The ensemble worked well together to produce a fast-paced, action-packed half-hour that was full of comic invention.

In early February, Drama pupils participated in a 360-degree filming project with Curious Spark at The Great Hospital. They played the children of the school who presented gifts to Elizabeth I when she came to visit Norwich in 1578. They were the Gods and Goddesses who blessed the Queen.

In the Lower School L3 took to the stage for their class's 'Taste Shakespeare' performance, which offered a 30-minute version of one of his plays. The three plays performed were 'A Midsummer Night's Dream (L3B), Romeo and Juliet (L3P) and Macbeth (L3W). By their very nature, the plays were simple, fun, rough-and-ready!

**Dance**

In November, pupils from across the Fourth and Fifth Form spent the day working with prestigious dance and circus company, Motionhouse. Pupils were put through their paces, tackling complex floorwork, acrobatic and partnering sequences. The day culminated in putting together a performance piece, which was shown at the Junior Dance Festival in December.

Senior School pupils also took part in a workshop with James Cousins Dance Company. The workshop focused on developing partnering skills, beginning with technique and trust exercises, building up to developing their own contact sequences. During the afternoon, the dancers then took these sequences around the Cathedral Close, where their duets were professionally filmed around the site. The film was edited together and shown at the Senior Dance Festival at the end of the Lent term.

The Senior Dance Festival wowed audiences at Epic Studios with a staggering repertoire of dance genres and performances, and over 90 pupils taking to the stage. The Festival celebrates the very best of dance at Norwich School, with pupils from across the Fourth, Fifth and Sixth Form taking part in a wide range of performances, including ballet, Bharatanatyam, tap, contemporary and circus skills, among others. Many of the dance pieces were choreographed by the pupils themselves and the programme truly celebrated the diversity and versatility of the Norwich School community.

In March, the Norwich School Dance Company travelled to Stevenage to compete in the East of England Great Big Dance Off Competition, returning as regional champions. This put them through to the national finals in Cheltenham in June. Despite many setbacks in the competition and disruption to the programme, the pupils pulled off an outstanding performance in the finals, demonstrating commitment, professionalism and passion and came fourth nationally out of 20 KS3 finalists

**Sport**

Norwich School offers an extensive range of sport activities to our pupils on both a participative and competitive level. The core sport offering includes rugby, hockey and cricket for boys and hockey, netball, and cricket for girls.

In rugby the 15As made the first appearance by a Norwich School side at the Langley School National Festival. Playing against household names they pushed many top sides all the way and ran out Bowl winners in the end. The 1st XV gelled gradually as the initial stages of the season unfolded, putting together a run of eight games unbeaten and remaining undefeated at the Lower Close, whilst progressing to the last eight of the Schools'

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Plate.

In the 7-a-side version of the game there was unprecedented success. The U16s and U18s attended, the Oakham and Uppingham 7s before capturing the Norfolk Cups at both age groups. Both sides won their groups at the National Schools Rosslyn Park 7s, with the 1st VII qualifying for the second day of the U18 competition.

The 12A and 13A netball teams recorded just one loss between them in their regular fixture card, and both finished as County Champions after winning the County Cup at their respective age groups. The 1st VII continued the tradition of success, with an unbeaten season which culminated in an outstanding performance against the UEA 1st VII on the final day of term.

Fifty-two rowers attended the annual training camp in Banyoles, Spain, which was a great success.

In the J15s the girls started the year well with comfortable wins at the Norwich and Bedford Head, followed by a second place at the prestigious Junior Inter-regional regatta, making history for the girls at school. The boys mirrored this success, first at the Schools Head where they were placed second in their eight, overturning many strong London crews, and then again at the Junior inter regional regatta where they won gold in the first four, before being crowned National champions in May. At the National School's Regatta, the women's double was placed tenth in the country and became the first girls crew Norwich School has ever sent to the Women's Henley trials, a huge achievement for them and a landmark in the school's rowing programme. The first eight pre-qualified for the Henley Royal Regatta, which put them in the top 32 junior boy's eights racing in the event in an international field including four crews from America and two crews from Australia. They achieved a good win against Winchester College on the first day, a success which equalled previous Henley campaigns by Norwich School. The resolve and commitment shown by our rowers this year in the months and weeks running up to Henley have continued the great form shown by the crews from our boat club, giving them all an experience that is unique

The under boys 12A hockey team became County Champions and finished seventh out of 16 in the regional finals and the U14A team was also crowned County Champions. The 1st XI again won the annual pre-season tournament, winning four games, and the boys worked hard to perform in the league, finishing 5th. The girl's 1st XI finished in fifth place in the Tier 1 League, the highest competition in the country for U18 hockey teams.

This has been one of the best tennis seasons for the school for many years, culminating in the senior boys qualifying for the Glanville Cup Finals which are the National Finals for the top 16 schools in the country. The team finished in 12th place, giving high hopes for next year.

After a narrow defeat to Beeston Hall in the semi-final of the County Cup, the U12A boys cricket team responded to win the Perse Festival against excellent opposition. The U13A boys had a sensational season, with some brilliant team performances and the team were crowned Norfolk County Champions. The boys U15A squad completed a productive season with defeat in the National T20 quarter final to Forest School and six boys were selected for the 1st XI. The 2nd XI had had a great season winning four of their five matches, the highlight being a two-run victory against a Langley team containing several 1st XI players. Girl's cricket continues to go from strength to strength, with a particularly impressive season for the U13A team, and several individuals representing the U15 and 1st XI at different points throughout the season. Being crowned County indoor champions, Chance to Shine champions, and St Joseph's 6-a-side Plate winners, whilst losing only one regular season match (by a 10-run margin), just shows the strength and depth of talent in this age group. Several Norwich School pupils have been selected for the 2021/22 intake of the Emerging Players Programme and Centre of Excellence Programme by the Norfolk Cricket Board.

There was further success, both team and individual, in other sports. The Orienteering Club had one of its best days at the British Schools Championships, returning with medals in four different age-groups and the Year 12 Girls trophy. They are first girls to win orienteering silverware for Norwich School. In cross-country, the Junior Boys won the series team prize in the East Anglian League, the Senior Boys retained their team trophy and a pupil from U4 won the Junior Boys individual competition. For the first time two of the school's intermediate sailing teams reached the semi-finals of the prestigious Hoad Shield boating event, overcoming significant challenges from a number of teams, with one emerging as victors in a keenly fought best-of-three final round and one coming fourth. The school chess team were also crowned as East Anglian Champions.

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The Lower School returned to a full programme of fixtures without any restrictions. Although not vintage years for team sport, the cross-country squads dominated all the local competitions and enjoyed five wins in their own event with over 230 runners at the school on a suitably muddy afternoon. The school also hosted its own netball tournament and for the first time hosted the county hockey finals.

**Beyond the Classroom**

Three U6 pupils were successful in the annual prestigious Norfolk Cambridge Society essay competition, open to all Year 13 pupils in Norfolk who have been awarded a conditional offer to study at Cambridge University. All three essays were well received by the judging panel and resulted in each being shortlisted for interview, at which they had the opportunity to articulate and defend their submission in front of a distinguished panel. The awards come with grants of up to £500, generously funded by the Norfolk Cambridge Society.

Two U6 pupils achieved gold awards in the second round of the U6 British Physics Olympiad, and seven L6 pupils achieved three silver and four bronze awards. There was excellent participation from Norwich School A Level Chemists in the Royal Society of Chemistry's annual Olympiad competition, with eleven Sixth Form pupils achieving five bronze medals, three silver medals and three gold medals. Five were awarded medal places in the British Biology Olympiad, achieving two gold medals, two bronze medals and a Highly Commended award. Eight M5 pupils also achieved gold awards in the Biology Challenge, a pre-cursor to the Olympiad, which places them in the top 5% of 41,000 pupils who participated from 550 schools worldwide.

A group of L6 Biology pupils spent a day working in the laboratories of the Earlham Institute to extract and analyse DNA samples from plants as part of the 'Barcoding the Broads' project, which aims to map the genetic diversity of plant and insect species across the Norfolk Broads. Pupils attending the workshop were able to use techniques not widely available in school science laboratories and these pupils will now become ambassadors at Norwich School as the Biology Department moves towards becoming a local hub for the Barcoding the Broads project.

Several pupils taking part in the Youth STEMM Award took part in a lesson with U3 pupils, taking up the challenge to answer STEMM questions posed by the Lower School pupils such as "Why do we get hiccups if we eat too quickly?" and "Why don't birds get electrocuted when standing on power cables?" The Senior School pupils researched the answers and presented their findings to the class before acting as demonstrators and supervisors in an exciting practical investigation about friction.

L6 pupils took part in a series of workshops led by the SAW (Science, Art, and Writing) Trust, which provided an opportunity to experience engagement with ideas in a collaborative and cross-curricular manner not typically possible within the constraints of A Level option choices or the typical school day. The practical science component was led by scientists from the John Innes Institute, the creative writing component led by a visiting writer and the creative art component led by a visiting artist. Throughout the workshops, pupils were challenged to think and work beyond the boundaries of their own A Level subject areas.

Ten L6 Modern Linguists, speaking French, German, and Spanish, took part in the Regional MFL Debating Competition at the Perse School in Cambridge. Pupils in each language debated different topics taken from the L6 language syllabus, ranging from the pros and cons of streaming services to the nature of secularism in France via the importance of folklore and traditions in modern society. This sort of debating is challenging enough in English and doubly so in another language, especially as they were all doing this for the first time. All our pupils acquitted themselves well, particularly the two pupils who were well-deserved winners in the Spanish debating competition.

Norwich School pupils were joined by pupils from Avenue Junior School to present their experience of the new World of Languages and Languages of the World (WoLLoW) curriculum to business leaders at the Dean's Breakfast networking event. WoLLoW is an exciting new curriculum aimed at putting joy and fun at the heart of languages teaching for children in KS2 and KS3.

At the end of the Lent term, 25 Year 5 pupils from local schools and their parents joined us for an intensive



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Maths Masterclass. Attending from eight different Norfolk primary schools, these keen mathematicians spent the morning discovering the wonders of pi, the Fibonacci sequence, and the Golden Ratio. The 9- and 10-year-old mathematicians had a great morning being stretched in a series of activities by working in pairs with their parents and learning about these advanced topics. Many were making plans to take their new learning further at home and in their own schools.

The popular 'Sensational Science' workshops for primary school pupils continued in the Lower School with a weekly workshop called 'It's Not Rocket Science'. Schools across Norfolk were invited to attend the workshop where pupils became scientists for the day, donning mini lab coats and goggles, and learning about the physics and history behind rocket launches. It was a pleasure to welcome pupils from across Norfolk, including Sprowston Junior School, Blofield Primary School, St William's Primary School, Rackheath Primary School, Mile Cross Primary School, and Bignold Primary School.

Several authors visited the school to carry out workshops with pupils including local young adult fiction author, Richard Lambert, who spoke to a group of L4 and U4 readers during 'Lock-in' in the Undercroft Library; author, performer, and poet A F Harrold who treated U4 to a day of madcap poems and creativity; award-winning poet Penny Boxall who gave a poetry workshop to M5 and L6; and author Julian Sedgwick who treated L4 pupils to a haiku writing workshop. The annual Carnegie Book Award shadowing event took place in June, with the whole of U4 gathering in the Blake Studio to discuss and express their views on the books shortlisted for the award, before voting for their favourite and the book they felt should win the award.

The Lower School celebrated World Book Day in fine style as usual, and all children arrived at school dressed as a book character, taking part in a special assembly to explain who they were. As part of the day, all Infant classes were lucky enough to visit local independent bookshop Bookbugs and Dragon Tales to listen to some newly published stories, before embarking on a dragon hunt around the shop. Once all the dragons had been located, pupils then spent their World Book Day token and received a free book to take home with them. Later in the year, U3 pupils, and Year 6 pupils from five other Norfolk schools, gathered in the Blake Studio to listen to three very different speakers talking about environmentally themed literature, including Yaba Badoe, Matt Windle and Mitch Johnson.

In November pupils learnt about COP26 and its role in tackling climate change and other global issues. Pupils covered who was attending and their roles, what was being addressed, where it was held and when the conference took place, as well as having the opportunity to discuss real world problems and try to produce solutions. All pupils completed a leaf to share their own promises alongside what they would like Norwich School and world leaders to do. Pupils produced some wonderful suggestions from 'Meat-free Mondays' in the Refectory to setting up a car sharing scheme for pupils and staff. Two esteemed climate scientists, Professor Rachel Warren and Dr Jeff Price also spent a whole day at school to speak to pupils about climate change and the environment. An U4 pupil participated in the Dare to Speak Up competition, which asked young people to write a speech about climate change as though they were talking to delegates at COP26. He was one of eight winners from Dare to Speak Up who then had the chance to take part in a speech-writing workshop day at UEA in December. Participants were given speech writing training and then recorded their speeches for everyone to take inspiration for positive change from. His speech focused on the importance of reconnecting with nature to tackle climate change, including projects of rewilding and better use of green belt areas, and included practical steps we can all take to contribute to sustainable land practices and the planting of trees. The Lower School Eco Council again achieved their Eco Schools Green Flag status through undertaking and encouraging a variety of environmentally friendly activities, such as collecting hard-to-recycle items and sending them to Hallsworth Animal Sanctuary to help them raise vital funds to care for injured animals, recycling batteries and stamps to prevent these items from ending up in landfill sites, energy monitors patrolling the classrooms at lunchtimes to ensure lights and whiteboards have been turned off to reduce unnecessary wasted energy, and completing a beach clean at West Runton.

Norwich School was delighted to be recognised by the Norfolk and Norwich University Hospital for their support to NHS staff during the pandemic by being awarded their Charity Champion School's Award. The award followed a mass effort on behalf of the school's catering team to prepare and deliver "Grab and Go" bags for staff in every department of the hospital to help keep energy levels and morale high at a time of increased pressure due to the pandemic.

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Funds were raised throughout the year, for charities such as the Snetterton branch of the Dogs Trust and the Norfolk LGBTQ+ Project, from events such as Home Clothes Day and the Fashion Show. "Wear Something Green Day" to mark Mental Health Day in October raised £691 for the Mental Health Foundation. Members of U6 from Seagrim House and several staff conducted a sponsored walk from the Cathedral Close to Whissonett in March to raise money for Great Ormond Street Hospital. Brooke House organised a music-themed 'Big Night Out' event in April, which raised £135 for EACH. Four members of staff also took on an ambitious cycle challenge, in which they cycled from York Minster to Norwich Cathedral over the May Bank Holiday weekend to raise £3000 to support English Plus, who offer English language lessons and much more to families who have recently arrived in Norwich, and the Nandana Werapitiya Foundation, who provide much-needed support to the elderly population of a village in Sri Lanka. The Amnesty Variety evening, held in May, also raised money for the same two charities. As part of World Book Day Celebrations in March, Norwich School Library organised a Book Drive for the literacy charity Children's Book Project. Pupils were invited to donate their nearly new children's/Young Adult books and a huge number of books were collected and donated to the scheme which gifts donated books to disadvantaged children across the UK. The Lower School raised money for Jeans for Genes group of charities through a Home Clothes Day and Silver Coin Challenge and supported the Benjamin Foundation Christmas Gift Appeal for the fifth consecutive year. The 8th Norwich Sea Scouts and Gnaw Chocolate developed an initiative which would spread kindness throughout communities in Norfolk. The Scouts did random acts of kindness to help spread positivity during COVID-19 which was a difficult period for everyone, and the Cubs and Beavers asked if Gnaw would donate a chocolate Christmas box as a present to families struggling for food.

The Lower School teamed up with Norfolk and Waveney MIND in a pioneering partnership that created a new accreditation for primary and prep schools. It is now the first official MIND Partner School and will be working with the charity to develop mental health provision across the school community. Schools wishing to qualify to be a MIND Partner School have to meet 12 criteria designed to support the mental health of pupils, parents, and staff, including staff being trained in mental health first aid; staff mental health being surveyed, and the results being fed back to senior management; and coffee mornings for parents to support the parent community. Schools participating in the Partnership Programme can benefit from support in promoting good mental health in their school communities, easy access to the resources and services that MIND offers and the opportunity to share good practice with this network of partner schools, with an annual MIND school conference already in the planning stages.

Norwich School welcomed 39 children with an interest in singing to join us for our annual Be a Chorister Day in November. Children from Year 4 and above and came from all over Norfolk, and even as far as London, to experience what life might be like for them as a Norwich Cathedral Chorister at Norwich School. After two years disrupted by Covid, Zoom rehearsals for the choir were replaced by face-to-face services and rehearsals again. Large events returned to the Cathedral, such as the Sing to Dippy concerts with schoolchildren from across the county. At Christmas, the Choir gave a carol concert in the Wren Church of St Stephen Walbrook in the City of London to raise money for the SUCCESS charity which helps to support survivors of childhood brain tumours. At Easter, Bach's St John Passion was performed with an orchestra and professional soloists. The Choir also gave a recital at St Mary's Attleborough and sang at the retirement service for the Dean.

The school launched a new Community Service Group, Colet Mentoring, which involved ten Maths and Further Maths pupils from L6 being trained as maths mentors to offer bespoke 1:1 Maths support for a group of Year 10 pupils at a local state school. The mentor programme uses an app to connect external pupils to our trained Maths mentors during homework hours, where they can help solve maths problems. Another new Community Service placement was Children's Yoga, delivered by two L6 pupils who lead free yoga and mindfulness sessions in six local schools and nurseries.

The school continued its collaboration with the charity Friend in Deed, by getting together with local care homes and several other Norfolk schools for a virtual quiz run to celebrate Global Intergenerational Week. Pupils from Norwich School logged onto a Zoom call and met residents from two local care homes, Badgers Wood Care Home, and Chevington Lodge Care Home. Three other schools were also on the call: Sparhawk Infant School, Framlingham Earl High School, and Sprowston Infant School, meaning the overall spread of ages of quiz

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participants was from 5 to 100. The quiz was a wonderful way to showcase the importance of connections across generations and how they reduce loneliness, promote kindness, and help keep communities more connected.

In June, the school community celebrated the Queen's Platinum Jubilee in a variety of ways. A Reception pupil won the Jubilee Pudding Competition, with their Strawberry, Blueberry and Banana Smoothie Jubilee Cake and the delicious pudding remained on the Refectory menu for the remainder of the Trinity term. The runner up and Senior School winner was from U4, with The Queen's Favourite Chocolate Cake. Pupils throughout the school enjoyed tasting the puddings at a celebratory jubilee lunch which was hosted in the Refectory on the last day before half term. A Lower School and a Senior School pupil played a special Jubilee concert for the residents, staff, and families of St John's House Care Home. The Lower School also celebrated in style with a whole day of fun and activities to mark this unique occasion, including a Home Clothes Day with a red, white, and blue theme, featuring lots of union jacks and crowns. In the afternoon, pupils enjoyed a carousel of activities including crafting, traditional English sports, a quiz all about the Queen, and dancing and singing, including, of course, the National Anthem. There was also a Jubilee parade, where pupils marched through the Lower and Upper Close waving their union flags before returning to school where there was an aerial photo of all children and staff forming the number 70, followed by a traditional English tea party. In addition, the Lower School pupils used the Jubilee as an opportunity to get creative and designed a special edition Jubilee tea towel which was sold to raise money for their chosen charity. They also created crowns, which were modelled and filmed as part of the Senior School Fashion Show. In the Senior School, the Jubilee was marked with a special assembly in Norwich Cathedral Cloisters. The Scouts raised the flag and the school joined in singing the National Anthem. Pupils were also challenged with a Jubilee quiz on the last Friday before the half term break. The school is re-naming the Outdoor Classroom and School Allotment the Jubilee Wellbeing Garden and, in addition, the Friends of Norwich School have purchased a pear tree which will be planted in the school's allotment.

Pupils across the school celebrated the Lunar New Year on 1 February, beginning with a Cathedral assembly led by some of the international pupils, covering customs and traditions relating specifically to Chinese New Year. Pupils were introduced to the Year of the Tiger and heard about some of the traditional food that would be served during the 16-day festival season, as well as learning more about customs such as wearing red, exchanging gift envelopes known as *hóngbào*, and hanging red and gold decorations. Lower School pupils were visited by a colourful troop of Chinese dragons and lions, as well as a tiger!

The Norwich School community also came together to mark One Norwich School Day, which celebrates diversity within the school and the wider community. Events included an assembly from the Dean of Norwich on the importance of inclusion and accepting others, a tutorial which challenged pupils to talk to someone they do not know and see what they have in common, the Many Voices choir performing in the Blake Studio at break time and a series of performances and stalls run by pupils to raise awareness around different groups and topics. One Norwich School Day also saw the return of the hugely popular Cultural Food Fair, run by pupils, which offers a huge range of homemade food from a variety of cultures. All donations raised went to Street Child's emergency fund for Ukraine.

With the introduction of the new role of Equality, Diversity & Inclusion Officer into the school community, several new societies have been formed. The Feminist Society is a discussion-based society that looks to explore the issues of gender inequality both at Norwich School and within the wider world. They hosted a 'Reclaim the Night' vigil in the Cathedral Close, which looked to raise awareness and show respect for victims of gender-based violence. They collaborated with the Writers Bloc Society to create poetry for the vigil and did excellent work in engaging the school community. Pride group is a social group that acts as a support/discussion group. At its core it is a safe space to have conversations about personal identity and to raise any concerns in the company of a supportive peer group. It has had a really positive impact on the members giving them the space and time to be themselves. Rainbow Laces Day is a Stonewall campaign that looks to tackle homophobia in sport. It was well received by students and staff and students reported that seeing staffs active support made them feel more comfortable and accepted within the school community. BAME Society is a student-run group, whose main aim is to create a space where cultural diversity can be celebrated and appreciated. They have been involved with Diwali, run a film night with the Amnesty group and held many very successful cultural food fairs that provided an opportunity for students to have conversations

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about and share in each other's heritage. A very successful cultural food fair was held for World Culture Day and over eight countries were represented including Japan, Armenia, India, and Pakistan, with many students wearing cultural clothing for the event. The pupils also raised over £100 for the Feed, a local charity looking to tackle homelessness in Norwich. Round Table is a newly established society that looks to provide pupils with the opportunity to discuss topics surrounding Equality, Diversity, and Inclusion in a safe, welcoming environment. So far, two sessions have focused on Neurodiversity, and LGBT+ Pride. The sessions provided an exciting opportunity for pupils to discuss and learn about topics, expanding their knowledge of the world through discussion and personal connections.

In June 'A Day Of Welcome' was held for schools across the country as a part of an initiative set up by 'Schools of Sanctuary.' This looked to help young people learn about refugee migration and marked the start of Refugee Week (20-26 June). Norwich School commemorated the event with a special tutorial, encouraging pupils to learn about the history of migration to Norfolk, and exploring the real stories of refugees in the UK. The tutorial ended with a creation of postcards to refugees across the world, sharing messages of support and solidarity. The postcards are set to become part of a display at school, to encourage a warm welcome to all.

Pupils took part in the second Online Model Arctic Council (OMAC) conference, alongside 14 other pupils from three other schools in the UK, as well as the second OMAC Delegate Training round which involved over 30 pupils from schools in India, Indonesia, Spain, and the UK. At OMAC 2, delegates negotiated, jointly drafted, and adopted a declaration on the issue of the transmission of Indigenous Knowledge from elders to youth. For the sixth year, the school hosted the world's only stand-alone Model Arctic Council for schools, the Norwich Model Arctic Council (NORMAC), in collaboration with Polar Aspect. Over 30 pupils from the UK and Spain participated in NORMAC 6, a simulation of the real-world Arctic Council. The Arctic Council is dedicated to international cooperation in the Arctic, one of the most fascinating, fast-changing, and important regions on the planet. It takes all decisions by consensus, so NORMAC delegates must find common solutions to controversial issues - a valuable skill to learn in today's partisan political climate. And with the tragedy of war in Europe, NORMAC takes on special salience as a way for youth to demonstrate their commitment to peace and dialogue. NORMAC 6 involved three days of intense diplomacy, including one day in professional boardrooms at the Norfolk Club. Participants also enjoyed a formal dinner in the elegant surrounds of the Assembly House.

Two L6 girls attended the National School Finals of the Oxford Schools Debating Competition, the largest British Parliamentary debating competition in the UK. There were over 100 schools present including all the big hitters from the debating world and our pupils qualified for the finals as one of the top hundred debaters from the 700 schools which originally entered the competition. It was a great achievement for them to get to finals day and a privilege for them to debate in the rooms around the Oxford Union. The girls held their own in a very strong field that included members of the English, Irish, Scottish, and Welsh debating teams, as well as representatives from Canada and Ukraine. Four motions were debated during the day, including one on the Universal Basic Income where the judge placed them first.

Several visiting speakers came into school during the year, including Hope Virgo, the author of Stand Tall Little Girl, and a multi-award-winning international leading advocate for people with eating disorders. She ran several sessions for pupils from L5 - U6 on mental health, focussing on eating disorders, body image and well-being. This year also saw the launch of 'Business Breakfasts', a unique opportunity for pupils in all year groups to hear from industry professionals and about different career paths and to ask questions. The Gartley Society, a pupil-lead group which organises talks on Economics, Business and Finance, welcomed speakers both online and in person, including the investment banker Lord Gadhia, Victoria Hewson from the Institute of Economic Affairs and economist Gary Stevenson, a former interest rate trader who has reinvented himself as a campaigner against wealth inequality.

Norwich School had a fabulous day at the Royal Norfolk Show when it returned after a two-year hiatus due to the pandemic. The school stand was as lively as ever with activities including live performances, face painting, sporting activities and a creative corner. L6 provisional prefects handed out refreshments and welcomed guests to the stand. The Sport Department's goal was to vertically jump as high as the top of the Cathedral spire and by measuring each individual's jump, the outstanding height of 96m was reached. In the Science Zone, future physicists had the opportunity to evaluate their nerves when rolling a ball down a series of pipes. Steady hands and an understanding of momentum was key to be successful of the challenge. There was live music from the

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## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

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Norwich School community both inside and outside. Soloists took to the stage inside the stand, whilst on the Bandstand, the Many Voices Community Choir sang their arrangement of Lay Me Down by Sam Smith. The Chapel Choir had the opportunity to perform in the official show church service celebrating 175 years of the Royal Norfolk Agricultural Association and the Royal Norfolk Show. Norwich School pupils also took the opportunity to volunteer elsewhere on the showground as show ambassadors.

Pupils relished the opportunity to resume Duke of Edinburgh expeditions and in total, 92 Bronze, 65 Silver and 45 Gold participants took part, which is the highest number for many years.

The Lower School resumed a busy schedule of visits and residential trips during the year to, amongst others, Banham Zoo to the Sainsbury Centre Sculpture Park.

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

##### **Bursaries**

This year the value of means-tested bursaries totalled £1,012,573 and represented 5.1% of the school's gross fees. Assistance was provided to 78 pupils. The school funds this assistance from its own resources which arise through the creation of an operating surplus generated by careful efficiency measures and cost control. The school is also very grateful for the help received from external parties who have made significant contributions such as Roger Robinson ON, Norwich Cathedral, the Choir Schools Association, the Charles Peel Charitable Trust, the Worshipful Company of Dyers, the Friends of Norwich School, the French Huguenot Trust, the Morse-Boycott Trust, Old Norvicensians, the Rank Foundation, Jon Wait ON, and the Staff Bursary Fund.

##### **Hardship support**

As a direct response to the financial shock faced by many within the school community due to the coronavirus pandemic, emergency hardship support totalling £6,000 was provided during the 2021-22 academic year.

##### **Scholarships**

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

Pupils who were beneficiaries of the previous Scholarship system will remain so until they leave the school. This currently totals 24 pupils amounting to £36,000 and representing 0.2% of its gross fees. Of the 24 pupils, three also qualified for means-tested bursary support and are included in the figures relating to bursary awards.

Norwich Cathedral also offers scholarship awards to 20 boy choristers who attend the school. This is 50% for those in U3 or above (12 pupils) but is now set at a flat rate of £7,700 for new awards to those in L3 and below (8 pupils).

##### **Helping Ukrainian families**

Norwich School are currently providing 100% support to three Ukrainian pupils staying with host families.

#### **FUTURE PLANS**

In pursuance of its strategic objectives, the major tactical and operational project areas in the 2022-23 academic year will be to:

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

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**Academic Progress**

- Continue development of subject journeys from 4-18.
- Develop provision for the Sixth Form, especially in the non-examined curriculum.
- 2022-24 exam year groups adjustment management to take account of Covid disruption to learning and changes to public examinations
- Development of World of Languages, Languages of the World (WoLLoW), including the delivery of this course in Year 8 as well as Year 7
- Evaluate and develop the remote-learning provision; both to prepare for ongoing or further social restrictions and to incorporate best practice for on-site teaching.
- Restructuring of Scholarship programme for Academic scholars to incorporate new taught elements and more cross-curricular delivery
- Engineering Business Enterprise extra-curricular programme to facilitate more opportunities for pupils in these areas outside of the classroom
- Refine structures for specialist teaching and setting in Lower School academic subjects.
- Further develop and evaluate Lower School Knowledge About Language (KAL) provision to enhance literacy across subjects.

**Extra-Curricular**

- Further develop and update the staffing structure in Games, focussing on Health and Fitness and both individual and team performance. Use this to help re-develop the programme to make it match more closely to the needs of the pupils and school at all ages.
- Outdoor Education Programme - continue to develop the opportunities in this area and link to the above point. Monitor development of new OE programme in the LS and see how this could translate to the SS.
- Continue the development in performing arts in order to achieve sector-leading dance and physical literacy provision.
- Build on the role out of the NS diploma (4th form Co-curricular challenge; 5th form Co-curricular certificate and VI form Co-curricular diploma), looking at ways to further embed it in the everyday workings of the school.

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

- Further development of our pastoral and wellbeing support mechanisms for all pupils, including the work of the newly established Welfare Hub.
- Focus on enhancing a culture of respect and belonging for all, through the work of our Equity, Diversity, and Inclusion (EDI) Officer, and our wide pastoral and welfare teams.
- Development and embedding of our sector-leading SMSC / PSHE programme (PPD - Pupil Personal Development) with a particular focus on all aspects of EDI. Planning for the further expansion of this aspect of the non-examined curriculum.
- Enhancement of pupil voice through the further development of Section Pupil Councils and leadership structures across the Senior School.
- Expansion of the work of pupil leadership roles through the redevelopment of Prefect Leadership roles (including EDI, Girls & Young Women, Pupil Councils and Pastoral Prefects) and the continuing development of the Middle Five Peer Supporters.
- Further embedding and development of the Lower School programme of 'Personal Development' which incorporates PSHE topics with the Character Education programme developed by the Jubilee Centre.

**Staff**

- Implement revised approach to staff development supported by more effective use of INSET/CPD Programmes (with continued focus on ED&I)
- Oversee rollout of Year 2 of the Early Career Framework and monitor impending changes to ITT (2024 onwards)
- Further development of coaching culture across all aspects of the school community
- Focus on CPD and review process for senior members of staff
- Development of staff wellbeing initiatives and staff representative groups following formal Union Recognition.

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

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**Finances, site and infrastructure**

- Protect revenue by considering the ongoing global economic challenges during the budget period and adjusting operational expenditure, as required.
- Continue to monitor cashflow and contingent funds to ensure ongoing delivery of overall strategic financial imperatives.
- Obtain planning permission for Lower School Development options and assess timescales for delivery.
- Continue to re-work deliverable planning options for Bishop's Palace Lawn development and engage with local planning authorities and key constituents on these new proposals.
- Launch of optional, alternative DC (APTIS) Pension Scheme to TPS eligible staff.
- Continuing focus of Estates department to develop and enhance site (teaching and operational areas), safety and compliance.
- Continuing focus of IT department to drive improvement, particularly in respect of teaching and learning platforms, process efficiency, cyber and data security and the use of SharePoint and iSAMS.
- Obtain necessary consents for solar array to roof of Daynes Sports Centre
- Explore improved transport provision, including introduction of EV vehicles to parts of the School fleet.
- Continuing refurbishment and renewal of Bishop's Palace and other key areas, including Redmayne Playing field facilities

**Partnerships**

- Consolidate existing partnerships and continue to look for new areas of collaboration.
- Develop impact measurement process for measurement of partnership work.
- Establish metrics to assess financial and in-kind costs of partnership work.
- Dissemination of WoLLoW within East Anglia.
- Dynamic offering across Social Platforms reflecting scope and scale of community and partnership work across the city and region.

**Alumni and other stakeholders**

- Continue fundraising campaign for buildings and bursaries, with a minimum target for the latter of five additional 100% bursary awards.
- Strengthen and broaden links with alumni body.
- Continue to develop links with parental body and parents of ONs.
- Ensure involvement of voices from different constituencies

**Public benefit**

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

Norwich School provides a significant benefit to the public by providing a first-class education, independent of the State System, for 1,151 pupils (2020-21: 1,141 pupils). Indirectly, the school provides additional public benefit through the employment of 219 (2021: 207) full time equivalent staff, supporting the local economy and wider supply chains, and through the dedicated stewardship of an historic estate located in and around the Cathedral Close.

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

The school is dedicated to providing a first-class education to all children seeking such an education irrespective of their family circumstances or background. Norwich School continues to attract positive young people who relish learning and who are willing to contribute to the broader aspects of school life: whether in

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

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music, drama, sport, debating, clubs, societies, Sea Scouts, the Duke of Edinburgh's Award, charitable fundraising, community service or the many other activities that they encounter here. We select on academic potential, attitude, and all-round ability.

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

**Financial review**

Total income amounted to £22,200k (2021: £20,842k) and after incurring expenditure of £21,366k (2021: £20,934k), net income before other recognised gains and losses amounted to £784k (2021: £112k). This is stated after net losses on investments of £50k (2021: net gains of £204k). After actuarial gains on the defined benefit pension scheme of £353k (2021: actuarial losses of £72k), the net increase in funds amounted to £1,137k (2021: £195k).

**Principal funding sources**

The principal source of the school's income comes from school fees. The average number of pupils in the school was 1,151 (2021: 1,141).

**Fixed assets**

In order to maintain and develop the educational provision, the School continues to undertake a carefully planned programme of fixed asset investments. In the year to 31 August 2022, additions amounted to £1,026k (2021: £681k). The most significant investments included the purchase of two new coaches, upgrades of computer equipment, and works to the Lower School, the Bishops Palace roof, and Redmayne sports field.

**Investment powers**

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

**Investment policy**

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

**Reserves policy**

Note 23 of the financial statements sets out an analysis of the assets and liabilities attributable to the various funds. The Council of Management considers that these assets are sufficient to meet the charity's obligations on a fund by fund basis.

Other than freehold investment properties, which are held as an investment to produce income and capital growth, the School's tangible assets are held for use by the School. Taking one year with another, the Council of Management plans to spend any surplus within the unrestricted fund on improvements to the School. At present the School's free reserves, being group net current assets within the general funds, amount to a surplus of £2,720k (2021: £2,123k).



**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

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**Structure, governance and management**

**Governing document**

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

**Governor recruitment, nomination and appointment process**

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

**Council of Management induction and training**

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

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

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

**Risk management**

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

**Ongoing risk management**

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

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

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

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rates and other macroeconomic factors, including commodity and utilities shortages as a result of the war in Ukraine and the ongoing impact of Covid-19 on global supply-chains.

Key controls used by the charity include:

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

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

### **Organisational structure**

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

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

### **Setting of pay**

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

### **Related parties**

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

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

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

Ms D G M Jarrold, member of the Council of Management, is a director of Jarrold and Sons Limited, which provided goods and services to the School during the year.

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

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## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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### REPORT OF THE TRUSTEE (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

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

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

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

Except where shown in note 10 and note 20 to the financial statements, no director has any financial interest in, or receives any remuneration from either the trustee company or the School.

#### *Other relationships*

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

#### **Fundraising standards**

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

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

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

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

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

The Council of Management are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of

**REPORT OF THE TRUSTEE (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2022**

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the Trust deed. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Council of Management**

All members held office throughout the year and up to the date of this report, with the exception of the following four members who resigned during the year: Mr A R Grant (resigned 18 March 2022), Professor R J Last (resigned 18 March 2022), The Very Reverend Dr J B Hedges (resigned 26 May 2022), and Mr C W Hoffman (resigned 1 July 2022). No new Members of the Council were appointed in the year or up to the date of this report.

**Disclosure of information to auditors**

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

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

**Auditors**

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



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**S D A Griffiths**

On behalf of the Trustees

Date: 9 December 2022

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## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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

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#### Opinion

We have audited the financial statements of King Edward VI Grammar School, Norwich (the 'parent Charity') and its subsidiary (the 'Group') for the year ended 31 August 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

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

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

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Charity's affairs as at 31 August 2022 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

#### Basis for opinion

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

#### Conclusions relating to going concern

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

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

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

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## KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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

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#### Other information

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

We have nothing to report in this regard.

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

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

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

#### Responsibilities of the Trustee

As explained more fully in the Statement of Responsibilities of the Council of Management, the Trustee is responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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

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

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

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

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

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

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

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

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KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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

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**Use of our report**

This report is made solely to the Charity's Trustee, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the Charity's Trustee those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and its Trustee, as a body, for our audit work, for this report, or for the opinions we have formed.



**Larking Gowen LLP**

King Street House  
15 Upper King Street  
Norwich  
Norfolk  
NR3 1RB

13 December 2022

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



KING EDWARD VI GRAMMAR SCHOOL, NORWICH

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Endowment funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
<b>Income and endowments from:</b>						
Donations and legacies	4	-	483	-	483	802
Charitable activities	5	21,605	-	-	21,605	19,912
Investments	6	80	32	-	112	78
Other income	7	-	-	-	-	50
<b>Total income and endowments</b>		<b>21,685</b>	<b>515</b>	<b>-</b>	<b>22,200</b>	<b>20,842</b>
<b>Expenditure on:</b>						
Charitable activities	8	20,752	614	-	21,366	20,934
<b>Total expenditure</b>		<b>20,752</b>	<b>614</b>	<b>-</b>	<b>21,366</b>	<b>20,934</b>
Net (losses)/gains on investments		(31)	(19)	-	(50)	204
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>902</b>	<b>(118)</b>	<b>-</b>	<b>784</b>	<b>112</b>
<b>Other recognised gains/(losses):</b>						
Gains on revaluation of fixed assets		-	-	-	-	155
Actuarial gains/(losses) on defined benefit pension schemes	18	353	-	-	353	(72)
<b>Net movement in funds</b>		<b>1,255</b>	<b>(118)</b>	<b>-</b>	<b>1,137</b>	<b>195</b>

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

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	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Endowment funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Note					
<b>Reconciliation of funds:</b>					
Total funds brought forward as previously stated	14,160	2,461	3,273	19,894	20,788
Prior year adjustment	-	-	-	-	(1,089)
Total funds brought forward as restated	14,160	2,461	3,273	19,894	19,699
Net movement in funds	1,255	(118)	-	1,137	195
<b>Total funds carried forward</b>	<b>15,415</b>	<b>2,343</b>	<b>3,273</b>	<b>21,031</b>	<b>19,894</b>

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

The notes on pages 38 to 67 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

CONSOLIDATED BALANCE SHEET  
AS AT 31 AUGUST 2022

	Note	2022 £000	2021 £000
<b>Fixed assets</b>			
Tangible assets	11	14,488	14,669
Investments	13	1,766	1,804
Investment property	12	730	730
		<b>16,984</b>	<b>17,203</b>
<b>Current assets</b>			
Stocks		23	29
Debtors	14	1,088	953
Cash at bank and in hand		8,479	7,769
		<b>9,590</b>	<b>8,751</b>
Creditors: amounts falling due within one year	15	(4,620)	(4,623)
<b>Net current assets</b>		<b>4,970</b>	<b>4,128</b>
<b>Total assets less current liabilities</b>		<b>21,954</b>	<b>21,331</b>
Creditors: amounts falling due after more than one year	16	(922)	(998)
<b>Net assets excluding pension asset / liability</b>		<b>21,032</b>	<b>20,333</b>
Defined benefit pension scheme asset / liability	18	-	(439)
<b>Total net assets</b>		<b>21,032</b>	<b>19,894</b>

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KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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CONSOLIDATED BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2022

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	Note	2022 £000	2021 £000
<b>Charity funds</b>			
Endowment funds	21	3,273	3,273
Restricted funds	21	2,343	2,461
Unrestricted funds	21	15,416	14,160
<b>Total funds</b>		<b>21,032</b>	<b>19,894</b>

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



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



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

Date: 9 December 2022

The notes on pages 38 to 67 form part of these financial statements.

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

CHARITY BALANCE SHEET  
AS AT 31 AUGUST 2022

	Note	2022 £000	2021 £000
<b>Fixed assets</b>			
Tangible assets	11	14,488	14,669
Investments	13	1,766	1,804
Investment property	12	730	730
		<b>16,984</b>	<b>17,203</b>
<b>Current assets</b>			
Stocks		23	28
Debtors	14	1,088	953
Cash at bank and in hand		8,479	7,769
		<b>9,590</b>	<b>8,750</b>
Creditors: amounts falling due within one year	15	(4,620)	(4,622)
<b>Net current assets</b>		<b>4,970</b>	<b>4,128</b>
<b>Total assets less current liabilities</b>		<b>21,954</b>	<b>21,331</b>
Creditors: amounts falling due after more than one year	16	(922)	(998)
<b>Net assets excluding pension asset / liability</b>		<b>21,032</b>	<b>20,333</b>
Defined benefit pension scheme asset / liability	18	-	(439)
<b>Total net assets</b>		<b>21,032</b>	<b>19,894</b>
<b>Charity funds</b>			
Endowment funds	21	3,273	3,273
Restricted funds	21	2,343	2,461
Unrestricted funds			
Designated funds	21	598	618
General funds	21	14,818	13,542
Unrestricted funds excluding pension asset	21	15,416	14,160
Total unrestricted funds	21	<b>15,416</b>	<b>14,160</b>
<b>Total funds</b>		<b>21,032</b>	<b>19,894</b>

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**CHARITY BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2022**

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The financial statements were approved and authorised for issue by the Trustee on 09 December 2022 and signed on their behalf by:

**P J E Smith, MA**  
Chairman

**Dr S C Bamber**  
Vice Chairman

The notes on pages 38 to 67 form part of these financial statements.

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KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2022

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	2022 £000	2021 £000
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	1,641	2,845
<b>Cash flows from investing activities</b>		
Proceeds from the sale of tangible assets	7	44
Payments to acquire tangible fixed assets	(829)	(681)
Receipts from sale of investments	504	194
Payments to acquire investments	(516)	(205)
Interest received	11	7
Dividends received	47	40
Rentals received from investment properties	54	30
<b>Net cash used in investing activities</b>	<b>(722)</b>	<b>(571)</b>
<b>Cash flows from financing activities</b>		
Repayments of long term loans	(156)	(166)
Interest paid	(18)	(13)
Repayments of hire purchase finance	(35)	(6)
<b>Net cash used in financing activities</b>	<b>(209)</b>	<b>(185)</b>
<b>Change in cash and cash equivalents in the year</b>	<b>710</b>	<b>2,089</b>
Cash and cash equivalents at the beginning of the year	7,769	5,680
<b>Cash and cash equivalents at the end of the year</b>	<b>8,479</b>	<b>7,769</b>

The notes on pages 38 to 67 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

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**1. General information**

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

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

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

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

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

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



NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

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**2. Accounting policies (continued)**

**2.2 Going concern**

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

Norwich School's ongoing response to the Coronavirus pandemic continues to be informed by guidance from the relevant statutory authorities, although since operational restrictions ceased, a welcome return to the usual educational experience has been evident. Pupil numbers at the start of the current 2022-23 academic year remain well above budget with further additions scheduled in January 2023, and there has been some welcome news regarding both energy caps to fixed utilities, and changes to Employers' National Insurance contributions from April 2023. That said, there remains significant inflationary pressures to key input resources, not least commodities and materials required for the upkeep of the estates, catering essentials and, of course, fuel and utilities. Despite this continuation of challenging economic and political times, with good projected income allied to sensible budgeting, robust levels of working capital, a strong balance sheet, appropriate levels of both interest and debt cover allied to prudent cash flow management (and access to additional funding if needed) and an appropriate reserves policy, the School feels able to address the continuing economic uncertainties whilst delivering the core offering and creating demand for the product.

The School is also mindful of the mid-term challenges around potential changes to the TPS (Teachers' Pension Scheme) contribution structure, the ending of fixed term utilities contracts, the possibility of loss of charitable benefits such as Mandatory Business Rates Relief, and a change of Government by 2025, all of which will put pressure on future cashflow and require a keen focus on both revenue and capital expenditure, at a time when the affordability of fees remains a key consideration. This onward horizon will also speak to a careful assessment of the timing and funding mix of larger capital projects.

Since the balance sheet date there have been no subsequent events to give management doubts that the school is a going concern, and considering the above, Norwich School has a reasonable expectation that the charitable company has no material uncertainties and adequate resources to continue in operational existence for the foreseeable future.

**2.3 Fund accounting**

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

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

Restricted funds are funds that can only be used for particular restricted purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

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**2. Accounting policies (continued)**

**2.4 Income**

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

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

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

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

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

Tuition fees represent charges for tuition in the academic year 2021/2022 and are stated gross of fee remissions.

**2.5 Expenditure**

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

- Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource.
- Prizes, awards, scholarships and financial assistance costs are stated within expenditure on charitable activities and are not netted off tuition fees.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

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**2. Accounting policies (continued)**

**2.6 Tangible fixed assets and depreciation**

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

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

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

Land and assets under construction are not depreciated.

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

Depreciation is provided on the following basis:

Freehold buildings	-	Over the expected useful life of the asset
Long-term leasehold property	-	Over the expected useful life of the asset
Short-term leasehold property, fixtures, fittings & equipment	-	2% - 25%
Motor vehicles	-	10% - 14%

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

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

**2.7 Investments**

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

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

**2.8 Investment property**

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

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**2. Accounting policies (continued)**

**2.9 Stocks**

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

**2.10 Operating leases**

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

**2.11 Pensions**

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

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

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

**2.12 Debtors**

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

**2.13 Cash at bank and in hand**

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

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**2. Accounting policies (continued)**

**2.14 Liabilities and provisions**

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

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

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

**2.15 Financial instruments**

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

**2.16 Interest receivable**

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

**2.17 Government grants**

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

**2.18 Finance leases and hire purchase**

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

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

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

Critical accounting estimates and assumptions:

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

Critical areas of judgment:

Defined benefit pension scheme

The present value of the defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation has been used by the actuary in valuing the pensions liability at the year end.

Valuation of investment properties

Investment properties must be valued at open market value, which should factor in any impairment, either specific to the investment asset, or arising more generally from sector or market conditions. Alternatively, any increase in value arising from enhancement to the asset or from wider sector or market conditions. Professional valuations of the investment properties are expected to be undertaken on a regular basis (although not necessarily annually) to assist management in assessing the valuation of investment property at each accounting period end. Investment properties are accounted for in accordance with note 2.8 and are disclosed in note 12.

Depreciation and impairment of tangible fixed assets

The Charity should select a depreciation method that reflects the pattern in which it expects to consume the asset's future economic benefits and must consider whether a straight line or reducing balance basis is most appropriate for each class of assets. If there is an indication that there has been a significant change since the last annual reporting date, for example where costs incurred in relation to future projects are no longer expected to carry any future value, the Council of Management must review its present depreciation method and, if current expectations differ, change the depreciation method to reflect the new pattern. Depreciation methods adopted are disclosed in note 2.6 and carrying values of fixed assets at the reporting date are disclosed in note 11.

Bad and doubtful debt provision

The bad and doubtful debt provision relates to unpaid pupil fees. The Council of Management review all outstanding debts at the year end to consider which debts may not be settled in full and calculate a provision on this basis. Trade debtors, which relates to amounts owed in relation to tuition and associated fees, are disclosed net of the bad and doubtful provision assessed in note 14.

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

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**4. Income from donations and legacies**

	<b>Restricted funds 2022 £000</b>	<b>Total funds 2022 £000</b>
Donations and legacies	483	483
	<hr/>	<hr/>
	<i>Restricted funds 2021 £000</i>	<i>Total funds 2021 £000</i>
Donations and legacies	802	802
	<hr/>	<hr/>

**5. Income from charitable activities**

	<b>Unrestricted funds 2022 £000</b>	<b>Total funds 2022 £000</b>
Tuition fees	20,001	20,001
Other educational income	679	679
Other ancillary income	170	170
School meals	755	755
	<hr/>	<hr/>
<b>Total 2022</b>	<b>21,605</b>	<b>21,605</b>
	<hr/>	<hr/>
	<i>Unrestricted funds 2021 £000</i>	<i>Total funds 2021 £000</i>
Tuition fees	18,956	18,956
Other educational income	307	307
Other ancillary income	105	105
School meals	544	544
	<hr/>	<hr/>
<i>Total 2021</i>	<i>19,912</i>	<i>19,912</i>
	<hr/>	<hr/>

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

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**6. Investment income**

	<b>Unrestricted funds 2022 £000</b>	<b>Restricted funds 2022 £000</b>	<b>Total funds 2022 £000</b>
Rental income	54	-	<b>54</b>
Income from investments	15	32	<b>47</b>
Deposit account interest and interest from other debtors	11	-	<b>11</b>
<b>Total 2022</b>	<u>80</u>	<u>32</u>	<u><b>112</b></u>
	<i>Unrestricted funds 2021 £000</i>	<i>Restricted funds 2021 £000</i>	<i>Total funds 2021 £000</i>
Rental income	31	-	31
Income from investments	11	29	40
Deposit account interest and interest from other debtors	7	-	7
<i>Total 2021</i>	<u>49</u>	<u>29</u>	<u>78</u>



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KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

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7. Other incoming resources

	Total funds 2022 £000
Total 2022	-

Government grants received during the year from the Coronavirus Job Retention Scheme were £Nil (2021: £49,000).

	Unrestricted funds 2021 £000	Total funds 2021 £000
Loss on disposal of tangible fixed assets	1	1
Government grant income	49	49
	<u>50</u>	<u>50</u>

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

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

**Summary by fund type**

	<b>Unrestricted funds 2022 £000</b>	<b>Restricted funds 2022 £000</b>	<b>Total 2022 £000</b>
Teaching and education	12,077	-	12,077
Welfare	1,211	-	1,211
Establishment	3,699	-	3,699
Support costs	2,184	-	2,184
Finance costs	69	-	69
Governance costs	62	-	62
Prizes, awards, scholarships and financial assistance	1,450	614	2,064
Defined benefit pension scheme-administrative expenses (note 18)	-	-	-
<b>Total 2022</b>	<b>20,752</b>	<b>614</b>	<b>21,366</b>

Establishment costs include an impairment charge of £17,863 (2021: £916,298) related to costs capitalised in respect of a proposed refectory development, for which planning permission has been rejected by both Norwich City Council and (on appeal) the Planning Inspectorate.

	<i>Unrestricted funds 2021 £000</i>	<i>Restricted funds 2021 £000</i>	<i>Total 2021 £000</i>
Teaching and education	11,608	-	11,608
Welfare	950	-	950
Establishment	4,379	-	4,379
Support costs	1,895	-	1,895
Finance costs	98	-	98
Governance costs (see below)	106	-	106
Prizes, awards, scholarships and financial assistance	1,369	522	1,891
Defined benefit pension scheme-administrative expenses (note 18)	7	-	7
<b>Total 2021</b>	<b>20,412</b>	<b>522</b>	<b>20,934</b>

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

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

**Summary by expenditure type**

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

	<b>Staff costs 2021 £000</b>	<b>Depreciation 2021 £000</b>	<b>Other costs 2021 £000</b>	<b>Total 2021 £000</b>
Teaching and education	9,067	436	2,105	<b>11,608</b>
Welfare	140	-	810	<b>950</b>
Establishment	435	1,508	2,436	<b>4,379</b>
Support costs	864	-	1,031	<b>1,895</b>
Finance costs	-	-	98	<b>98</b>
Governance costs (see below)	-	-	106	<b>106</b>
Prizes, awards, scholarships and financial assistance	-	-	1,891	<b>1,891</b>
Defined benefit pension scheme costs (note 18)	-	-	7	<b>7</b>
<b>Total 2021</b>	<b>10,506</b>	<b>1,944</b>	<b>8,484</b>	<b>20,934</b>

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KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

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

	<b>2022</b> <b>£000</b>	<i>2021</i> <i>£000</i>
<b>Analysis of governance costs:</b>		
Costs relating to governors	<b>3</b>	<i>1</i>
Trustee and Professional indemnity insurance	<b>17</b>	<i>13</i>
Audit, accountancy and legal fees	<b>42</b>	<i>93</i>
	<b>62</b>	<i>107</i>

Costs relating to governors includes training, venue hire, and any reimbursement to members of the Council of Management for their out of pocket travel expenses. Note 10 provides a specific disclosure of reimbursed expenses.

**9. Auditors' remuneration**

	<b>2022</b> <b>£000</b>	<i>2021</i> <i>£000</i>
Fees payable to the Charity's auditor and its associates for the audit of the Charity's annual accounts	<b>18</b>	<i>14</i>
Fees payable to the Charity's auditor and its associates in respect of:		
Teachers' Pension audit	<b>1</b>	<i>1</i>

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

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**10. Staff costs**

	<b>Group 2022 £000</b>	<i>Group 2021 £000</i>	<b>Charity 2022 £000</b>	<i>Charity 2021 £000</i>
Wages and salaries	<b>8,595</b>	8,252	<b>8,595</b>	8,252
Social security costs	<b>920</b>	841	<b>920</b>	841
Pension costs	<b>1,452</b>	1,413	<b>1,452</b>	1,413
	<b>10,967</b>	10,506	<b>10,967</b>	10,506

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

	<b>Group 2022 No.</b>	<i>Group 2021 No.</i>
Teaching staff	<b>152</b>	135
Support staff	<b>142</b>	155
	<b>294</b>	290

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

	<b>Group 2022 No.</b>	<i>Group 2021 No.</i>
In the band £60,001 - £70,000	<b>4</b>	2
In the band £70,001 - £80,000	<b>2</b>	3
In the band £80,001 - £90,000	<b>2</b>	1
In the band £90,001 - £100,000	<b>1</b>	1
In the band £140,001 - £150,000	<b>1</b>	1

No pension contributions were made in the year (or in the prior year) for the provision of money purchase benefits for the above employees.

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

One member of the Council of Management was reimbursed for out-of-pocket travel expenditure to the value of £101 (2021: no members were).

Key management remuneration in the year totalled £937k (2021: £906k) in respect of the Head, Bursar and Senior Leadership Team as listed on pages 1 and 2.

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

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**11. Tangible fixed assets**

**Group and Charity**

	Freehold property £000	Long-term leasehold property £000	Other fixed assets £000	Motor vehicles £000	Total £000
<b>Cost or valuation</b>					
At 1 September 2021	6,999	7,554	7,004	163	21,720
Additions	1	88	763	174	1,026
Disposals	-	-	(18)	(24)	(42)
At 31 August 2022	<u>7,000</u>	<u>7,642</u>	<u>7,749</u>	<u>313</u>	<u>22,704</u>
<b>Depreciation</b>					
At 1 September 2021	818	1,652	4,472	109	7,051
Charge for the year	108	299	758	32	1,197
On disposals	-	-	(16)	(17)	(33)
At 31 August 2022	<u>926</u>	<u>1,951</u>	<u>5,214</u>	<u>124</u>	<u>8,215</u>
<b>Net book value</b>					
At 31 August 2022	<u>6,074</u>	<u>5,691</u>	<u>2,535</u>	<u>189</u>	<u>14,489</u>
At 31 August 2021	<u>6,181</u>	<u>5,902</u>	<u>2,532</u>	<u>54</u>	<u>14,669</u>

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

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KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

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12. Investment property

Group

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2021	730
At 31 August 2022	<u>730</u>

Charity

	Freehold investment property £000
<b>Valuation</b>	
At 1 September 2021	730
At 31 August 2022	<u>730</u>

The freehold investment properties are included at open market valuation determined by the Council of Management's valuation as at 31 August 2022, based on a formal valuation dated 15 October 2021 by Brown & Co - Property and Business Consultants LLP. The properties are held to produce income and capital growth and have an estimated historical cost of £116,432 (2021: £116,432).

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KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

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13. Fixed asset investments

Group and Charity	Listed investments £000
<b>Cost or valuation</b>	
At 1 September 2021	1,804
Additions	516
Disposals	(504)
Revaluations	(49)
At 31 August 2022	<u>1,766</u>
<b>Net book value</b>	
At 31 August 2022	<u>1,766</u>
At 31 August 2021	<u>1,804</u>

The majority of investments were gifted.

The historic cost of listed investments on 31 August 2022 was £1,166k (2021: £1,302k).

The School owns the entire issued share capital, £2, of its subsidiary undertaking Norwich School Enterprises Limited, a company registered in England and Wales (company number 03538479), which is now dormant. As at 31 August 2022, the company had net liabilities amounting to £1,596 (2021: £1,596).

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

No investments represented more than 5% of the total value of the portfolio. (2021: an investment in Charifund income units represented more than 5% of the value of the total portfolio, the market value of this investment at 31 August 2021 was £93,673).

Investments are allocated between the funds as set out in Note 23 of the financial statements.



KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

14. Debtors

	Group 2022 £000	Group 2021 £000	Charity 2022 £000	Charity 2021 £000
<b>Due within one year</b>				
Trade debtors	260	202	260	201
Amounts owed by group undertakings	-	-	-	1
Other debtors	13	57	13	57
Prepayments and accrued income	815	694	815	694
	<b>1,088</b>	<b>953</b>	<b>1,088</b>	<b>953</b>

15. Creditors: Amounts falling due within one year

	Group 2022 £000	Group 2021 £000	Charity 2022 £000	Charity 2021 £000
Bank loans	194	194	194	194
Fees received in advance	3,237	3,155	3,237	3,155
Trade creditors	449	596	449	596
Other taxation and social security	234	221	234	221
Obligations under finance lease and hire purchase contracts	40	6	40	6
Other creditors	115	116	115	116
Accruals and deferred income	351	335	351	334
	<b>4,620</b>	<b>4,623</b>	<b>4,620</b>	<b>4,622</b>

Obligations under finance lease and hire purchase contracts of £40k (2021: £6k) are secured on the assets to which the liability relates.

Deferred income consists of £3,237k (2021: £3,155k) fees received in advance and £13k (2021: £Nil) of income received in respect of a donation for use in funding bursary awards in the next financial year.

	Group 2022 £000	Group 2021 £000	Charity 2022 £000	Charity 2021 £000
Deferred income at 1 September 2021	3,155	2,099	3,155	2,099
Resources deferred during the year	3,250	3,061	3,250	3,061
Amounts released from previous periods	(3,155)	(2,005)	(3,155)	(2,005)
<b>Deferred income at 31 August 2021</b>	<b>3,250</b>	<b>3,155</b>	<b>3,250</b>	<b>3,155</b>

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

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

	<b>Group 2022 £000</b>	<i>Group 2021 £000</i>	<b>Charity 2022 £000</b>	<i>Charity 2021 £000</i>
Bank loans	823	979	823	979
Net obligations under finance lease and hire purchase contracts	99	19	99	19
	<u>922</u>	<u>998</u>	<u>922</u>	<u>998</u>

Obligations under finance lease and hire purchase contracts of £99k (2021: £19k) are secured on the assets to which the liability relates.

**17. Hire purchase**

Minimum lease payments under hire purchase fall due as follows:

	<b>2022 £000</b>	<i>2021 £000</i>
<b>Group and Charity</b>		
Within one year	48	7
Between 1-5 years	103	22
Less: finance charges allocated to future periods	(12)	(4)
	<u>139</u>	<u>25</u>

**18. Pension commitments**

**Teachers' Pension Scheme**

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,368k (2021: £1,399k).

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

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**18. Pension commitments (continued)**

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

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

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

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

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

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

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

**Norwich School Defined Contribution Scheme**

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

**Norwich School Defined Benefit Pension Scheme**

The Group operates a defined benefit pension scheme.

The Norwich School Pension Scheme, for non-teaching staff, is operated in the UK. A full actuarial valuation of the Scheme was carried out as at 6 April 2021, and the results updated to 31 August 2022 by a qualified independent actuary.

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

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**18. Pension commitments (continued)**

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

	<b>At 31 August 2022</b>	<i>At 31 August 2021</i>
	%	%
Discount rate	<b>4.2</b>	1.6
Price inflation (CPI)	<b>3.5</b>	2.6
Future increases to pensions deferment	<b>3.5</b>	2.6
Future increases to pensions in payment	<b>3.8</b>	3.8

	<b>At 31 August 2022</b>	<i>At 31 August 2021</i>
	Years	Years
Mortality rates (in years)		
- for a male aged 65 now	<b>87.0</b>	86.9
- at 65 for a male aged 45 now	<b>88.2</b>	88.2
- for a female aged 65 now	<b>89.3</b>	89.3
- at 65 for a female aged 45 now	<b>90.8</b>	90.7

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

	<b>At 31 August 2022</b>	<i>At 31 August 2021</i>
	£000	£000
Cash and other liquid assets	<b>97</b>	112
Investment funds	<b>599</b>	470
<b>Total fair value of assets</b>	<b>696</b>	582

The actual return on scheme assets was £20,000 gain (2021 - £16,000 gain).

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

	<b>2022</b>	<i>2021</i>
	£000	£000
Interest income	<b>(10)</b>	(9)
Interest cost	<b>16</b>	16
<b>Total amount recognised in the Consolidated Statement of Financial Activities</b>	<b>6</b>	7

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

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**18. Pension commitments (continued)**

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

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Opening defined benefit obligation	<b>1,021</b>	975
Interest cost	<b>16</b>	16
Actuarial (gains)/losses	<b>(387)</b>	88
Benefits paid	<b>(8)</b>	(58)
<b>Closing defined benefit obligation</b>	<b>642</b>	1,021

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

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Opening fair value of scheme assets	<b>582</b>	531
Expected return on assets	<b>10</b>	9
Actuarial gains	<b>20</b>	16
Contributions by employer	<b>92</b>	84
Benefits paid	<b>(8)</b>	(58)
<b>Closing fair value of scheme assets</b>	<b>696</b>	582

**19. Operating lease commitments**

At 31 August 2022 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>Group</b>	<i>Group</i>	<b>Charity</b>	<i>Charity</i>
	<b>2022</b>	<i>2021</i>	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>	<b>£000</b>	<i>£000</i>
Not later than 1 year	<b>483</b>	518	<b>483</b>	518
Later than 1 year and not later than 5 years	<b>1,013</b>	1,196	<b>1,013</b>	1,196
Later than 5 years	<b>256</b>	518	<b>256</b>	518
	<b>1,752</b>	2,232	<b>1,752</b>	2,232

NOTES TO THE FINANCIAL STATEMENTS  
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**20. Related party transactions**

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

At 31 August 2022 the School was owed £2,255 (2021: £2,255) by Norwich School Enterprises Limited, which is dormant.

The School rents the majority of its properties from the Chapter of Norwich Cathedral which was represented on the Council of Management during the year and the previous year by The Very Reverend Dr J B Hedges and The Reverend Canon A Platten. The rents in the year, including those for the use of the Cathedral for the School's assemblies, amounted to £303,789 (2021: £287,014). The school had £7,721 of sales to the Chapter of Norwich Cathedral (2021: £nil) of which £590 remained due to the school at the year end (2021: £nil). In addition, the Chapter's 100% subsidiary company, Norwich Cathedral Enterprises Limited, provided catering services to the School totalling £317 (2021: £161).

Ms D G M Jarrold, member of the Council of Management, is a director of Jarrold and Sons Limited, which, together with its division, Jarrold Training, provided goods and services to the School during the year totalling £6,621 (2021: £7,593).

Mr J M Hunter, member of the Council of Management, is a member of Mills and Reeve LLP, which provided legal services to the School during the year totalling £23,800 (2021: £54,922). The school had sales of £150 in the year to Mills and Reeve LLP, of which all £150 remained due to the school at year end (2021: £nil sales and £nil due at year end).

Mrs A Sarkar Roy, member of the Council of Management, is a Non-Executive Trustee of 8th Norwich Sea Scouts. The School made purchases from and sales to this charity during the year of £455 and £30,148 respectively (2021: £1,051 and £23,759 respectively). At the year end, £13,441 was owed to the School (2021: £11,292).

Mr N Q Back, member of the Council of Management, is the Chair of the Norfolk Club, of which the School uses the gym facilities. The School made purchases from this charity during the year of £4,095 (2021: £887). There were no amounts outstanding at the year end (2021: £550).

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

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

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022**

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**21. Statement of funds**

**Statement of funds - current year**

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
<b>Designated funds</b>					
Development fund	618	11	-	(31)	598
<b>General funds</b>					
General Funds - all funds	13,542	21,675	(20,752)	353	14,818
<b>Total Unrestricted funds</b>	14,160	21,686	(20,752)	322	15,416
<b>Endowment funds</b>					
Permanent endowment	3,273	-	-	-	3,273
<b>Restricted funds</b>					
Bursary funds	300	190	(233)	-	257
Other restricted funds	977	287	(375)	-	889
Scholarship funds	1,184	38	(6)	(19)	1,197
	2,461	515	(614)	(19)	2,343
<b>Total of funds</b>	19,894	22,201	(21,366)	303	21,032

KING EDWARD VI GRAMMAR SCHOOL, NORWICH

NOTES TO THE FINANCIAL STATEMENTS  
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21. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2020 (as restated) £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2021 £000</i>
<b>Designated funds</b>						
Development fund	561	11	-	-	46	618
Covid-19 Response fund	375	-	-	(375)	-	-
	<u>936</u>	<u>11</u>	<u>-</u>	<u>(375)</u>	<u>46</u>	<u>618</u>
<b>General funds</b>						
General Funds - all funds	13,565	20,001	(20,413)	261	128	13,542
<b>Total Unrestricted funds</b>	<u>14,501</u>	<u>20,012</u>	<u>(20,413)</u>	<u>(114)</u>	<u>174</u>	<u>14,160</u>
<b>Endowment funds</b>						
Permanent endowment	3,273	-	-	-	-	3,273
<b>Restricted funds</b>						
Bursary funds	135	372	(207)	-	-	300
Other restricted funds	856	424	(303)	-	-	977
Scholarship funds	933	35	(12)	114	114	1,184
	<u>1,924</u>	<u>831</u>	<u>(522)</u>	<u>114</u>	<u>114</u>	<u>2,461</u>



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KING EDWARD VI GRAMMAR SCHOOL, NORWICH

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FOR THE YEAR ENDED 31 AUGUST 2022

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21. Statement of funds (continued)

	<i>Balance at 1 September 2020 (as restated) £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2021 £000</i>
<b>Total of funds</b>	<b>19,698</b>	<b>20,843</b>	<b>(20,935)</b>	<b>-</b>	<b>288</b>	<b>19,894</b>

**Endowment fund**

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

**Restricted funds**

Restricted bursary funds include the funds set out below:

The Anne French Bursary - interest on the fund is used for the education of children of the clergy.

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

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

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

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

Other restricted funds include the funds set out below:

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

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

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

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

Gawdy Legal Award - a prize for a pupil who wishes to pursue a legal career. The award is sponsored by local legal firm Ashton KCJ and named after Old Norvicensian Sir Thomas Gawdy who was a prominent lawyer in Tudor times.

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

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**Statement of funds (continued)**

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

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

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

**Designated Funds**

The Council of Management designates certain funds on an annual basis.

During the preceding year a Covid-19 Response Fund was created to provide for extraordinary expenditure during the 2020-21 Academic year relating to the pandemic. The Covid-19 Response Fund of £375k designated in the previous accounting year was expended in full in the year. The costs incurred by the School were reflected in the Statement of Financial Activities and the designation of £375k was therefore released to general reserves.

The balance remaining on the designated fund reflects a Development Fund, which relates to amounts designated for future School projects. Funds allocated for this purpose are invested within the School's listed investment portfolio. Income allocated to this fund relates to dividends received from listed investments. Gains/(losses) during the year relate to gains on revaluation and on disposal of listed investments.

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

A liability on the School's direct benefit pension scheme is usually recognised within unrestricted funds (2021: this liability was £439k). This liability is calculated each year by an independent actuary. In the current year, in common with other UK direct benefit pension funds, a significant actuarial gain of £353k has arisen. Due to this and to contributions made by the School, the direct benefit pension fund was, unusually, not in a liability position at year end, but instead was valued at £nil, as seen in the balance sheet. The £353k actuarial gain this year was one element of the significant increase in unrestricted funds seen this year..

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
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**22. Summary of funds**

**Summary of funds - current year**

	<b>Balance at 1 September 2021 £000</b>	<b>Income £000</b>	<b>Expenditure £000</b>	<b>Gains/ (Losses) £000</b>	<b>Balance at 31 August 2022 £000</b>
Designated funds	618	11	-	(31)	598
General funds	13,542	21,675	(20,752)	353	14,818
Endowment funds	3,273	-	-	-	3,273
Restricted funds	2,461	515	(614)	(19)	2,343
	<b>19,894</b>	<b>22,201</b>	<b>(21,366)</b>	<b>303</b>	<b>21,032</b>

**Summary of funds - prior year**

	<i>Balance at 1 September 2020 (as restated) £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2021 £000</i>
Designated funds	936	11	-	(375)	46	618
General funds	13,565	20,001	(20,413)	261	128	13,542
Endowment funds	3,273	-	-	-	-	3,273
Restricted funds	1,924	831	(522)	114	114	2,461
	<b>19,698</b>	<b>20,843</b>	<b>(20,935)</b>	<b>-</b>	<b>288</b>	<b>19,894</b>

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**NOTES TO THE FINANCIAL STATEMENTS  
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**23. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Endowment funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	12,098	-	2,390	14,488
Fixed asset investments	445	1,166	155	1,766
Investment property	730	-	-	730
Current assets	7,685	1,177	728	9,590
Creditors due within one year	(4,620)	-	-	(4,620)
Creditors due in more than one year	(922)	-	-	(922)
<b>Total</b>	<u>15,416</u>	<u>2,343</u>	<u>3,273</u>	<u>21,032</u>

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

	Group 2022 £000	Group 2021 £000
Net income for the year (as per Statement of Financial Activities)	<u>784</u>	<u>112</u>
<b>Adjustments for:</b>		
Dividends received	(47)	(40)
Rents received from investment properties	(54)	(31)
Interest receivable	(11)	(7)
Interest payable	18	13
Depreciation	1,197	1,027
(Gains)/losses on investments	50	(204)
Loss on disposal of fixed assets	19	58
Decrease in stock	6	8
(Increase)/decrease in debtors	(332)	(19)
Increase/(decrease) in creditors	(3)	1,088
Pension scheme non-cash movements	(4)	(77)
Impairment of tangible fixed assets	18	917
<b>Net cash provided by operating activities</b>	<u>1,641</u>	<u>2,845</u>

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**KING EDWARD VI GRAMMAR SCHOOL, NORWICH**

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**25. Analysis of cash and cash equivalents**

	<b>Group 2022 £000</b>	<i>Group 2021 £000</i>
Cash at bank and in hand	<b>8,479</b>	<i>7,769</i>
<b>Total cash and cash equivalents</b>	<b>8,479</b>	<i>7,769</i>

**26. Analysis of changes in net debt**

	<b>At 1 September 2021 £000</b>	<b>Cash flows £000</b>	<b>New hire purchase £000</b>	<b>Other non- cash changes £000</b>	<b>At 31 August 2022 £000</b>
Cash at bank and in hand	<b>7,769</b>	<b>710</b>	<b>-</b>	<b>-</b>	<b>8,479</b>
Debt due within 1 year	<b>(194)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(194)</b>
Debt due after 1 year	<b>(979)</b>	<b>167</b>	<b>-</b>	<b>(11)</b>	<b>(823)</b>
Hire purchase	<b>(25)</b>	<b>36</b>	<b>(143)</b>	<b>(7)</b>	<b>(139)</b>
	<b>6,571</b>	<b>913</b>	<b>(143)</b>	<b>(18)</b>	<b>7,323</b>

**27. Financial instruments**

	<b>Group 2022 £000</b>	<i>Group 2021 £000</i>	<b>Charity 2022 £000</b>	<i>Charity 2021 £000</i>
<b>Financial assets</b>				
Financial assets measured at fair value through income and expenditure	<b>1,766</b>	<i>1,804</i>	<b>1,766</b>	<i>1,804</i>

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