

ST PAUL'S CATHEDRAL CHOIR SCHOOL

England & Wales · Charity number 312718

Details

Other names	ST PAUL'S CATHEDRAL SCHOOL
Status	Registered
Legal form	Other
Registered	1962-10-26
Register	View on the Charity Commission register

Contact

Address	St. Pauls Cathedral School 2 New Change London EC4M 9AD
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Activities

Objects: THE CATHEDRAL SCHOOL SHALL PROVIDE EDUCATION FOR THE CATHEDRAL CHORISTERS AND FOR SUCH OTHER PUPILS BETWEEN THE AGES OF FOUR AND THIRTEEN YEARS (INCLUSIVE)AS CAN BE PROPERLY ACCOMMODATED FROM TIME TO TIME WITHIN THE SCHOOL.

Activities: The Charity educates, houses and supports the choristers of St Paul's Cathedral, to ensure that they have a full and nurtured life during the times when they are not singing in the Cathedral. In order to keep the choristers' life as normal as possible and to increase their social base,the Charity also educates non-choristers, some of whom are supported by Bursaries, funded by the school.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space
- **What:** Education/training
- **Who:** Children/young People

Geography

- City Of London

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£5,831,745	£5,782,288	£9,013,040	93
2023-12-31	£5,367,638	£5,225,266	£8,934,882	82
2022-12-31	£5,118,845	£4,581,718	£8,684,680	79
2021-12-31	£4,533,200	£4,030,445	£8,300,472	79
2020-12-31	£5,238,929	£3,710,725	£7,634,740	77

Trustees

Name	Role	Appointed
Dr Paula Gooder	Chair	2023-03-31
Alison Gowman CBE		2023-10-11
Clement Hutton-Mills		2021-03-15
Gillian Bowen		2022-06-05
Mervyn McCullagh		2023-10-11
Morag Ellis KC		2023-10-11
Peter Aiers OBE		2023-10-11
Rev Catherine Okoronkwo		2024-09-08
Rev Philip Banks		2024-10-05
Sheila Nicoll OBE		2018-11-18
The Very Reverend Andrew Tremlett		2022-09-20

Linked charities

- HORNER SCHOLARSHIP (312718-1)
- BOYD-COLLINS BURSARY (312718-2)
- JUBILEE BURSARY FUND (312718-3)

Accounts

ST PAUL'S CATHEDRAL SCHOOL

ST PAUL'S CATHEDRAL CHOIR SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

Charity no. 312718

St Paul’s Cathedral Choir School
Annual Report and Financial Statements
at 31 December 2024

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St Paul's Cathedral Choir School

Charity Information at 31 December 2024

Trustees

The Chapter of St Paul's Cathedral:

The Dean, the Very Reverend Andrew Tremlett

Canon James Milne (retired 14th May 2024)

Canon Dr Neil Evans (retired 31st July 2024)

Canon Dr Paula Gooder

Canon Sheila Nicoll OBE

Canon Gillian Bowen

Canon Clement Hutton-Mills

Canon Peter Aires OBE

Canon Alison Gowman CBE

Canon Morag Ellis KC

Canon Mervyn McCullagh

Canon Dr Catherine Okoronkwo (From 8th September 2024)

Canon Philip Banks (From 5th October 2024)

Governors

Robert-Jan Temmink KC (Chair)

The Dean, the Very Reverend Andrew Tremlett (Vice Chair)

Canon James Milne ^# (retired 14th May 2024)

Canon Dr Paula Gooder *\$

Gavin Ralston *V

Andrew de Silva X

Edward Wild \$ (retired 7th December 2024: reappointed 19 March 2025)

Simon Robson Brown *

Paula Jefferson ^#

Susan Wessels # (appointed 4th March 2024)

Ailsa Anderson \$ (appointed 4th March 2024)

Canon Dr Catherine Okoronkwo (appointed 19 March 2025)

Canon Philip Banks (appointed 19 March 2025)

^ Lead Governor for Safeguarding

* Member of the Finance and Resources Committee

V Chair of Finance and Resources Committee

Member of the Curriculum and Standards Committee

X Chair of Curriculum and Standards Committee

\$ Member of Marketing and Communications Committee

W Chair of Marketing and Communications Committee

Head

Judith Fremont-Barnes MA (Hons) MEd

Bursar

S J Vickery MA MSc (retired 24th January 2025)

K Evans BA (Open) Cert Acc (Open) CMgr FCMI (appointed Interim 26th February 2025)

Cathedral Director of Music

Andrew Carwood MBE +

+in attendance at all Governing Body meetings

St Paul's Cathedral Choir School
Charity Information
at 31 December 2024 (Continued)

Registered Office

2 New Change, London EC4M 9AD

Charity Registration Number

312718

Bankers

Lloyds Banking Group plc, 70 – 71 Cheapside, London, EC2V 6EN

Solicitors

Veale Wasbrough Vizards LLP, Barnards Inn, 86 Fetter Lane, London, EC4A 1AD

SA Law LLP, Gladstone Place, 36-38 Upper Marlborough Road, St Albans, Hertfordshire, AL1 3UU

Auditors

HaysMac LLP, 10 Queen Street Place, London, EC4R 1AG

Insurers

Ecclesiastical Insurance Office plc, Beaufort House, Brunswick Road, Gloucester, GL1 1JZ

Investment managers

CCLA Investment Management Limited, One Angel Lane, London, EC4R 3AB

St Paul's Cathedral Choir School

Trustee's Report at 31 December 2024

The Trustees present their annual report and the audited financial statements for the year ended 31 December 2024, prepared in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Statement of Recommended Practice and the Charities Act 2011.

STATUS AND ADMINISTRATION

The Corporation of the Cathedral Church of St Paul in London (St Paul's Cathedral), operates St Paul's Cathedral School (SPCS) under Statute XVI of the Instrument established for St Paul's Cathedral dated 13 May 2000 and updated thereafter. The statute sets down the objectives for the school and the powers and procedures by which Chapter will ensure the proper management of SPCS. The role of the Cathedral is as the seat of the Bishop of London and a centre for worship and mission. On 1 September 2005 an Instrument of Delegation delegated responsibility for the governance of SPCS to a Governing Body (the current members of which are listed on Page 2 of this document).

SPCS, which is unincorporated and has charitable status, has its affairs overseen by a Trustee body. The Trustees of SPCS school are the Chapter of St Paul's Cathedral. The Chapter also has representation on the Governing Body, which consists of up to 12 members. The Governing Body has a Finance and Resources sub-Committee, a Curriculum and Standards sub-Committee, a nominations sub-committee and a Marketing and Communications sub-Committee, the last set up in 2021 to help support the expansion of school numbers and counter competition among City schools. Other working parties are set up as the need arises. The Governors delegate day to day management responsibilities to the Head and the Senior Leadership Team which comprises of the Bursar, Senior Deputy Head, Deputy Head Academic, Head of Boarding and Head of Pre Prep.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The School is governed by its Instrument of Delegation, which came into effect on 1 September 2005 and is subject to a five-yearly review with a cancellation clause.

Governing Body

The Governing Body, when complete, consists of The Dean and up to 4 members of Chapter, and 7 lay governors. The initial lay governors were appointed by the Chapter, in consultation with the Head, but lay governors are now proposed at full Governors' meetings by the nominations sub-committee, which is convened on an ad hoc basis as required, and are approved and formally appointed by Chapter in accordance with the Corporation's recruitment policies. Lay governors are appointed according to the specialist skills they can offer. The constitution of the Governing Body within the Instrument of Delegation is under review by the Chapter and the Governing Body during 2024-25.

Trustee and Governor Training

New Trustees and governors are inducted into the working of SPCS by the Head and Bursar and are regularly updated through briefings at the school and external Trustee and governor training courses. As a minimum, every Governor is required to undertake safeguarding training which is provided online and via an in-person school-specific briefing.

Governance

The Governors meet at least three times a year to determine the general strategy of SPCS and to review its overall management and control. The work of overseeing the implementation of most of the Governing Body's policies is carried out by the Finance and Resources sub-Committee, which meets before each meeting of the full Governing Body and at other times as required. The Governors' Curriculum and Standards sub-Committee continue to monitor the education standards of SPCS and policies relevant to that committee's areas of expertise and oversight.

Relationships

SPCS is an active member of the Independent Association of Preparatory Schools (IAPS), for the promotion and maintenance of preparatory school standards generally, the Choir Schools Association and the Society of Heads; the Head serves on its Executive Committee. It also takes part in peer-group studies for the evaluation of quality and performance improvement methods. SPCS is also a member of the Boarding Schools Association, drawing on expert knowledge in the boarding pupil environment. The Independent Schools Bursars' Association also provides access to the latest financial and management developments in the education sector.

SPCS benefits from membership of the Education Forum of the Corporation of the City of London.

St Paul's Cathedral Choir School

Trustee's Report

at 31 December 2024 (*Continued*)

CHARITABLE OBJECTS

SPCS exists for the education, nurture and care of the Choristers of St Paul's Cathedral. It also has a responsibility to educate such other pupils between the ages of four and thirteen as can be properly accommodated from time to time within the school.

Purpose and Principles

SPCS is a Christian, co-educational community where the values of love, justice, tolerance, respect, honesty, service and trust are encouraged and practised to promote positive relationships throughout the school community.

The School aims to instil a love of learning through a broad curriculum. It aims to give each pupil the opportunity to develop intellectually, socially, personally, physically, culturally and spiritually. All pupils are encouraged to work to the best of their ability and to achieve standards of excellence in all their endeavours.

Through the corporate life of SPCS and through good pastoral care, the school encourages the independence of the individual as well as mutual responsibility. It aims to make its pupils aware of the wider community and encourages a close working relationship with parents and guardians.

Principal Activity

SPCS's principal activity continues to be the provision of education in a boarding environment for the St Paul's Cathedral Choristers. To create a more balanced school environment for the Choristers, the school also educates day children from the ages of 4 to 13.

Aims for the Year

The Governors' main objective continues to be to maintain the high standard of education for all the pupils, ensuring that they receive a holistic education which will enable them to experience wellbeing, achieve the best possible outcomes in and beyond the classroom and, in due course, be active and effective adult members of society. Pupils are prepared for entry to a wide range of selective senior schools; we set achievable but ambitious targets for our pupils. During the calendar year 2024, SPCS grew to its new maximum pupil roll of 285 and since has been consistently oversubscribed with waiting lists for all sections of the School.

Having been inspected in March 2022 and found to be non-compliant in relation to equal opportunities in that those girls at the School, at the time of inspection, were unable to join the Cathedral Choir. Chapter's decision (in April 2023) to admit girls to the Choir was followed by the arrival of the first girl probationers, or trainees, as day pupils in September 2023 and plans for a second boarding house to accommodate the increased size of the choir and a concerted recruitment campaign for both boy and girl Choristers. The Choir is in the process of expansion, following the admission of the first girl Choristers in June 2024, to an ultimate size of 59.

Girl Choristers were formally admitted, following their probationary training, to the Choir of St Paul's Cathedral, in June 2024, amid much celebration and with considerable media attention, nationally and internationally. Recruitment for both girl and boy Choristers saw a significant increase during 2024, with increased social media and print media activity, an increase in the work of Cathedral Outreach programmes and school attendance at recruitment events.

The programme to train and introduce the girl Choristers educated by St Paul's Cathedral School is managed by the Girls' Voices Project Board. Central to the admission of boarding Choristers is the refurbishment of the former Head's House to create staff accommodation, and of a former staff accommodation block to house the second (junior, co-educational) boarding house. Buxton Building Contractors Limited were appointed for this work; works began in mid-July 2024 and is on track for completion in early July 2025.

A series of Action Plans have been in place and unannounced Progress Monitoring Visits by the Independent Schools Inspectorate have taken place. The most recent Progress Monitoring Visit (July 2024) found that acceptable progress had taken place with relation to the Action Plan, that the school's safeguarding arrangements were otherwise fully compliant, and teaching was found to meet equality requirements other than in the opportunity for girls to board. A new Action Plan was required by the Department for Education, produced and accepted.

St Paul's Cathedral Choir School

Trustee's Report

at 31 December 2024 (*Continued*)

Our already strong pastoral work (recognised as 'pastorally superb' by the Good Schools Guide, which reviewed us very positively in 2024), was further strengthened in 2024 by the addition of a Mental Health Lead and a part time School Counsellor.

REVIEW OF ACTIVITIES AND ACHIEVEMENTS

During the academic year 2023-24 numbers remained strong with an average of 17 boy and 6 girl Choristers aged between 7 and 13, 155-day pupils (excluding the chorister number) of the same ages, and 107 Pre-prep children (aged between 4 and 7) on the school's roll. The 17 boy Choristers boarded.

Learning beyond the classroom remains central to the School's education: we continue to make the most of our central London location, including trips to the National Portrait Gallery, Tate, Tower of London, Kew Gardens and Globe Theatre. In 2024, residential trips included the Year 7 Geography Field Studies trip to Norfolk in May, a Snowdon Activity Challenge for Year 8 in June and the French curriculum trip to Normandy for all in Year 7 and 8 in October.

Creative learning opportunities on site included putting Frankenstein on trial, a castle-making competition, a caterpillar to butterfly project and Science Week including, a crime scene simulation and a lecture on neuroscience. Drama productions included our musical Reception Nativity in the Cathedral Crypt, nativities for Years 1 and 2 at School and a lively comic drama by Year 8, devised during their post Common Entrance programme. Year 8 pupils came in the top 10 of the SATIPS General Knowledge Quiz and had work published in the Daunt Books Creative Writing competition. In-house quizzes on general knowledge and geography were highly competitive. Careers Day gave pupils the opportunity to hear from a wide range of speakers about future employment routes. Among a number of pupil voice initiatives, the school held its own General Election.

The Choir gave a broadcast of Evensong on Radio 3 and performed at numerous special services, including the OBE thanksgiving, attended by His Majesty the King, and the Invictus Games thanksgiving service, attended by His Royal Highness Prince Harry. The Chamber Choir and Choir joined in singing a blessing for the incoming Lord Mayor of London and held a busy schedule of concerts and services with livery companies and in local hospitals during the Christmas period. A Year 7 pupil wrote an original carol, performed by the Chamber Choir at the lighting of the Lord Mayor's Christmas tree.

School concerts took place at Merchant Taylors' Hall and St Giles' Cripplegate as well as Scholars and House Music Concerts. Prep pupils, their teachers and families participated in the Cathedral Advent Sunday and Palm Sunday services; our Head Boy and Head Girl read lessons at the Cathedral's Christmas Carol services. Year 8 pupils trained as Cathedral Tour Guides and gave well-received tours to parents and grandparents in their final week at School.

The School commemorated Remembrance Day as a community; Pre-prep pupils also selected inspirational characters from history to research and present. World Book Day was celebrated with a variety of literature-based activities. 'Odd Socks Day' gave the school a chance to note and understand the strength differences bring to our community. Art was exhibited for all age groups, with particularly strong work this year in printing and weaving.

Prep pupils continue to compete successfully across London in every sport; as well as the use of our own astro pitch on site, we use facilities at Finsbury Leisure Centre and Coram Fields. The School held two very successful Sports Days in July at Finsbury Park Athletics Track, for Pre-prep and Prep pupils.

Our 2024 leavers achieved well at both 11+ and 13+, gaining admission to a wide range of highly competitive schools in and beyond London. The majority of 11+ pupils had 2 or more offers and 5 academic, 1 art and 1 drama scholarship were awarded. At 13+, 4 music scholarships, 1 drama scholarship and an entrance prize for the top Common Entrance French result were awarded. ABRSM (music exam) results were very strong and our large cohort of LAMDA (acting exam) candidates all achieved Distinctions in their exams: an outstanding result.

Community and Public Benefit

The Trustees remain aware of their responsibilities under the Charities Act 2022 in relation to public benefit. The Trustees are confident the Charity's activities are in pursuit of its objects and are delivering public benefit. This is achieved by the provision of education for the Choristers and school bursaries to fund the education of day pupils to enable access to the school. The boarding fees of Choristers are funded as necessary by the St Paul's Cathedral Chorister Trust on a means-tested basis. The Cathedral Church of St Paul pays the tuition fees for all Choristers.

In addition to the significant bursary support provided by the Chorister Trust and Cathedral, additional music scholarships were offered in the academic year 2023-24 at the Year 7 entry point. Bursary support enabled access to the school for a number of day pupils. During 2023-24, 5 (2023: 6) day pupils received support for part or all of their fees from the Bursary Fund and 12 (2023: 14) Choristers received support from the Chorister Trust for their Boarding Fees.

Our pupil-led programme of charity events included whole school charity events such as Red Nose Day and Jeans for Genes, charities chosen by our pupil Heads of Charity. Other charities supported included Spitalfields Crypt Trust and the Evelina Children's Hospital. Pupils sang in a number of community events, including carolling at nearby Bart's and the Royal Free Hospital.

Residential, senior leadership and music staff support the work of the Cathedral Choir in its outreach work on musical education and partnership work which in turn benefits state schools across the Diocese of London. A number of visiting choirs are hosted by the school and participate in choral events alongside the Choir.

The Head is a member of the City of London Headteachers' Forum, a group of head teachers from across the City of London (both maintained and independent), who meet to share information, best practice and, where possible, resources.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Governors were mindful during this year of the need to respond to the anticipated Government announcement that VAT would be charged on school fees; since this development came earlier than had been expected, in January 2025, the response required a mid-year consideration of our fees. Fees, which had been increased by 5.75% in September 2024, were reduced by 4% from January 2025 to reflect the savings the School expects to make from recovering VAT and to reduce the impact of the imposition of VAT on parents.

The school generated net income during the year of £78,158 (2023: £250,202) representing 1.3% (2023: 4.7%) of total revenues. However, this included £26,114 of restricted income (2023: £157,195) of which £2,700 (2023: £145,085) was a donation for the boarding house project. Pupil numbers averaged 285 (2023: 270), ensuring the school made an unrestricted operating surplus of £23,343 (2023: (£14,823 in deficit)). The surplus was after charging depreciation for the year of £251,612 (2023: £249,335). Capital expenditure for 2024 was spent on ICT £6,253 (2023 £34,638), general building works £43,587 (2023 £68,200) and fixtures and fittings £8,957 (2023 £7,768).

In the prior year, £90,424 was set aside as Designated Funds. These were designated by the Governors for the purpose of awarding bursaries to day pupils. The sum was made up of income from the School Capital Fund £31,198 and 6% of the previous year's Unrestricted Fund surplus £3,798, with a transfer of £55,428 to support the Bursary Fund. The Governors have agreed no further designations are required for 2024.

The Governors consider a number of key performance indicators in relation to financial performance and remain confident that St Paul's Cathedral Choir School will be a going concern for the next 12 months and beyond.

Risk Management, and principal risks and uncertainties

A detailed Risk Register is updated each term to include both internal and external factors that may impact on the School's operation. Their likelihood and potential impacts are assessed, and any required action is formulated. The key risks under consideration are safeguarding; non-compliance with ISI inspections; Health and Safety; and affordability of fees/local competition.

The Governors, along with all staff, take the safeguarding of our pupils seriously. All appointments are in line with safer recruitment processes, and all governors and staff undertake an induction that involves a detailed safeguarding brief and online training. Governors and Staff receive annual safeguarding training, and staff receive regular updates from the DSL and her supporting staff. A governor is nominated as Safeguarding Lead who regularly, no less than termly, visits the school to receive and overview brief from the Designated Safeguarding Lead (DSL) and sight of the SCR. Safeguarding is included as an agenda item at each meeting of the Full Governing Board for which the DSL tables a paper.

In March 2022, the school was unable to meet the requirements of the 3 yearly Independent Schools Inspectorate ("ISI") regulatory compliance inspection. The ISI deemed that the school failed to meet its full obligation to accommodate and educate Choristers in respect of gender equality according to the Equality Act 2010. Subsequently, and as anticipated, the school was subjected to an ISI unannounced progress inspection in May 2023 and July 2024. The ISI inspectors were able to see on both occasions the steps being taken to create a choral programme for girls of equal stature to that for boys. The school and Cathedral began to admit girl probationers as day pupils in the first instance in September 2023, with the aim of offering a full and equal chorister boarding programme to both girls and boys from September 2025.

Day to day health and safety is monitored by the school Health and Safety Committee who are supported by PIB Risk Management Advisors. This committee reports directly to the Finance & Resources Sub-Committee and makes an annual report of all accidents involving pupils. The data and trends are monitored by the Governing Body. As part of their annual review, PIB will look at all the required inspection reports which include PAT testing, legionella, asbestos, fire and smoke alarm test, high pressure vessels, gas safety checks and kitchen equipment servicing.

The Board of Governors continually monitor the affordability of fees and local competition via the work of the Finance and Resources Sub Committee. The affordability of fees and the level of local competition are assessed through a combination of financial analysis, market research, and stakeholder feedback. School leadership typically uses data available within the Independent School Sector and in the public domain to benchmark tuition fees against those of comparable schools in the area, considering factors such as facilities, academic outcomes, extracurricular offerings, and reputation. Affordability is also evaluated in relation to the income demographics of current and prospective families, often through surveys or community data. Additionally, the school monitors enrolment trends, retention rates, and inquiries to gauge how fee levels impact demand. Local competition is assessed by analysing the offerings, pricing strategies, and marketing efforts of nearby schools, allowing the School to position itself effectively while maintaining financial sustainability and accessibility for its target families.

The Governors are aware of significant cost pressures from higher Employer Contributions to the Teachers' Pension Scheme (from April 2024), significant increases to the costs of catering, utilities and other core expenses, and the rise in Employer National Insurance Contributions from April 2025.

The proximity of St Paul's Cathedral and other high-profile institutions means that the school is in a sensitive area with respect to possible terrorist activity. Staff receive briefings from City of London Police specialists and attend the Cathedral's Security Advisory group meetings to ensure they are up to date with the latest advice and amend emergency procedures as appropriate. Robust plans are in place for dealing with emergencies that may arise either internally or externally to the school. The school has an internal alarm system to aid lockdown events.

Under the Instrument of Delegation, the Cathedral transferred to the school the "School Capital Fund" and the School Scholarships, Prizes and Bursaries Fund (known as the Prizes Fund) on 31 December 2005 amounting to £615,000. At the end of 2024 these endowment funds stood at £1,282,667 (2023: £1,253,965) and the accumulated restricted income arising from the latter endowment stood at £76,867 (2023: £50,754) held as a cash balance.

St Paul's Cathedral Choir School

Trustee's Report

at 31 December 2024 (Continued)

Reserves and Reserves Policy

The School's assets consist of unrestricted funds, restricted funds (cash balance of prizes fund) and Endowment funds. The Trustees will seek to maintain a minimum level of unrestricted reserves equivalent to 25% of one year's running costs, defined as expenditure on charitable activities. As at 31 December 2024, unrestricted funds stood at £7,653,506 (2023: £7,630,163) or 133% of the 2024 school expenditure on charitable activities, £5,782,288 (2023: £5,225,266). However, a large part of these reserves represents the investment in the boarding house building and are therefore not a cash asset. Cash reserves at 31 December 2024 were £1,440,857 (2023: £1,277,916), representing 24.8 % of spending on charitable activities during the year. Governors consider this a prudent sum given financial headwinds and a local market and consistently increasing operating costs.

Senior management remuneration policy

The remuneration of the Head and Bursar is set by the Governors on an annual basis. Other members of SLT have their annual pay award determined by the Governing Body (in line with all staff) on an annual basis.

FUNDRAISING POLICY

The School fundraises primarily from institutions, trusts and foundations, together with occasional event-based fundraising and individual donations.

The charity does not engage in cold-calling or street-based fundraising or use third party fundraisers. The school has not received any complaints in the year in connection with the propriety of its fundraising.

The School takes all reasonable steps to treat donors fairly, enabling them to make informed decisions about any donation. This includes considering the needs of any potential donor who may be in vulnerable circumstances or require additional care and support to make an informed decision.

The charity has fundraising costs of less than £100,000; hence it is not required to register with the Fundraising Regulator.

FUTURE PLANS

The School's central development project in 2024-25 is the refurbishment of a boarding house necessary to accommodate the increased size of the Choir. This £2.8m project is on track for completion in July 2025. The separation of the top lines will come in due course, as the girl Chorister group gains in size and experience. The project is managed by the Girls' Voices Project, chaired by the Precentor, and underwritten by the Cathedral.

Investment Powers and Trustees' Authority

The school is wholly owned by the Cathedral Church of St Paul in London. It is therefore subject to the Cathedrals' Measure 2021 in addition to charity law. Trustees may invest funds in any of the following:

- i. Land
- ii. Funds administered for the Central Board of Finance of the Church of England
- iii. Investments in which Trustees may invest under the general powers of investment in the Trustees Act 2000
- iv. The improvement of development or property belonging to the Cathedral

The Investment Policy for School funds must meet the requirements of the CBF Church of England Ethical Policy.

The Trustees regularly consider the performance by its investment manager and of the investments held. The Trustees consider, supported by an independent review, that performance is satisfactory when measured against the benchmark of a margin over Consumer Price Inflation

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

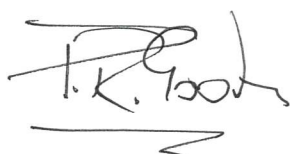
The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing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

- i. select suitable accounting policies and then apply them consistently
- ii. observe the methods and principles in the Charities SORP
- iii. make judgments and estimates that are reasonable and prudent
- iv. state whether applicable accounting standards have been followed
- v. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Governing Body and the Board of Trustees on 2nd July 2025 and signed on its behalf by:



Paula Gooder
Chair of Governors

St Paul's Cathedral Choir School

Independent Auditor's Report at 31 December 2024

Opinion

We have audited the financial statements of St Paul's Cathedral Choir School for the year ended 31 December 2024, which comprise the statement of financial activities, the balance sheet, the cash flow statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its net movement in funds 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 have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the charity; or
- sufficient accounting records have not been kept; or
- the 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 Trustee for the financial statements

As explained more fully in the Trustee's responsibilities statement set out on page 10, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. 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:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to registered charities and independent schools, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and other factors such as taxation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to manual accounting journals. Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities; and
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions.

Because of 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.

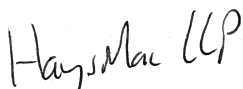
The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation

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. This description forms part of our auditor's report.

St Paul's Cathedral Choir School
Independent Auditor's Report
at 31 December 2024 (Continued)

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's Trustee as a body for our audit work, for this report, or for the opinions we have formed.



HaysMac LLP
Statutory Auditor

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

12/09/2025

St Paul's Cathedral Choir School
Statement of Financial Activities (SOFA)
at 31 December 2024

	Note	Unrestricted £	Restricted £	Endowment £	2024 Total £	2023 Total £
Income from:						
Donations		-	3,886	-	3,886	158,085
Investments	3	115,548	22,228	-	137,776	46,386
<i>Charitable activities:</i>						
School Fees	2a	5,137,903	-	-	5,137,903	4,769,218
Ancillary	2b	526,707	-	-	526,707	365,573
Other trading	2c	25,473	-	-	25,473	28,376
Total income		5,805,631	26,114	-	5,831,745	5,367,638
Expenditure on:						
Charitable activities	5	5,782,288	-	-	5,782,288	5,225,266
Total Expenditure		5,782,288	-	-	5,782,288	5,225,266
Net income excluding investments gains		23,343	26,114	-	49,456	142,372
Net gains on investments	6	-	-	28,702	28,702	107,830
Net income/Expenditure		23,343	26,114	28,702	78,158	250,202
Net movement in funds		23,343	26,114	28,702	78,158	250,202
Reconciliation of funds						
Total funds brought forward	10,11	7,630,163	50,754	1,253,965	8,934,882	8,684,680
Total funds carried forward	10,11	7,653,506	76,867	1,282,667	9,013,040	8,934,882

All amounts derive from continuing activities.

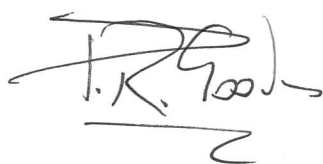
All gains and losses recognised in the year are included in the Statement of Financial Activities.

The notes on pages 16 - 27 form part of these financial statements.

St Paul's Cathedral Choir School
Balance Sheet
at 31 December 2024

			2024 Total £	2023 Total £
	Note			
Fixed Assets				
Investments	6		1,282,667	1,253,965
Tangible assets	7		8,317,527	8,510,343
Total Fixed Assets			9,600,194	9,764,308
Current Assets				
Debtors	8		236,644	225,354
Cash at bank and in hand			1,440,857	1,277,916
Total Current Assets			1,677,501	1,503,270
Creditors: amounts falling due within one year	9		(1,150,088)	(1,194,568)
Net Current Assets			527,413	308,702
Creditors: amounts falling due after more than one year			(1,114,568)	(1,138,128)
Total Net Assets			9,013,040	8,934,882
Funds				
Unrestricted	11		7,653,506	7,630,163
Restricted	10		76,867	50,754
Endowment	10		1,282,667	1,253,965
Total Funds			9,013,040	8,934,882

These Financial Statement were approved by the Governing Body on 2nd July 2025 and signed on behalf of the Governing Body and Trustees.



Paula Gooder
Chair of Governors

The notes on pages 16 - 27 form part of these financial statements.

1. ACCOUNTING POLICIES

Accounting Basis

The financial statements are prepared under the historical cost convention as modified by the revaluation of investment assets to market value and in compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard 102, "The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland" ("FRS 102") and the Charities Act 2011.

The accounts (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 give a 'true and fair' view. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Regulations. The financial statements are prepared in sterling which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The Charity is a Public Benefit Entity as defined by FRS 102.

Going Concern

The trustees consider that there are no material uncertainties affecting the Charity's ability to continue as a going concern for at least twelve months from the date of approval of the accounts.

Fees and Similar Income

Fees receivable for the provision of education and charges for services and use of premises is accounted for in the period when the school is entitled to receive them, they can be measured, and the receipt is probable. These are included in income from charitable activities. Fees receivables are stated after deducting allowances, scholarships and other remissions granted by the school from its unrestricted funds, but include contributions received from Restricted Funds for scholarships, bursaries and other grants.

Donations are also accounted for on a receivable basis although in practice the criteria of entitlement, measurement and probability are frequently only met at the point of receipt.

Expenditure

Expenditure is accounted for on an accruals basis. VAT is included with the item of expense to which it relates. Approximately 65% of support costs are spent in direct support of teaching activity and the remaining 35% on welfare and premises support.

Teaching Materials

Supplies of games equipment, books, stationery and sundry materials are written off to the Statement of Financial Affairs as soon as the expenditure on procuring them is incurred.

Capitalisation of Fixed Assets

Assets above the cost of £250 with a useful life exceeding one year are capitalised on the balance sheet and depreciation is provided as set out in the following paragraph.

Depreciation

Depreciation of tangible assets is provided at rates calculated to write off the excess of cost over the estimated residual amount evenly over the estimated useful economic lives of each class of asset on a straight-line basis, subject to annual review. Only assets costing over £250 are capitalised.

The useful economic lives are currently as follows:

Buildings improvements and extensions	10 - 20 years
Furniture and equipment	3 - 10 years
New Building works	25 - 50 years

1. ACCOUNTING POLICIES (continued)

Pension Schemes

The School contributes to the Teachers' Pension Scheme ("TPS") at rates set by the Scheme Actuary and advised to the School by the Scheme Administrator. The Scheme is a multi-employer pension scheme, and it is not possible to identify the assets and liabilities of the Scheme which are attributable to the Charity. In accordance with FRS102 the Scheme is accounted for as a defined contribution scheme, whilst it is a defined benefit scheme. Contributions are accounted for as a defined contribution scheme and contributions are accounted for when advised as due by the Scheme Administrator.

The St Paul's Cathedral (1972) Pension and Life Assurance Scheme ceased taking further contributions in May 2007 and under the arrangement made with the Cathedral the School is not required to make further contributions.

The School also contributes to a defined contribution scheme managed by Aviva which is available to all employees. The assets of the scheme are held separately in independently administered funds.

For defined contribution schemes the amount charged to the Statement of Financial Activities in respect of pension costs and other post-retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet. New teacher employees now join the Aviva DC scheme and not the TPS.

Taxation

The School is a registered charity and as such is exempt from taxation on its income and gains to the extent that they are applied to its charitable purposes.

Cashflow Statement

In accordance with the provisions of FRS102 section 1.12 a cash flow statement has not been prepared as the School's cash flows are included in the consolidated financial statements of St Paul's Cathedral.

Investments

All investments are revalued annually at open market value. Any unrealised change in value since the date of acquisition or the last balance sheet date is credited or charged to the Statement of Financial Activities. Any realised gain or loss (calculated as net sales proceeds less value at the last balance sheet date, or cost if acquired during the year) is also credited or charged to the Statement of Financial Activities.

Cash at Bank and in Hand

Cash at Bank and in Hand includes funds held on short term deposits. All the funds on Deposit are for less than 3 months and allow immediate access.

Funds

Funds are classified between restricted and unrestricted in accordance with the legal constraints on their use, and the consequent degree of flexibility which the Trustees have on using the income that gave rise to the funds.

Restricted Funds

These are funds subject to specific conditions or trusts, which are binding on the Trustees. The restriction may be on income or capital or both.

Unrestricted Funds

These are all funds other than endowment and restricted funds and include funds designated for a specific purpose.

Endowment Funds

These represent the market value of the funds originally endowed by the Cathedral on the School in 2005.

Designated Funds

These are funds allocated to the Bursary Fund and are made up of Income from the Capital fund plus 6% of the prior year's Unrestricted surplus and fund from the current year surplus sufficient to ensure the fund is not in deficit.

Critical accounting judgments and sources of estimation uncertainty

In the application of the School's accounting policies, which are described in this note, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The Trustees do not consider there are any critical judgements or sources of estimation uncertainty requiring disclosure.

	2024	2023
	Total	Total
	£	£
2a Fee Income		
Gross school fees	5,209,491	4,845,705
Less: discounts	(11,180)	(7,333)
Less: total bursaries and prizes	(60,407)	(69,154)
Net Fees receivable	5,137,903	4,769,218
	<u><u> </u></u>	<u><u> </u></u>
2b Other Ancillary Charity Income		
Music and extras	295,463	265,239
Registration fees	20,000	17,400
School trips	97,700	29,560
Other	113,544	53,374
Total	526,707	365,573
	<u><u> </u></u>	<u><u> </u></u>
2c Other Trading		
Music sales	11,794	13,941
Other	13,679	14,435
Total	25,473	28,376
	<u><u> </u></u>	<u><u> </u></u>
3. Investment Income		
Bank Interest	80,739	-
Capital Fund	34,809	34,276
Cash Deposits	15,211	8,005
Scholarship and Prizes Fund	7,017	4,105
Total	137,776	46,386
	<u><u> </u></u>	<u><u> </u></u>

St Paul's Cathedral Choir School
Notes to the Financial Statements
For year ended 31 December 2024 (continued)

4. Expenditure	2024	2023
	Total	Total
	£	£
Charitable expenditure includes:		
Depreciation	251,612	249,338
Auditor's remuneration	14,885	12,180
	<u> </u>	<u> </u>
Staff Costs consist of		
Wages and salaries	3,016,644	2,650,569
Social security costs	304,371	260,955
Other pension costs	507,578	408,038
	<u> </u>	<u> </u>
Total	3,828,592	3,319,562
	<u> </u>	<u> </u>

Included in the staff costs are termination payments of £37,202 (2023: £nil).

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

	2024	2023
	No.	No.
Administration	9	5
Domestic	7	8
Music	24	22
Teaching	32	34
Teaching assistant	18	13
Welfare	3	-
	<u> </u>	<u> </u>
Total	93	82
	<u> </u>	<u> </u>

The number of higher paid employees during the year was as follows:

£60,000 to £70,000	5	5
£70,001 to £80,000	1	-
£80,001 to £90,000	1	-
£110,001 to £120,000	1	-
	<u> </u>	<u> </u>
Total	8	5
	<u> </u>	<u> </u>

Employer's pension contributions in relation to the above totalled £141,802 during the year (2023: £65,720).

Key management personnel, comprising the Head, Bursar, Senior Deputy Head, Deputy Head Academic, Head of boarding and Head of Pre-Prep, plus the school governors, received aggregate remuneration of £670,318 (2023: £552,463).

The Governors received no remuneration or other benefits for the year. During the year one Governor was reimbursed for a safeguarding course, expenses amounting to £180 (2023: £54).

St Paul's Cathedral Choir School
Notes to the Financial Statements
For year ended 31 December 2024 (continued)

5. Analysis of Total Expenditure	Staff Costs £	Other £	Depreciation £	Total £
2024				
Education	3,142,764	214,877	37,426	3,395,067
Governance	-	6,180	-	6,180
Loan interest payment	-	64,561	-	64,561
Premises	180,652	299,799	214,186	694,637
Support	399,679	502,674	-	902,352
Teaching	105,498	613,993	-	719,491
Total	3,828,592	1,702,084	251,612	5,782,288
	Staff Costs £	Other £	Depreciation £	Total £
2023				
Education	2,763,182	200,493	42,589	3,006,264
Governance	-	108,591	-	108,591
Loan interest payment	-	105,519	-	105,519
Premises	172,594	426,575	206,746	805,915
Support	293,865	281,933	-	575,798
Teaching	89,921	533,258	-	623,179
Total	3,319,562	1,656,369	249,335	5,225,266

Support costs include the costs of the 8 (2023: 5) administrative staff of the school.
Other support costs relate to expenses involved in the support of Teaching, Welfare and Premises.

6. Investments

The Investment funds (Capital and Scholarships) are managed by CCLA Investment Management Ltd and consist mainly of quoted equities and bonds.

	Capital Fund £	Scholarships & Prizes fund £	Total £
2024			
Market value 1 January 2024	1,141,336	112,629	1,253,965
Revaluation in the year	26,124	2,578	28,702
	<u>1,167,460</u>	<u>115,207</u>	<u>1,282,667</u>
Market Value 31 December 2024	<u>1,167,460</u>	<u>115,207</u>	<u>1,282,667</u>
Split of investments			
Assets in the UK at 31 December 2024			466,634
Assets outside the UK at 31 December 2024			816,033
Total			<u>1,282,667</u>
	Capital Fund £	Scholarships & Prizes fund £	Total £
2023			
Market value 1 January 2023	1,043,212	102,923	1,146,135
Revaluation in the year	98,124	9,706	107,830
	<u>1,141,336</u>	<u>112,629</u>	<u>1,253,965</u>
Market Value at 31 December 2023	<u>1,141,336</u>	<u>112,629</u>	<u>1,253,965</u>
Split of investments			
Assets in the UK at 31 December 2023			438,888
Assets outside the UK at 31 December 2023			815,077
Total			<u>1,253,965</u>

St Paul's Cathedral Choir School
Notes to the Financial Statements
For year ended 31 December 2024 (continued)

7. Tangible Fixed Assets

	Building improvements £	Fixtures, fittings and equipment £	Totals £
2024 Cost or Valuation			
At 1 January 2024	10,218,653	824,399	11,043,052
Addition of assets	43,587	15,208	58,796
	<u> </u>	<u> </u>	<u> </u>
At 31 December 2024	10,262,240	839,607	11,101,848
	<u> </u>	<u> </u>	<u> </u>
2024 Depreciation			
At 1 January 2024	1,839,012	693,697	2,532,709
Charge for the year	214,186	37,426	251,612
	<u> </u>	<u> </u>	<u> </u>
At 31 December 2024	2,053,198	731,123	2,784,321
	<u> </u>	<u> </u>	<u> </u>
Net Book Value			
At 31 December 2024	8,209,042	107,318	8,317,527
	<u> </u>	<u> </u>	<u> </u>
At 31 December 2023	8,379,641	130,702	8,510,343
	<u> </u>	<u> </u>	<u> </u>

The freehold of the School and St Augustine's House, London EC4M 9AD are owned by the Corporation of the Cathedral Church of St Paul. Accordingly, these assets are not shown on the School's balance sheet. However, the Boarding House is a School asset and shown on the balance sheet.

	2024 Total £	2023 Total £
8. Debtors		
<i>Amounts falling due within one year</i>		
Accrued Income	-	153,701
Other Debtors	54,90	87,073
School fees	182,354	(15,420)
	<u> </u>	<u> </u>
Total	236,644	225,354
	<u> </u>	<u> </u>
9. Creditors		
<i>Amounts falling due within one year</i>		
Accruals and Deferred Income	204,418	585,759
Cathedral capital loan	116,999	202,864
Due to Cathedral	26,203	40,009
School Deposits	150,900	144,100
Sundry Creditors	42,843	41,837
Term of Fees in lieu	608,726	179,999
	<u> </u>	<u> </u>
	1,150,088	1,194,568
	<u> </u>	<u> </u>

9. Creditors (continued)

Creditors	2024 Total £	2023 Total £
<i>Amounts falling due after one year</i>		
Cathedral capital loan	1,114,568	1,138,128

In September 2020, the Cathedral entered into a £2.5m loan facility with Lloyds Banking Group: subsequently the repayments and interest charges were passed to the school for payment. The agreed terms were the Bank of England base rate plus a margin of 3.23%, repayable over a 12 year term. In June 2023, the Cathedral settled the entire loan with Lloyds and agreed with the School that the interest charge would be reduced to the equivalent of the CCLA deposit. This rate fluctuates in broad keeping with the base rate.

10. Endowment and Restricted Funds

Endowment and restricted funds consist of the Capital fund and Scholarship (& Prize) fund. All funds are held as either cash or investments under the management of CCLA Investment Management Ltd and consist mainly of quoted equities and bonds.

2024 Endowment funds	Capital Fund £	Scholarship & prizes fund £	Total £
Fund value 1 January 2024	1,141,337	112,628	1,253,965
Revaluation in the year	26,124	2,578	28,702
	<u> </u>	<u> </u>	<u> </u>
Fund value 31 December 2024	1,167,461	115,206	1,282,667
	<u> </u>	<u> </u>	<u> </u>
 2023 Endowment funds	 Capital Fund £	 Scholarship & prizes fund £	 Total £
Fund value 1 January 2023	1,043,212	102,923	1,146,135
Revaluation in the year	98,124	9,706	107,830
	<u> </u>	<u> </u>	<u> </u>
Fund value 31 December 2023	1,141,336	112,629	1,253,965
	<u> </u>	<u> </u>	<u> </u>
 2024 Restricted fund			Total £
Fund at 1 January 2024			50,754
Net income for the year			26,113
			<u> </u>
Fund at 31 December 2024			76,867
			<u> </u>
 2023 Restricted fund			Total £
Fund at 1 January 2023			38,644
Net income for the year			157,195
Transfer to Unrestricted Funds			(145,085)
			<u> </u>
Fund at 31 December 2023			50,754
			<u> </u>

School Capital Fund

Income generated by the Capital Fund may be drawn down and utilised by the Governors for specific purposes for the benefit of the school and is therefore recognised in unrestricted funds. Further details are given in notes 10 and 11.

Also, 50% of the Capital of the Fund is available to be borrowed by the Governing Body for specific purposes for the benefit of the School.

10. Endowment and Restricted Fund (Continued)

School Scholarship and Prizes Fund

The income from the Scholarships, Prizes and Bursaries Fund will be applied by the Governing Body to award prizes and scholarships at their discretion and is therefore recognised in unrestricted funds. No capital was transferred to Unrestricted Reserves in the year.

11. Unrestricted Funds: Movements

	General	Designated Income from Capital Fund	Designated School Bursary	Total
	£	£	£	£
2024 Unrestricted Funds				
Fund at 1 January 2024	7,630,163	-	-	7,630,163
Surplus/(Deficit) in the year	23,343	-	-	23,343
	<u>7,653,506</u>	<u>-</u>	<u>-</u>	<u>7,653,506</u>
Fund at 31 December 2024	<u>7,653,506</u>	<u>-</u>	<u>-</u>	<u>7,653,506</u>
	General	Designated Income from Capital Fund	Designated School Bursary	Total
	£	£	£	£
2023 Unrestricted Funds				
Fund at 1 January 2023	7,499,901	-	-	7,499,901
Surplus/(Deficit) in the year	44,403	31,198	(90,424)	(14,823)
Designation in the year (Note 12)	(59,226)	(31,198)	90,424	-
Transfer from restricted funds	145,085	-	-	145,085
	<u>7,630,163</u>	<u>-</u>	<u>-</u>	<u>7,630,163</u>
At 31 December 2021	<u>7,630,163</u>	<u>-</u>	<u>-</u>	<u>7,630,163</u>

12. DESIGNATED FUNDS

Income from School Capital Fund

In 2009, Governors, with the agreement of the Trustees, voted to transfer some or all of the income from the Capital Fund each year to the Bursary Fund in order to build this up for future use, this arrangement has continued and remains unchanged.

The Governors have discussed and agreed that no further designations required for 2024.

School Bursary Fund

Since 2010 the Bursary Fund has been a Designated Fund. The Fund assists day children parents who find themselves in financial difficulty during their child's stay in the school and is extend to new families. 6% of each year's Unrestricted Fund surplus was put aside for this purpose in prior years. In 2023 £90,424 was set aside as Designated Funds. These were designated by the Governors for the purpose of awarding bursaries to day pupils. The sum is made up of income from the School Capital £31,198 and 6% of the previous year's Unrestricted Fund surplus £3,798, with a transfer £55,428 to support the Bursary Fund.

The Governors have discussed and agreed no further designations are required for 2024.

The Governors have agreed that Finance and Resources Committee are responsible for overseeing the award of bursaries.

13. ULTIMATE PARENT

The Charity's controlling entity is the Corporation of the Cathedral Church of St Paul in London commonly known as St Paul's Cathedral. The results of the School are consolidated into the consolidated financial statements of St Paul's Cathedral. Copies of the Cathedral's financial statements are available on the Cathedral's website.

14. STAFF PENSIONS

Teachers

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its existing teaching staff, any new teaching staff from 8th January 2024 are enrolled onto an Aviva Scheme. The pension charge for the year includes contributions payable to the TPS of £382,304, (2023: £284,691) and at the year-end £nil (2023: £nil) was accrued in respect of contributions to this scheme.

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

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

The employer contribution rate increase from 23.6% to 28.6% in April 2024 following the 2020 valuation.

Other Staff

Defined Contribution Scheme: 51 non-teaching staff (including Music tutors) and 3 teaching staff participate in a defined contribution scheme run by Aviva and provided by St Paul's Cathedral for its staff. The assets of the scheme are held in independently administered funds. The pension charge for 2024 includes contributions payable to the scheme of £72,866 (2023: £74,868)

Final Salary Pension Scheme: 4 non-teaching staff participated in the St Paul's Cathedral (1972) Pension and Life Assurance Scheme. The Cathedral is responsible for this defined benefit pension scheme which was closed to further service accrual from May 2007. Although closed to service accrual from May 2007, scheme benefits for those who remained employed from that date remained linked to final remuneration until 31 December 2022. The assets of the Scheme are held in a separate trustee administered fund. The pension cost is assessed in accordance with the advice of an independent actuary using the projected unit method based on an annual valuation update and charged to the Cathedral's Statement of Financial Activities. As such no costs or liabilities are included in the accounts of St Paul's Cathedral School.

15. RELATED PARTY TRANSACTIONS

In May 2023, the School entered an inter-company loan arrangement with the Cathedral. In December 2024, the balance stood at £1,231,567 (2023: £1,340,992).

Tuition fees of £533,540 (2023: £472,371) and music fees of £62,392 (2023: £56,626) were paid by St Paul's Cathedral to the school for the education of the Choristers. The school paid rental income to the Cathedral of £136,804 (2023: £135,200). The balance due to the Cathedral is detailed in Note 9.

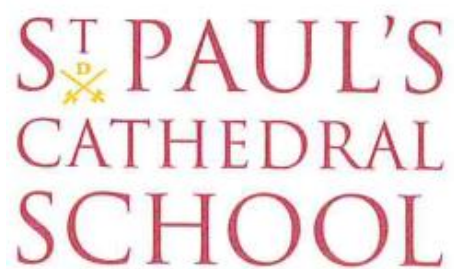
During the year the St Paul's Cathedral Chorister Trust contributed £82,402 (2023: £90,820) towards the Boarding fees of 12 (2023: 14) choristers. The Precentor is a Trustee of the School and the Chorister Trust.

16. CAPITAL COMMITMENTS

The school building contract with Borrás Construction Ltd was completed in March 2021. Final retentions costs totalling £90,146 plus VAT to make a total of £108,175 were recouped by Borrás in early 2024 and there are no further balances outstanding.

There were no other capital commitments at 31 December 2024.

Accounts



ST PAUL'S CATHEDRAL CHOIR SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

Charity no. 312718

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TRUSTEES The Chapter of St Paul's Cathedral:

The Dean, the Very Rev'd Andrew Tremlett
The Rev'd Canon James Milne (retired 14th May 2024)
The Rev'd Canon Dr Neil Evans
Canon Dr Paula Gooder
Canon The Venerable Sheila Watson (retired 2023)
Canon Sheila Nicoll
Canon Ms Gillian Bowen
Canon Mr Clement Hutton-Mills
Canon Peter Aires
Canon Alison Gowman
Canon Morag Ellis KC
Canon Mervyn McCullagh

GOVERNORS

Mr Robert-Jan Temmink KC (Chair from 1st May 2023)
The Dean, the Very Rev'd Andrew Tremlett (Vice Chair from 1st May 2023)
The Rev'd Canon James Milne # (retired 14th May 2024)
Canon Dr Paula Gooder *\$ (appointed 9th March 2023)
Mr Gavin Ralston *V
Col Edward Yorke *\$ (retired 15th May 2023)
Mrs Jane Sladdin # (retired 31st August 2023)
Mrs Hatty Morley \$ * (retired 31st August 2023)
Mr Mark Coote W (retired 14th July 2023)
Mr Andrew de Silva X
Mr Edward Wild \$
Mr Simon Robson Brown *
Mrs Paula Jefferson # (appointed September 2023)
Mrs Susan Wessels # (appointed 4th March 2024)
Mrs Ailsa Anderson \$ (appointed 4th March 2024)

** Member of the Finance and Resources Committee*
V Chair of Finance and Resources Committee
Member of the Curriculum and Standards Committee
X Chair of Curriculum and Standards Committee
\$ Member of Marketing and Communications Committee
W Chair of Marketing and Communications Committee

HEADMASTER

Mr Simon Larter-Evans BA (Hons), PGCE, FRSA (retired 31st August 2023)

HEAD

Mrs Judith Fremont-Barnes MA (Hons) MEd (appointed 1st September 2023)

BURSAR

Mr Martin Kiddle (deceased February 2023)
Mr S J Vickery (appointed 1st June 2023)

CATHEDRAL DIRECTOR OF MUSIC

Mr Andrew Carwood MBE
+in attendance at all Governing Body meetings

REGISTERED OFFICE

2 New Change
London
EC4M 9AD

CHARITY REGISTRATION NUMBER

312718

BANKERS

Lloyds Banking Group plc
70 – 71 Cheapside
London
EC2V 6EN

SOLICITORS

Winckworth Sherwood LLP
Minerva House
5 Montague Close
London
SE1 8BB

Veale Wasbrough Vizards LLP
Barnards Inn
86 Fetter Lane
London
EC4A 1AD

SA Law LLP
Gladstone Place
36-38 Upper Marlborough Road
St Albans
Hertfordshire
AL1 3UU

AUDITOR

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

INSURERS

Ecclesiastical Insurance Office plc
Beaufort House
Brunswick Road
Gloucester
GL1 1JZ

The Trustees present their annual report and the audited financial statements for the year ended 31 December 2023, prepared in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Statement of Recommended Practice and the Charities Act 2011.

STATUS AND ADMINISTRATION

The Corporation of the Cathedral Church of St Paul in London (St Paul's Cathedral), operates St Paul's Cathedral School under Statute XVI of the Instrument established for St Paul's Cathedral dated 13 May 2000 and updated thereafter. The statute sets down the objectives for the school and the powers and procedures by which Chapter will ensure the proper management of the School. The role of the Cathedral is as the seat of the Bishop of London and a centre for worship and mission. On 1 September 2005 an Instrument of Delegation delegated responsibility for the governance of the School to a Governing Body (the current members of which are listed on Page 2 of this document).

The School, which is unincorporated and has charitable status, has its affairs overseen by a Trustee body. The Trustees of the school are the Chapter of St Paul's Cathedral. The Chapter also has representation on the Governing Body, which consists of up to 12 members. The Body has a Finance and Resources sub-Committee, a Curriculum and Standards sub-Committee and a Marketing and Communications sub-Committee, the last set up in 2021 to help support the expansion of school numbers and counter competition among City schools. Other working parties are set up as the need arises. The Governors delegate day to day management responsibilities to the Head and the Senior Leadership Team which comprises the Bursar, the Senior Deputy Head, Deputy Head Academic, Head of Boarding and the Head of Pre Prep.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The School is governed by its Instrument of Delegation, which came into effect on 1 September 2005 and is subject to a five yearly review with a cancellation clause.

Governing Body

The Governing Body, when complete, consists of The Dean and up to 4 members of Chapter, and 7 lay governors. The initial lay governors were appointed by the Chapter, in consultation with the Head, but lay governors are now proposed at full Governors' meetings by a nominations sub-committee and are approved and formally appointed by Chapter in accordance with the Corporation's recruitment policies. Lay governors are appointed according to the specialist skills they can offer. The Cathedral and School continue to keep the constitution of the Governing Body within the Instrument of Delegation under review. To better align governance and to maintain independence, in May 2023, the Dean and Mr Robert-Jan Temmink KC switched roles of Chair and Vice Chair respectively.

Trustee and Governor Training

New trustees and governors are inducted into the working of the School by the Head and Bursar, and are regularly updated through briefings at the School and external trustee and governor training courses. As a minimum, every Governor is required to undertake safeguarding training which is provided online.

The Governors meet at least three times a year to determine the general policy of the School and to review its overall management and control. The work of overseeing the implementation of most of the Governing Body's policies is carried out by the Finance and Resources sub-Committee, which meets before each meeting of the full Governing Body and at other times as required. The Governors' Curriculum and Standards sub-Committee continued to monitor the education standards of the school and policies relevant to that committee's areas of expertise and oversight. The Marketing and Communications sub-Committee oversees the promotion of the school as well as communication with current parents and supporters.

St Paul's Cathedral School is an active member of the Independent Association of Preparatory Schools (IAPS), for the promotion and maintenance of preparatory school standards generally, and of the Choir Schools Association. It also takes part in peer-group studies for the evaluation of quality and performance improvement methods. The school is also a member of the Boarding Schools Association, drawing on expert knowledge in the boarding pupil environment. The Independent Schools Bursars' Association also provides access to the latest financial and management developments in the education sector.

By co-operating with local charities and state schools, the School endeavours to widen public access to the schooling it provides, and to awaken in the pupils an awareness of the social context of the education they receive at the School.

CHARITABLE OBJECTS

St Paul's Cathedral School exists for the education, nurture and care of the choristers of St Paul's Cathedral. It also has a responsibility to educate such other pupils between the ages of four and thirteen as can be properly accommodated from time to time within the school.

Purpose and Principles

St Paul's Cathedral School is a Christian, co-educational community where the values of love, justice, tolerance, respect, honesty, service and trust are encouraged and practised to promote positive relationships throughout the school community.

The school aims to instil a love of learning through a broad curriculum. It aims to give each pupil the opportunity to develop intellectually, socially, personally, physically, culturally and spiritually. All pupils are encouraged to work to the best of their ability and to achieve standards of excellence in all of their endeavours.

Through the corporate life of the school and through good pastoral care, the school encourages the independence of the individual as well as mutual responsibility. It aims to make its pupils aware of the wider community and encourages a close working relationship with parents and guardians.

Principal Activity

St Paul's Cathedral School's principal activity continues to be the provision of education in a boarding environment for the St Paul's Cathedral choristers, of which, currently, there can be up to 36. In order to deliver a financially viable curriculum and to create a more balanced school environment for the choristers, it educates a further 250 day children from the ages of 4 to 13.

Aims for the Year

The Governors' main objective continues to be to maintain the high standard of education for all the School's pupils, ensuring that they receive a holistic education which will enable them to experience wellbeing, achieve the best possible outcomes in and beyond the classroom and, in due course, be active and effective adult members of society. Pupils are prepared for entry to a wide range of selective senior schools; we set achievable but ambitious targets for our pupils.

During 2022-23, the School made a successful application for material change, increasing the maximum pupil roll to 285. This followed the introduction in the academic year 2021-22 of a two-form entry at 4+. From September 2023, this means the School has the capacity for two forms in every year group.

The School was inspected in March 2022 and found to be non-compliant in relation to equal opportunities in that girls at the School at the time of inspection were unable to join the Cathedral Choir.

Chapter took the decision (in April 2023) to bring forward the introduction of girl choristers that had originally been scheduled for September 2025, following completion of the second boarding house project, (a refurbishment of current staff accommodation), and development work. This plan was accelerated and during the Summer Term of 2023, the first girls (one external and one internal applicant) were awarded places as probationer choristers on a day pupil basis, with boarding due to commence in September 2025, following the completion of the second boarding house. The programme to train and introduce the girl choristers educated by St Paul's Cathedral School is managed by the Girls' Voices Project Board.

REVIEW OF ACTIVITIES AND ACHIEVEMENTS

During the academic year 2022-23 numbers remained buoyant with an average of 26 boy choristers aged between 7 and 13, 140 day pupils (excluding the chorister number) of the same ages, and 105 Pre-prep children (aged between 4 and 7) on the school's roll.

Our curriculum was enriched with an active programme of learning beyond the classroom, making the most of our central London location, including trips to the National Portrait Gallery, Tate, Tower of London, Kew Gardens and Globe Theatre. Residential trips included a PGL experience for Year 3, the Year 7 Geography Field Studies trip to Norfolk and the Year 8 activity challenge to Snowdon. The School had the opportunity to join in celebrations of the tercentenary of Sir Christopher Wren's death, marked in 2023.

Creative learning opportunities on site included a problem-solving challenge to create functioning furniture out of newspapers, representing learning about blood cells in cake form and putting Frankenstein on trial, with the invaluable help of some of our barrister parents. Hands-on Science activities included heart and lung dissection, a challenge to build a less rickety bridge for the Billy Goats Gruff and the opportunity to raise ducklings.

Drama productions included our musical Reception Nativity in the Cathedral Crypt and a combined venture for Year 8 and Year 3, who worked together on the musical 'Honk'. School concerts took place at Merchant Taylors Hall and St Giles' Cripplegate. Prep pupils, their teachers and families participated in the Cathedral Advent Sunday and Palm Sunday services; our Head Boy and Head Girl read lessons at the Cathedral's Christmas Carol services.

Our Chamber Choir joined with the Cathedral Choir to sing a blessing for the incoming Lord Mayor on the steps of the Cathedral; the Choristers also resumed their touring programme with a well-received tour of the Netherlands. The Choir gave a live broadcast of Evensong for Radio 3. Both the Chamber Choir and Choir had a full programme of charity and livery company events, providing the choir for community and charity carol services. Our Head Chorister was honoured to represent the School in an audience with His Majesty, King Charles, following the Coronation.

Community event days including Remembrance Day and World Book Day gave the pupils the opportunity to come together to commemorate and celebrate important dates and events. Pre-prep pupils dressed up as favourite characters from history and the whole school marked 'Odd Socks Day', to highlight and celebrate the differences we value in our community.

Art was exhibited for all age groups, with particularly strong work this year in 3D modelling including exceptional mask work by Year 8 and portraiture by Year 7. A full programme of sport fixtures saw Prep pupils competing successfully across London in every sport; as well as the use of our own astro pitch on site, we use facilities at Finsbury Leisure Centre and Coram Fields. SPCS held a very successful Sports Day in July at Finsbury Park Athletics Track.

After seven years of successful leadership, the Headmaster, Simon Larter-Evans, was appointed as Head of Arts Educational School in Tring. With the support of education specialist search consultancy, RS Academics, the Governing Body appointed Judith Fremont-Barnes, Head of Milton Abbey School, to be Head of St Paul's Cathedral School with effect from September 2023.

Our 2022-23 leavers, both at 11+ and 13+, left us for a wide range of schools, many of which are highly selective, with a high number of scholarships: 5 x academic, 9 x music, one art and one drama. Pupils also achieved outstanding results in ABRSM exams.

Community and Public Benefit

The Trustees remain aware of their responsibilities under the Charities Act 2011 in relation to Public benefit. The Trustees are confident the Charity's activities are in pursuit of its objects and are delivering public benefit. This is achieved by the provision of education for the choristers and school bursaries to fund the education of non-chorister pupils to enable access to the school. The boarding fees of choristers are funded as necessary by the St Paul's Cathedral Chorister Trust on a means-tested basis. The Cathedral Church of St Paul pays the tuition fees for all Choristers.

In addition to the significant bursary support provided by the Chorister Trust and Cathedral, additional music scholarships were offered in the academic year 2022-23 at the Year 7 entry point. Bursary support enabled access to the school for two families who had come to the UK following the outbreak of war in the Ukraine.

During 2022-3, six day-pupils received support for part or all of their fees from the Bursary Fund and 14 choristers received support from the Chorister Trust for their Boarding Fees. While recognising inflationary pressures and ongoing cost increases to the school (including food and utilities inflation), Governors decided to limit the fee increase to 5.75% effective from September 2023.

Our pupil-led programme of charity events included Comic Relief Day, support of Great Ormond Street Hospital, the Roald Dahl Foundation and the Black Mambas Anti-Poaching Unit (following a speaker event at the school), and a Summer Fair.

Governors continue to encourage the school to take every opportunity to diversify their activities in the area of education, particularly in regard to the provision of musical opportunity to as wide a public as possible.

The Cathedral Choir supports musical education and partnership work benefitting state schools across the Diocese of London. A number of visiting choirs are hosted by the school and occasionally are able to participate in choral events alongside the Choir. The Cathedral outreach programme successfully reaches and recruits choristers from diverse backgrounds. In addition, the partnership work actively supports the CPD of music teachers in partner schools as well as music practitioners in other Cathedrals.

In addition, the Head is a member of the City of London's Head Teachers' Forum, a group of head teachers from across the City of London (both maintained and independent), who meet to share information, best practice and, where possible, resources.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The school generated net income during the year of £250,202 (2022: £384,208) representing 4.7% (2022: 7.5%) of total revenues. However this included £157,195 of restricted income (2022: £287,324) of which £145,085 (2022: £284,263) was a donation for the boarding house project. Pupil numbers averaged 270 (2022: 268), ensuring the school made an unrestricted operating deficit of £14,823 (2022: surplus of £252,304). The deficit was achieved after charging depreciation for the year of £249,335 (2022: £241,134). Capital expenditure for 2023 was spent on ICT £34,638 (2022 £20,145), general building works £68,200 (2022 £65,655) and fixtures and fittings £7,768 (2022 £25,479).

In the year £90,424 (2022: £96,293) has been set aside as Designated Funds. These have been designated by the Governors for the purpose of awarding bursaries to day pupils. The sum is made up of income from the School Capital Fund (£31,198) and 6% of the previous year's Unrestricted Fund surplus (£3,798), resulting in a further transfer (£55,428) being required from the current year surplus to clear a deficit in the Bursary Fund.

Risk Management, and principal risks and uncertainties

A detailed Risk Register is updated each term to include both internal and external factors that may impact on the School's operation. Their likelihood and potential impacts are assessed and any required action is formulated. The main risks under consideration are the impact on future pupil numbers of two main trends: the affordability of school fees in the light of the possible addition of VAT from 2025 onwards, and greater competition in the School's catchment area. The Governors are also aware of the new and significant cost pressures for higher Employer Contributions to the Teachers' Pension Scheme (from April 24), higher catering, higher utility and other core costs. Higher interest rates have increased the cost of servicing the loan from St Paul's Cathedral, although the Governors have been able to make regular capital repayments to reduce this burden. The proximity of St Paul's Cathedral and other City institutions means that the school is located in a sensitive and high profile area with respect to possible terrorist activity. Staff receive regular briefings from City of London Police specialists and attend the Cathedral's Security Advisory group meetings to ensure they are up to date with the latest advice and amend emergency procedures as appropriate. Robust plans are in place for dealing with emergencies that may arise either internally or externally to the school. The school now has an internal alarm system to aid lockdown events.

Day to day health and safety is monitored by the school Health and Safety Committee who are supported by PIB Risk Management Advisors. This committee reports directly to the F&R Sub-Committee and makes an annual report of all accidents involving pupils. The data and trends are monitored by the Governing Body. As part of their annual review, PIB will look at all of the required inspection reports which include PAT testing, legionella, asbestos, fire and smoke alarm test, high pressure vessels, lifts, gas safety checks and kitchen equipment servicing.

In March 2022, the school was unable to meet the requirements of the 3 yearly Independent Schools Inspectorate ("ISI") regulatory compliance inspection. The ISI has deemed that the school failed to meet its full obligation to accommodate and educate choristers in respect of gender equality according to the Equality Act 2010. Subsequently, and as anticipated the school was subjected to an ISI unannounced progress inspection in May 2023. The ISI inspectors were able to see the steps being taken to create a choral programme for girls of equal stature to that for boys. The school and Cathedral began to admit girl probationers as day pupils in the first instance in September 2023, with the aim of offering a full and equal chorister boarding programme to both girls and boys from September 2025. The Chair and Vice Chair of Governors were present at the ISI verbal feedback and noted that the ISI were reassured by these mitigation plans. The Governors therefore judge that the school remains a going concern.

A formal ISI report was received in July 2023 with a more positive and nuanced narrative, but the school remained technically non-compliant. The ISI requested a further Action Plan in November 23. The School and Cathedral furnished the ISI with a comprehensive updated Action Plan which was subsequently accepted as 'satisfactory'. A combination of the Cathedral Girls' Voices project and the Governing Body receive regular updates on progress against the Action Plan.

The funding for the 2021 boarding house came from a loan from St Paul's Cathedral of £2.5 million taken out by the Cathedral from Lloyds Banking Group and repayable by 2033. The School agreed to make back to back payments to the Cathedral to cover payments of interest and repayments of capital to Lloyds Bank. In May 2023, the Cathedral settled the loan to Lloyds and entered in to an inter-company loan arrangement with the School. The interest charges would be equivalent to the CCLA deposit rate, which broadly matches the Bank of England base rate. In December 2023, the balance stood at £1,340,992 (2022: £1,708,633). The school repaid a lump sum of £300k in March 2023.

Under the same Instrument of Delegation the Cathedral transferred to the school the "School Capital Fund" and the School Scholarships, Prizes and Bursaries Fund (known as the Prizes Fund) on 31 December 2005 amounting to £615,000. At the end of 2023 these endowment funds stood at £1,253,965 (2022: £1,146,145) and the accumulated restricted income arising from the latter endowment stood at £50,754 (2022: £38,644) held as a cash balance.

Reserves and Reserves Policy

Reserves consist of Unrestricted funds, Restricted funds (cash balance of prizes fund) and Endowment funds. The Trustees will seek to maintain a minimum level of unrestricted reserves equivalent to 25% of one year's running costs, defined as expenditure on charitable activities. At 31 December 2023, unrestricted reserves stood at £7,630,163 (2022: £7,499,901) or 146% of the 2023 school expenditure on charitable activities, £5,225,266 (2022: £4,581,718). However, a large part of these reserves represent the investment in the boarding house building and are therefore not a cash asset. Cash reserves at 31 December 2023 were £1,277,916 (2022: £1,496,705), representing 24.8% of spending on charitable activities during the year. Governors consider this a prudent sum given financial headwinds and a very competitive local market in fee-paying pre- and prep-school offers from competitor schools and ever-increasing costs.

Senior Management Remuneration Policy

The remuneration of the Head and Bursar is set by the Governors on an annual basis. Other members of SLT have their annual pay award determined by the Governing Body (in line with all staff) on an annual basis.

FUNDRAISING POLICY

The School fundraises primarily from institutions, trusts and foundations, together with occasional event-based fundraising and individual donations.

The charity does not engage in cold-calling or street-based fundraising or use third party fundraisers. The school has not received any complaints in the year in connection with the propriety of its fundraising.

The School takes all reasonable steps to treat donors fairly, enabling them to make informed decisions about any donation. This includes taking into account the needs of any potential donor who may be in vulnerable circumstances or require additional care and support to make an informed decision.

The charity has fundraising costs of less than £100,000; hence it is not required to register with the Fundraising Regulator.

FUTURE PLANS

In March 2021, the school completed its first major building project since the school was built in the mid 1960s. This has allowed a top-class boarding facility to be made available to 36 boarding students. Chapter has agreed to admit girl choristers on the same basis as boys, with work underway to attract funds, market the opportunity and to build appropriate boarding accommodation to the same standard as the existing boarding house; this will become a major focus for the Cathedral and School. Girls were able to join the cathedral choir as probationers from September 2023, although boarding provision will not be available until September 2025. The conversion project to enable boarding commences in July 2024.

with over £1.5m of funding already raised by the development team within the Cathedral. The Cathedral is paying for this project, known as the Girls' Voices Project.

The growth of the Pre-Prep provision is now complete, with a 6th class from September 2023. The school's key objectives continue to be the educating of pupils to the same high standards, or higher, as in previous years.

The Trustees remain confident that St Paul's Cathedral Choir School will be a going concern for the next 12 months and beyond. Budgets and forecasts for 24/25 have been updated to reflect the impact of current inflationary pressures and the threat of greater competition from other city schools. However, the Governors do recognise uncertainty as to pupil numbers with the threat of VAT on school fees, and the change in working practices in central London as a result of the pandemic.

Having completed the physical development of the estate, the Senior Leadership and the Governing Body are working together to define a new development or strategic plan, cognisant that the school remains an integral and vital part of the Cathedral's mission.

Investment Powers and Trustees' Authority

The school is wholly owned by the Cathedral Church of St Paul in London. It is therefore subject to the Cathedrals' Measure 2021 in addition to charity law. Trustees may invest funds in any of the following:

- i. Land
- ii. Funds administered for the Central Board of Finance of the Church of England
- iii. Investments in which trustees may invest under the general powers of investment in the Trustees Act 2000
- iv. The improvement of development or property belonging to the Cathedral

The Investment Policy for School funds must meet the requirements of the CBF Church of England Ethical Policy.

The Trustees regularly consider the performance by its investment manager and of the investments held. The Trustees consider, supported by an independent review, that performance is satisfactory.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

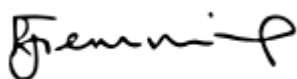
The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing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

- i. select suitable accounting policies and then apply them consistently
- ii. observe the methods and principles in the Charities SORP
- iii. make judgments and estimates that are reasonable and prudent
- iv. state whether applicable accounting standards have been followed
- v. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Governing Body and the Board of Trustees on 4th July 2024 and signed on its behalf by:



Robert-Jan Temmink KC
Chair of the Governing Body

Opinion

We have audited the financial statements of St Paul's Cathedral Choir School for the year ended 31 December 2023, which comprise the statement of financial activities, the balance sheet, the cash flow statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of its net movement in funds 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 have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the charity; or
- sufficient accounting records have not been kept; or
- the 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 Trustee for the financial statements

As explained more fully in the Trustee's responsibilities statement set out on page 10, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. 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:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to registered charities and independent schools, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and other factors such as taxation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to manual accounting journals. Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities; and
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions.

Because of 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. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's Trustee as a body for our audit work, for this report, or for the opinions we have formed.



Haysmacintyre LLP
Statutory Auditor
21 October 2024

10 Queen Street Place
London
EC4R 1AG

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

Statement of Financial of Accounts

	Note	Unrestricted £	Restricted £	Endowment £	Total 2023 £	Total 2022 £
Income from:						
Donations		13,000	145,085	-	158,085	323,876
Investments	3	34,276	12,110	-	46,386	38,677
<i>Charitable Activities</i>						
School Fees	2a	4,769,218	-	-	4,769,218	4,408,602
Ancillary	2b	365,573	-	-	365,573	329,093
Other trading	2c	28,376	-	-	28,376	18,597
Total income		5,210,443	157,195	-	5,367,638	5,118,845
Expenditure on:						
Charitable activities	5	5,225,266	-	-	5,225,266	4,581,718
Total expenditure		5,225,266	-	-	5,225,266	4,581,718
Net income excluding investment gains		(14,823)	157,195	-	142,372	537,127
Net gains on investments	6	-	-	107,830	107,830	(152,921)
Net income / Expenditure	10	(14,823)	157,195	107,830	250,202	384,208
Transfers between funds		145,085	(145,085)	-	-	-
Net movement in funds		130,262	12,110	107,830	250,202	384,208
Reconciliation of funds						
Total Funds b/f	10,11	7,499,901	38,644	1,146,135	8,684,680	8,300,472
Total funds carried forward	10,11	7,630,163	50,754	1,253,965	8,934,882	8,684,680

All amounts derive from continuing activities.

All gains and losses recognised in the year are included in the Statement of Financial Activities.

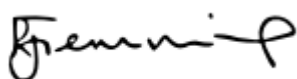
Notes 2 to 11 form part of these financial statements.

ST PAUL'S CATHEDRAL CHOIR SCHOOL
BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2023

Balance Sheet

	Note	Total 2023 £	Total 2022 £
Fixed Assets			
Investments	6	1,253,965	1,146,135
Tangible Assets	7	8,510,343	8,649,072
Total Fixed Assets		9,764,308	9,795,207
Current Assets			
Debtors	8	225,354	82,826
Cash at bank & in hand		1,277,916	1,496,705
Total Current Assets		1,503,270	1,579,531
Current Creditors (in one year)	9	(1,194,568)	(981,421)
Net Current Assets		308,702	598,110
Long-term Creditors (+ one year)		(1,138,128)	(1,708,633)
Total Net Assets		8,934,882	8,684,680
Funds			
Unrestricted	11	7,630,163	7,499,901
Restricted	10	50,754	38,644
Endowment	10	1,253,965	1,146,135
Total Funds		8,934,882	8,684,680

These Financial Statements were approved by the Governing Body on 4th July 2024 and signed on behalf of the Governing Body and Trustees



Robert-Jan Temmink KC
Chair of the Governing Body

Notes 1 to 14 form part of these statements

1. ACCOUNTING POLICIES

Accounting Basis

The financial statements are prepared under the historical cost convention as modified by the revaluation of investment assets to market value and in compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard 102, "The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland" ("FRS 102") and the Charities Act 2011.

The accounts (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 give a 'true and fair' view. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Regulations. The financial statements are prepared in sterling which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The Charity is a Public Benefit Entity as defined by FRS 102.

Going Concern

The trustees consider that there are no material uncertainties affecting the Charity's ability to continue as a going concern for at least twelve months from the date of approval of the accounts.

Fees and Similar Income

Fees receivable for the provision of education and charges for services and use of premises are accounted for in the period when the school is entitled to receive them, they can be measured and the receipt is probable. These are included in income from charitable activities. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the school from its unrestricted funds, but include contributions received from Restricted Funds for scholarships, bursaries and other grants.

Donations are also accounted for on a receivable basis although in practice the criteria of entitlement, measurement and probability are frequently only met at the point of receipt.

Expenditure

Expenditure is accounted for on an accruals basis. VAT is included with the item of expense to which it relates. Approximately 65% of support costs are spent in direct support of teaching activity and the remaining 35% on welfare and premises support. Depreciation on the school minibus is included in support costs.

Teaching Materials

Supplies of games equipment, books, stationery and sundry materials are written off to the Statement of Financial Affairs as soon as the expenditure on procuring them is incurred.

Capitalisation of Fixed Assets

Assets above the cost of £250 with a useful life exceeding one year are capitalised on the balance sheet and depreciation is provided as set out in the following paragraph.

Depreciation

Depreciation of tangible assets is provided at rates calculated to write off the excess of cost over the estimated residual amount evenly over the estimated useful economic lives of each class of asset on a straight line basis, subject to annual review. Only assets costing over £250 are capitalised.

The useful economic lives are currently as follows:

Buildings improvements and extensions	10 - 20 years
Furniture and equipment	3 - 10 years
New Building works	25-50 years

Pension Schemes

The School contributes to the Teachers' Pension Scheme at rates set by the Scheme Actuary and advised to the School by the Scheme Administrator. The Scheme is a multi-employer pension scheme and it is not possible to identify the assets

and liabilities of the Scheme which are attributable to the Charity. In accordance with FRS102 the Scheme is accounted for as a defined contribution scheme, whilst it is a defined benefit scheme. Contributions are accounted for as a defined contribution scheme and contributions are accounted for when advised as due by the Scheme Administrator.

1. ACCOUNTING POLICIES (continued)

Pension Schemes (continued)

The St Paul's Cathedral Final Salary Pension Scheme ceased taking further contributions in May 2007 and under the arrangement made with the Cathedral the School is not required to make further contributions.

The School also contributes to a defined contribution scheme with Aviva. The scheme is available to all employees. The assets of the scheme are held separately in independently administered funds.

For defined contribution schemes the amount charged to the Statement of Financial Activities in respect of pension costs and other post-retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet. New employees now join the Aviva DC scheme and not TPS.

Taxation

The School is a registered charity and as such is exempt from taxation on its income and gains to the extent that they are applied to its charitable purposes.

Cashflow Statement

In accordance with the provisions of FRS102 section 1.12 a cash flow statement has not been prepared as the School's cash flows are included in the consolidated financial statements of St Paul's Cathedral.

Investments

All investments are revalued annually at open market value. Any unrealised change in value since the date of acquisition or the last balance sheet date is credited or charged to the Statement of Financial Activities. Any realised gain or loss (calculated as net sales proceeds less value at the last balance sheet date, or cost if acquired during the year) is also credited or charged to the Statement of Financial Activities.

Cash at Bank and in Hand

Cash at Bank and in Hand includes funds held on short term deposits. All the funds on Deposit are for less than 3 months and allow immediate access.

Funds

Funds are classified between restricted and unrestricted in accordance with the legal constraints on their use, and the consequent degree of flexibility which the Trustees have on using the income that gave rise to the funds.

Restricted Funds

These are funds subject to specific conditions or trusts, which are binding on the Trustees. The restriction may be on income or capital or both.

Unrestricted Funds

These are all funds other than endowment and restricted funds and include funds designated for a specific purpose.

Designated Funds

These are funds allocated to the Bursary Fund and are made up of Income from the Capital fund plus 6% of the prior year's Unrestricted surplus and fund from the current year surplus sufficient to ensure the fund is not in deficit.

Critical accounting judgments and sources of estimation uncertainty

In the application of the School's accounting policies, which are described in this note, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The Trustees do not consider there are any critical judgements or sources of estimation uncertainty requiring disclosure.

Notes		Total 2023 £	Total 2022 £
2a	Fee Income		
	Gross School Fees	4,845,705	4,516,707
	Less: discounts	(7,333)	(11,812)
	Less: total bursaries and prizes	(69,154)	(96,293)
	Net Fees receivable	4,769,218	4,408,602
2b	Other Ancillary Charity Income		
	Music and extras	265,239	260,638
	Registration fees	17,400	18,800
	School trips	29,560	19,895
	Other	53,374	29,760
	Total	365,573	329,093
2c	Other Trading		
	Music sales and uniform	13,941	12,430
	Other	14,435	6,167
	Total	28,376	18,597
3	Investment Income		
	Capital Fund	34,276	31,027
	Scholarship & Prizes Fund	4,105	3,061
	Cash Deposits	8,005	4,589
	Total	46,386	38,677
4	Expenditure		
	Charitable expenditure:		
	Depreciation charge	249,338	241,164
	Auditor's Remuneration	12,180	9,600
	Staff Costs		
	Wages & salaries	2,650,569	2,408,746
	Social Security	260,955	248,260
	Pension	408,038	335,835
	Total	3,319,562	2,992,841

Note		Total 2023	Total 2022
4	Expenditure (continued)		
	The average number of employees		
	Teaching	34	33
	Music	22	20
	Teaching assistant	13	13
	Domestic	8	8
	Administrative	5	5
	Total	82	79
	The number higher paid employees		
	£60,000 to £70,000	4	1
	£70,000 to £80,000	-	1
	£80,000 to £90,000	-	1
	£90,000 to £100,000	-	-
	£100,000 to £110,000	-	-
	£110,000 to £120,000	-	1
	Total	4	4
	Aggregate of employee benefits of the Snr Leadership Team.	<u>552,463</u>	<u>491,851</u>

The Head and Bursar both changed in 2023, hence the total of 4 with aggregate salaries <£70k.

The Governors received no remuneration or other benefits for the year. During the year, one Governor was reimbursed for travel expenses amounting to £54 (2022: none).

5 Analysis of Total Expenditure

2023	Staff	Other	Depreciation	Total
Education	2,763,182	200,493	42,589	3,006,264
Teaching	89,921	533,258	-	623,179
Premises	172,594	426,575	206,746	805,915
Support Costs	293,865	281,933	-	575,798
Governance (incl Loan)	-	214,110	-	214,110
Total	3,319,562	1,656,369	249,335	5,225,266
2022				
Education	2,459,774	186,593	37,245	2,683,612
Teaching	83,621	359,588	-	443,209
Premises	182,605	448,412	203,909	834,926
Support Costs	266,841	223,508	-	490,349
Governance (incl Loan)	-	129,622	-	129,622
Total	2,992,841	1,347,723	241,154	4,581,718

Support costs include the 5 administrative staff. Other support costs are expenses relating to Teaching, Welfare and Premises. Governance costs include the loan repayments.

6 Investments

The investment funds (Capital and Scholarships) are managed by the CCLA Investment Management Ltd and consist mainly of quoted equities.

2023 Capital	Capital Fun	Scholarships	Total
Market value 1 January 2023	1,043,212	102,923	1,146,135
Revaluation in the year	98,124	9,706	107,830
Market value 31 December 2023	<u>1,141,336</u>	<u>112,629</u>	<u>1,253,965</u>
Split of investments			
Assets in the UK at 31 December 2023			438,888
Assets outside the UK at 31 December 2023			<u>815,077</u>
Total			<u>1,253,965</u>

7 **Tangible Fixed Assets**

	Building & Improvement	Fixtures, fitting & equipment	Total
2023 Cost or Valuation			
At 1 January 2023	10,150,453	781,993	10,932,446
Addition of assets	68,200	42,406	110,606
At 31 December 2023	<u>10,218,653</u>	<u>824,399</u>	<u>11,043,052</u>
2023 Depreciation			
At 1 January 2023	1,632,266	651,108	2,283,374
Charge for the year	206,746	42,589	249,335
At 31 December 2023	<u>1,839,012</u>	<u>693,697</u>	<u>2,532,709</u>
Net Book Value			
At 31 December 2023	<u>8,379,641</u>	<u>130,702</u>	<u>8,510,343</u>
At 31 December 2022	<u>8,518,187</u>	<u>130,885</u>	<u>8,649,072</u>

The freehold of the School and St Augustine's House, London, EC4M 9AD are owned by the Corporation of the Cathedral Church of St Paul. Accordingly, these assets are not shown on the School's balance sheet. However the Boarding House is a School asset and shown on the balance sheet.

	Total 2023 £	Total 2022 £
8 Debtors		
<i>Amounts due within one year</i>		
School Fees	(15,420)	(6,990)
Accrued Income	153,701	73,761
Other debtors	87,073	16,055
Total	<u>225,354</u>	<u>82,826</u>
9 Creditors		
<i>Amounts owed within one year</i>		
School deposits	144,100	144,600
Term of Fees in lieu	179,999	170,002
Sundry creditors	41,837	39,175
Accruals & deferred income	585,759	449,694
Due to Cathedral	40,009	177,950
Cathedral capital loan	202,864	-
Total	<u>1,194,568</u>	<u>981,421</u>
<i>Amounts owed after one year</i>		
Cathedral Capital Loan	<u>1,138,128</u>	<u>1,708,633</u>

In September 2020, the Cathedral entered into a £2.5m loan facility with Lloyds Banking Group; subsequently the repayments and interest charges were passed to the School for payment. The agreed terms were the Bank of England base rate plus a margin of 3.23%, repayable over a 12 year term. In June 2023, the Cathedral settled the entire loan with Lloyds and agreed with the School that the interest charge would be reduced to the equivalent of the CCLA deposit rate of interest, 4.9% in June 23. This rate fluctuates in broad keeping with the base rate.

10 Endowment and Restructured Funds

Endowment and Restricted funds consist of the Capital fund and Scholarship (& Prize) fund. All funds are held as either cash or investments under the management of CCLA Investment Management Ltd and consist mainly of

	Capital Fund	Scholarships	Total
	£	£	£
2023 Endowment Funds			
Fund value 1 January 2023	1,043,212	102,923	1,146,135
Revaluation in the year	98,124	9,706	107,830
Fund value 31 December 2023	<u>1,141,337</u>	<u>112,628</u>	<u>1,253,965</u>
2022 Endowment Funds			
Fund value 1 January 2022	1,182,399	116,655	1,299,054
Revaluation in the year	(139,187)	(13,732)	(152,919)
Fund value 31 December 2022	<u>1,043,212</u>	<u>102,923</u>	<u>1,146,135</u>
2023 Restricted Funds			
Fund at 1 January 2023			38,644
Net income in the year			157,195
Transfer to Unrestricted Funds			(145,085)
Fund at 31 December 2023			<u>50,754</u>
2022 Restricted Funds			
Fund at 1 January 2022			38,084
Net income in the year			284,823
Transfer to Unrestricted Funds			(284,263)
Fund at 31 December 2022			<u>38,644</u>

School Capital Fund

Income generated by the Capital Fund may be drawn down by and utilised by the Governors for specific purposes for the benefit of the school and is therefore recognised in unrestricted funds. Further details are given in notes 10 and 11. Also, 50% of the Capital of the Fund is available to be borrowed by the Governing Body for specific purposes for the benefit of the School.

School Scholarship and Prizes Fund

The income from the Scholarships, Prizes and Bursaries Fund will be applied by the Governing Body to award prizes and scholarships at their discretion, and is therefore recognised in unrestricted funds. No capital was transferred to Unrestricted Reserves in the year.

11 Unrestricted Funds: Movements

	General	Designated Income from Capital Fund	Designated School Bursary	Total
	£	£	£	£
2023 Unrestricted Funds				
Fund at 1 January 2023	7,499,901	-	-	7,499,901
Surplus / deficit in the year	44,403	31,198	(90,424)	(14,823)
Designation in the year (Note 12)	(59,226)	(31,198)	90,424	-
Transfer from Restricted funds	145,085	-	-	145,085
Fund at 31 December 2023	<u>7,630,163</u>	<u>-</u>	<u>-</u>	<u>7,630,163</u>
2022 Unrestricted Funds				
Fund at 1 January 2022	6,963,334	-	-	6,963,334
Surplus / deficit in the year	317,570	31,027	(96,293)	252,304
Designation in the year (Note 12)	(65,266)	(31,027)	96,293	-
Transfer from Restricted funds	284,263	-	-	284,263
Fund at 31 December 2022	<u>7,499,901</u>	<u>-</u>	<u>-</u>	<u>7,499,901</u>

12. DESIGNATED FUNDS

Income from School Capital Fund

In 2009, Governors, with the agreement of the Trustees, voted to transfer some or all of the income from the Capital Fund each year to the Bursary Fund in order to build this up for future use, this arrangement has continued and remains unchanged.

School Bursary Fund

Since 2010 the Bursary Fund has been a Designated Fund. The Fund assists both day children parents who find themselves in financial difficulty during their child's stay in the school and is extended to new families. 6% of each year's Unrestricted Fund surplus is put aside for this purpose. In the year £90,424 (2022: £96,293) has been set aside as Designated Funds. These have been designated by the Governors for the purpose of awarding bursaries to day pupils. The sum is made up of income from the School Capital Fund (£31,198) and 6% of the previous year's Unrestricted Fund surplus (£3,798), resulting in a further transfer (£48,316) being required from the current year surplus to clear the deficit in the Bursary Fund.

The Governors have agreed that Finance and Resources Committee will be responsible for overseeing the award of bursaries.

13. ULTIMATE PARENT

The Charity's controlling entity is the Corporation of the Cathedral Church of St Paul in London commonly known as St Paul's Cathedral. The results of the School are consolidated into the consolidated financial statements of St Paul's Cathedral. Copies of the Cathedral's financial statements are available on the Cathedral's website.

14. STAFF PENSIONS

Teachers

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £284,691, (2022: £264,691) and at the year-end £nil (2020: £nil) was accrued in respect of contributions to this scheme.

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

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

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

The valuation confirmed that the employer rate for the TPS would increase from 23.6% to 28.6% from 1st April 2024. Contributions from April 2024 to 28.68%. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

Other Staff

Defined Contribution Scheme: 43 non-teaching staff (including Music tutors) participate in the defined contribution scheme run by Aviva and provided by St Paul's Cathedral for its staff. The assets of the scheme are held in independently administered funds. The pension charge for 2022 includes contributions payable to the scheme of £74,868 (2022: £71,144)

Final Salary Pension Scheme: 4 (four) non-teaching staff participated in the St Paul's Cathedral Final Salary Pension Scheme which closed to service accrual on 15th May 2007. According to the terms of the Instrument of Delegation, all administration costs of the Cathedral Pension Schemes will be borne by St Paul's Cathedral. As such no costs or liabilities are included in the accounts of St Paul's Cathedral School.

The Cathedral is responsible for a defined benefit pension scheme and the assets of the Scheme are held in a separate trustee administered fund. Although closed to service accrual, the retirement benefits for members of this scheme are based on employees' final remuneration and the length of service to May 2007.

The pension cost is assessed in accordance with the advice of an independent actuary using the projected unit method on the basis of an annual valuation update and charged to the Statement of Financial Activities as described below.

There was a scheme funding valuation of the Scheme as at 30th September 2019. The funding plan is for the Scheme to hold assets equal to the value of the benefits using the methodology as set out in the Scheme's Statement of Funding Principles. This valuation showed a scheme surplus of £0.9m.

The Trustees and Chapter therefore agreed that no further deficit contributions were required to meet the Statutory Funding Objective. In practice, this funding plan will be reviewed following the completion of subsequent scheme funding valuations.

15. RELATED PARTY TRANSACTIONS

Tuition fees of £472,371 (2022: £419,854) and music fees of £56,626 (2022: £51,666) were paid by St Paul's Cathedral to the school for the education of the Choristers. The school paid rental income to the Cathedral of £135,200 (2022: £128,950). The balance due to the Cathedral for the capital loan is detailed in Note 9.

During the year the St Paul's Cathedral Chorister Trust contributed £90,820 (2022: £85,560) towards the Boarding fees of 14 (2022: 12) choristers. The Precentor is a Trustee of the School and the Chorister Trust.

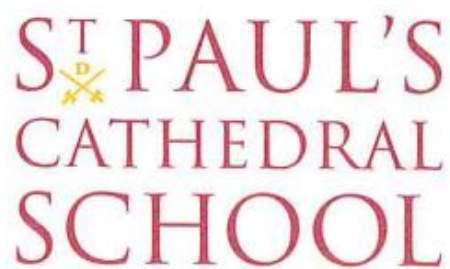
16. CAPITAL COMMITMENTS

The school building contract with Borrás Construction Ltd was completed in March 2021. There are retentions still outstanding of £99,352 plus vat equalling to make a total of £119,224. This retention is now expected to be recouped by Borrás in early 2024.

There were no other capital commitments at 31 December 2023.

The Cathedral expects to sign a contract for the new conversion project for Girls Voices in June 2024.

Accounts



ST PAUL'S CATHEDRAL CHOIR SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2022

Charity no. 312718

ST PAUL'S CATHEDRAL CHOIR SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

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ST PAUL'S CATHEDRAL CHOIR SCHOOL

OFFICERS AND PROFESSIONAL ADVISERS

FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES The Chapter of St Paul's Cathedral:

The Dean, the Very Rev'd Dr David Ison (retired 24th September 2022)
The Dean, the Very Rev'd Andrew Tremlett (appointed 25th September 2022)
The Rev'd Canon James Milne
The Rev'd Canon Dr Neil Evans (appointed 1st June 2022)
Canon Dr Paula Gooder
The Venerable Sheila Watson
Ms Pim Baxter (retired 8th March 2023)
Ms Gillian Bowen (appointed 5th June 2022)
Mr Clement Hutton-Mills

GOVERNORS

The Dean, the Very Rev'd Dr David Ison ((Chair of Governors) retired 24th September 2022)
The Dean, the Very Rev'd Andrew Tremlett ((Chair of Governors, Vice Chair from 1st May 2023) appointed 25th September 2022)
The Rev'd Canon James Milne #
Canon Dr Paula Gooder * (appointed 9th March 2023)
Mr Gavin Ralston *V
Mrs Jill Aisher # (retired 19th June 2022)
Col Edward Yorke *\$ (retired 15th May 2023)
Mr Ian Wilson KC (retired 15th May 2022)
Mrs Jane Sladdin # (retired 31st August 2023)
Mrs Hatty Morley \$ * (retired 31st August 2023)
Mr Mark Coote W (retired 14th July 2023)
Ms Pim Baxter \$ (retired 8th March 2023)
Mr Robert-Jan Temmink KC (Vice Chair of Governors, Chair from 1st May 2023)
Mr Andrew de Silva X
Mr Edward Wild \$ (appointed 4th October 2022)
Mr Simon Robson Brown * (appointed 4th October 2022)

* Member of the Finance and Resources Committee
V Chair of Finance and Resources Committee
Member of the Curriculum and Standards Committee
X Chair of Curriculum and Standards Committee
\$ Member of Marketing and Communications Committee
W Chair of Marketing and Communications Committee

HEADMASTER

Mr Simon Larter-Evans BA (Hons), PGCE, FRSA (retired 31st August 2023)

HEAD

Mrs Judith Fremont-Barnes MA (Hons) MEd (appointed 1st September 2023)

BURSAR

Mr Martin Kiddle (deceased February 2023)
Mr Steve Vickery MA MSc (appointed 1st June 2023)

CATHEDRAL DIRECTOR OF MUSIC

Mr Andrew Carwood +
+in attendance at all Governing Body meetings

REGISTERED OFFICE

2 New Change
London
EC4M 9AD

CHARITY REGISTRATION NUMBER

312718

ST PAUL'S CATHEDRAL CHOIR SCHOOL

OFFICERS AND PROFESSIONAL ADVISERS

FOR THE YEAR ENDED 31 DECEMBER 2022

BANKERS

Lloyds Bank plc
70 – 71 Cheapside
London
EC2V 6EN

SOLICITORS

Winckworth Sherwood LLP
Minerva House
5 Montague Close
London
SE1 8BB

Veale Wasbrough Vizards LLP
Barnards Inn
86 Fetter Lane
London
EC4A 1AD

SA Law LLP
Gladstone Place
36-38 Upper Marlborough Road
St Albans
Hertfordshire
AL1 3UU

AUDITOR

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

INSURERS

Ecclesiastical Insurance Office plc
Beaufort House
Brunswick Road
Gloucester
GL1 1JZ

ST PAUL'S CATHEDRAL CHOIR SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF ST PAUL'S CATHEDRAL CHOIR SCHOOL FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees present their annual report and the audited financial statements for the year ended 31 December 2022, prepared in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Statement of Recommended Practice and the Charities Act 2011.

STATUS AND ADMINISTRATION

The Corporation of the Cathedral Church of St Paul in London (St Paul's Cathedral), operates St Paul's Cathedral Choir School under Statute XVI of the Instrument established for St Paul's Cathedral dated 13 May 2000 and updated thereafter. The statute sets down the objectives for the school and the powers and procedures by which Chapter will ensure the proper management of the School. The role of the Cathedral is as the seat of the Bishop of London and a centre for worship and mission. On 1 September 2005 an Instrument of Delegation delegated responsibility for the governance of the School to a Governing Body (the current members of which are listed on Page 2 of this document).

The School, which is unincorporated and has charitable status, has its affairs overseen by a Trustee body. The Trustees of the school are the Chapter of St Paul's Cathedral. The Chapter also has representation on the Governing Body, which consists of up to 12 members. The Body has a Finance and Resources Sub-Committee, a Curriculum and Standards Sub-Committee and a Marketing and Communications Sub-Committee, the last set up in 2021 to help support the expansion of school numbers and counter competition among city schools. Other working parties are set up as the need arises. The Governors delegate day to day management responsibilities to the Headmaster and the Senior Leadership Team which comprises the Bursar, the Senior Deputy Head, Deputy Head Academic, Head of Boarding and the Head of Pre Prep.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The School is governed by its Instrument of Delegation, which came into effect on 1 September 2005 and is subject to a five yearly review with a cancellation clause. The Instrument of Delegation will be reviewed in the 2023/2024 academic year.

Governing Body

The Governing Body, when complete, consists of The Dean and up to four members of Chapter, and seven lay governors. The initial lay governors were appointed by the Chapter, in consultation with the Head, but lay governors are now proposed at full Governors' meetings by a nominations sub-committee and are approved and formally appointed by Chapter in accordance with the Corporation's recruitment policies. Lay governors are appointed according to the specialist skills they can offer. The Cathedral and School have begun work to review the constitution of the Governing Body within the Instrument of Delegation.

Trustee and Governor Training

New trustees and governors are inducted into the working of the School by the Head and Bursar, and are regularly updated through briefings at the School and external trustee and governor training courses. At a minimum, every Governor is required to undertake safeguarding training which is provided online.

The Governors meet at least three times a year to determine the general policy of the School and to review its overall management and control. The work of overseeing the implementation of most of the Governing Body's policies is carried out by the Finance and Resources Sub-Committee, which meets before each meeting of the full Governing Body and at other times as required. The Governors' Curriculum and Standards Sub-Committee continued to monitor the education standards of the school and policies relevant to that committee's areas of expertise and oversight. The Marketing and Communications Sub-Committee oversees the promotion of the school as well as communication with current parents and supporters.

St Paul's Cathedral Choir School is an active member of the Independent Association of Preparatory Schools (IAPS), for the promotion and maintenance of preparatory school standards generally, and of the Choir Schools Association. It also takes part in peer-group studies for the evaluation of quality and performance improvement methods. The school is also a member of the Independent Schools Bursars' Association, giving it access to the latest financial and management developments in the education sector.

By co-operating with local charities and state schools, the School endeavours to widen public access to the schooling it provides, and to awaken in the pupils an awareness of the social context of the education they receive at the School.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES' REPORT (continued)

CHARITABLE OBJECTS

St Paul's Cathedral Choir School exists for the education, nurture and care of the choristers of St Paul's Cathedral. It also has a responsibility to educate such other pupils between the ages of four and thirteen as can be properly accommodated from time to time within the school.

Aims and Principles

St Paul's Cathedral Choir School is a Christian, co-educational community where the values of love, justice, tolerance, respect, honesty, service and trust are encouraged and practised to promote positive relationships throughout the school community.

The school aims to instil a love of learning through a broad curriculum. It aims to give each pupil the opportunity to develop intellectually, socially, personally, physically, culturally and spiritually. All pupils are encouraged to work to the best of their ability and to achieve standards of excellence in all of their endeavours.

Through the corporate life of the school and through good pastoral care, the school encourages the independence of the individual as well as mutual responsibility. It aims to make its pupils aware of the wider community and encourages a close working relationship with parents and guardians.

Principal Activity

St Paul's Cathedral Choir School's principal activity continues to be the provision of education in a boarding environment for the St Paul's Cathedral choristers, of which, currently, there can be up to 36. In order to deliver a financially viable curriculum and to create a more balanced school environment for the choristers, it educates approximately 250 day children from the ages of 4 to 13.

Aims for the Year

The Governors' main objective continues to be to educate all the School's pupils to at least the same high standard achieved in previous years, so that they can benefit from their chosen senior school for the completion of their education in due course and to continue the Corporation's aim and work to introduce female choristers to the Cathedral's choir (and to educate those female choristers alongside their male colleagues at the school). The strategy for achieving this is to maintain a high teacher-to-pupil ratio, tailoring our services as appropriate in each case to suit individual needs. The School's recent building development of a new boarding house has allowed improvements to staff accommodation and the creation of new classroom space. From September 2023, the Pre-Prep will have a 2-form entry at Reception, Year 1 and Year 2.

REVIEW OF ACTIVITIES AND ACHIEVEMENTS

During the year there were on average 25 boy choristers aged between 7 and 13, 158 day pupils of the same ages, and 87 pre-prep children aged between 4 and 7 on the school's roll. The whole school is mixed, although there are fewer girls than boys in the main school. At the end of 2022 there were 105 girls in the school (2021: 102). In September 2022 there was a second class in Reception making five classes in the Pre-Prep. For the first time in the Cathedral's history, from September 2023, female choristers have been admitted as probationers to the Cathedral's choir and those female choristers are also educated at the school.

Post the covid-era, sports fixtures, cultural visits and music performances have returned in good spirits, and we continued to plan optimistically and flexibly.

In the event 2022 was very near to normal, with face to face teaching provision offered throughout the year, and a wide range of music and sporting activities, from concerts to fixtures too numerous to recount. Assemblies were divided into two smaller groups in the Hall, a habit we have continued as the school grows in number. Music exams returned to normal, with outstanding results in ABRSM exams as expected.

School trips, including the annual Y7 residential to France, also took place. Christmas activity for the school choirs, above and beyond chorister commitments, returned happily and fundraising across the school returned with vigour.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES' REPORT (continued)

All of the leavers of 2021-22 went on to good senior schools. 26 scholarships were offered to leavers: seven academic, 13 music, one sport, four art, one all-rounder. This achievement has been helped greatly by the high-quality teaching staff we have been able to retain and recruit in the face of intense competition from other London schools, and who maintain high standards in an increasingly competitive market for senior school places in London and elsewhere.

The final sectional completion for the new boarding house, now named the Martin Kiddle House in memory of the late School Bursar, was the 5th March 2021. The final project cost was £8.2m with the commitment by the School to this cost was in excess of £4.0m. A significant individual donation of £1m over three years has been used to reduce the level of external bank loan funding and mitigate the impact on reserves.

The financing of the building project led to a fall in the level of the School's reserves from 2020/21 onwards but the Governors will maintain the reserves at prudent levels in line with their reserves policy.

Risk Management, and principal risks and uncertainties

A detailed Risk Management assessment is prepared annually then updated each term to include both internal and external factors that may impact on the School's operation. Their likelihood and potential impacts are assessed and any required action is formulated. The main risks under consideration are the impact on future pupil numbers of two main trends: the affordability of school fees in the light of the possible addition of VAT from 2025 onwards, and greater competition in the School's catchment area. The Governors are also aware of significant cost pressures such as the potential for higher employer contributions to the Teachers' Pension Scheme and higher utility and other core costs. Higher interest rates have increased the cost of servicing the loan from St Paul's Cathedral, although the Governors have been able to make regular capital repayments to reduce this burden. The proximity of St Paul's Cathedral and other City institutions means that the school is located in a sensitive and high profile area with respect to possible terrorist activity. Staff receive regular briefings from City of London Police specialists and attend the Cathedral's Security Advisory group meetings to ensure they are up to date with the latest advice and amend emergency procedures as appropriate. Robust plans are in place for dealing with emergencies that may arise either internally or externally to the school. The school is investigating an internal alarm system.

Day to day health and safety is monitored by the school Health and Safety Committee who are supported by PIB Risk Management Advisors. This committee reports directly to the F&R Sub-Committee and makes an annual report of all accidents involving pupils. The data and trends are monitored by the Full Board. As part of their annual review, PIB will look at all of the required inspection reports which include PAT testing, legionella, asbestos, fire and smoke alarm test, high pressure vessels, lifts, gas safety checks and kitchen equipment servicing.

In March 2022, a new risk was identified when the school was unable to meet the requirements of the 3 yearly Independent Schools Inspectorate ("ISI") regulatory compliance inspection. The ISI has deemed that the school is failing to meet its full obligation to accommodate and educate choristers in respect of gender equality according to the Equality Act 2010. Mitigation is underway with a short term and longer term Action Plan. Subsequently, and as anticipated the school was subjected to an ISI unannounced progress inspection in May 2023. The ISI inspectors were able to see the steps being taken to create a choral programme for girls of equal stature to that for boys. The school and Cathedral will begin to admit girl probationers as day pupils in the first instance in September 2023, with the aim of offering a full and equal chorister boarding programme to both girls and boys from September 2025. The Chair and Vice Chair of Governors were present at the ISI verbal feedback and noted that the ISI were reassured by these mitigation plans. The Governors therefore judge that the school remains a going concern.

A formal ISI report was received in July 2023 with a more positive and nuanced narrative, but the school remains technically non-compliant. Further ISI inspections are expected every six months.

Public Benefit

The Trustees are aware of the Guidance issued by the Charity Commission under the Charities Act 2011 in relation to Public Benefit and are mindful of their obligations to have regard thereto. The Trustees are confident the Charity's activities are in pursuit of its objects and are delivering public benefit. This is achieved by the provision of education for the choristers and school bursaries to fund the education of non-chorister pupils whose parents would not normally be able to fund the required fees. The boarding fees of choristers are partly funded by the St Paul's Cathedral Chorister Trust. Choristers are offered a place based on their singing ability and personal attributes only. The Cathedral Church of St Paul pays the tuition fees for all Choristers.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES' REPORT (continued)

During 2022, seven day-pupils received support for part or all of their fees from the Bursary Fund and 12 choristers received support from the Chorister Trust (see notes 11 and 14 to the financial statements) for their Boarding Fees. While recognising inflationary pressures and ongoing cost increases to the school (including food and utilities inflation), Governors decided to limit the fee increase to 5.75% effective from September 2022.

Governors continue to encourage the school to take every opportunity to diversify their activities in the area of education, particularly in regard to the provision of musical opportunity to as wide a public as possible.

The Cathedral Choir supports musical education and partnership work benefitting state schools across the Diocese of London. A number of visiting choirs are hosted by the school and occasionally are able to participate in choral events alongside the Choir.

Members of the music staff seek to share the experience of singing at St Paul's with children in more than 30 schools per year, successfully reaching and recruiting choristers from diverse backgrounds. In addition, the partnership work actively support the CPD of music teachers in partner schools as well as musical colleagues in other Cathedrals.

During 2022, fundraising activities returned and raised money for Jeans for Genes, Children in Need, Christmas Jumper Day – Save the Children, Christmas Service – Great Ormond Street Hospital, RBL Poppy Appeal, World Book Day, and the children continue to enjoy PupDates from the guide dog sponsored by the school.

The School continues to develop its network of primary educators in the state maintained sector (primary) to share professional development, such as through collaborating with subject cluster groups, for example in modern foreign languages. In addition, the Head is a member of the City of London's Head Teachers' Forum, a group of head teachers from across the City of London (both maintained and independent), who meet to share information, best practice and, where possible, resources.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The school generated net income during the year of £384,208 (2021: £665,732) representing 7.5% (2021: 14.7%) of total revenues. However this included £287,324 of restricted income (2020: £84,721) of which £284,263 (2021: £81,625) was donations for the boarding house project. Pupil numbers averaged 270 in 2022 (2021: 246), ensuring the school made an unrestricted operating surplus of £252,304 (2021: £420,387) being 5.2% (2021: 9.3%) of total unrestricted revenues. The surplus was achieved after charging depreciation for the year of £241,134 (2021: £211,815). Capital expenditure for 2022 was spent on ICT £20,145, general building works £65,655 and fixtures and fittings £25,479.

In the year £96,293 (2021: £78,051) has been set aside as Designated Funds. These have been designated by the Governors for the purpose of awarding bursaries to day pupils. The sum is made up of income from the School Capital Fund (£31,027) and 6% of the previous year's Unrestricted Fund surplus (£15,120), resulting in a further transfer (£35,026) being required from the current year surplus to clear a deficit in the Bursary Fund.

The other part of the funding for the building project came from a loan from St Paul's Cathedral of £2.5 million taken out by the Cathedral from Lloyds Bank and repayable by 2033. The School has agreed to make back to back payments to the Cathedral to cover payments of interest and repayments of capital to Lloyds Bank. In December 2022, the balance stood at £1,888,645.

Under the same Instrument of Delegation the Cathedral transferred to the school the "School Capital Fund" and the School Scholarships, Prizes and Bursaries Fund (known as the Prizes Fund) on 31 December 2005 amounting to £615,000. At the end of 2022 these endowment funds stood at £1,146,145 (2021: £1,299,053) and the accumulated restricted income arising from the latter endowment stood at £38,677 (2021: £33,125) held as a cash balance.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES' REPORT (continued)

Reserves Policy

Reserves consist of Unrestricted funds, Restricted funds (cash balance of prizes fund) and Endowment funds. The Trustees will seek to maintain a minimum level of unrestricted reserves equivalent to 25% of one year's running costs, defined as expenditure on charitable activities. At 31 December 2022, unrestricted reserves stood at £7,499,901 or 163.7% of the 2022 school expenditure on charitable activities, £4,581,718. However, a large part of these reserves represent the investment in the building project and are therefore not liquid. Cash reserves at 31 December 2022 were £1,496,705, representing 33% of spending on charitable activities during the year. Governors consider that a prudent sum given financial headwinds and a very competitive local market in fee-paying pre- and prep-school offers from competitor schools and ever-increasing costs.

Senior management remuneration policy

The remuneration of the Head and Bursar is set by the Governors on an annual basis.

FUNDRAISING POLICY

The School fundraises primarily from institutions, trusts and foundations, together with occasional event-based fundraising and individual donations.

The charity does not engage in cold-calling or street-based fundraising or use third party fundraisers. The school has not received any complaints in the year in connection with the propriety of its fundraising.

The School takes all reasonable steps to treat donors fairly, enabling them to make informed decisions about any donation. This includes taking into account the needs of any potential donor who may be in vulnerable circumstances or require additional care and support to make an informed decision.

The charity has fundraising costs of less than £100,000; hence it has not been asked to register with the Fundraising Regulator and, in view of the nature of the fundraising undertaken, the charity has not to date registered voluntarily.

FUTURE PLANS

In March 2021, the school completed its first major building project since the school was built in the mid 1960s. This has allowed a top-class boarding facility to be made available to 36 boarding students. The Chapter is now considering how to admit girl choristers on the same basis as boys, with work underway to attract funds, market the opportunity and to build appropriate boarding accommodation to the same standard as the existing boarding house; this will become a major focus for the Cathedral and School in the next 24 months. Girls are able to join the cathedral choir as probationers from September 2023, although boarding provision will not be available until September 2025.

The growth of the Pre-Prep provision is almost now complete, with the 5th class welcomed in Year 1 in September 2022 and a 6th class from September 2023. The school's key objectives continue to be the educating of pupils to the same high standards, or higher, as in previous years.

The Trustees remain confident that St Paul's Cathedral Choir School will be a going concern for the next 12 months and beyond. Budgets and forecasts have been updated to reflect the impact of current inflationary pressures and competition from other city schools. However, the Governors do recognise greater uncertainty as to pupil numbers than for some time, reflecting cost pressures and the change in working practices in central London as a result of the pandemic.

Having completed the physical development of the estate, the Senior Leadership and the Governing Body are working together to define a new 5 year strategic plan, cognisant that the school remains an integral and vital part of the Cathedral's mission.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES' REPORT (continued)

Investment Powers and Trustees' Authority

The school is wholly owned by the Cathedral Church of St Paul in London. It is therefore subject to the Cathedrals' Measure 2021 in addition to charity law. Trustees may invest funds in any of the following:

- i) Land
- ii) Funds administered for the Central Board of Finance of the Church of England
- iii) Investments in which trustees may invest under the general powers of investment in the Trustees Act 2000
- iv) The improvement of development or property belonging to the Cathedral

The Investment Policy for School funds must meet the requirements of the CBF Church of England Ethical Policy.

The Trustees regularly consider the performance by its investment manager and of the investments held. The Trustees consider, supported by an independent review, that performance is satisfactory.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgments and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Governing Body and the Board of Trustees on 18th September 2023 and signed on its behalf by:



Robert-Jan Temmink KC
Chair of Governors

ST PAUL'S CATHEDRAL CHOIR SCHOOL

INDEPENDENT AUDITORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

Opinion

We have audited the financial statements of St Paul's Cathedral Choir School for the year ended 31 December 2022 which comprise statement of financial activities, the balance sheet, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2022 and of the charity's net movement in funds 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 have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the charity; or
- sufficient accounting records have not been kept; or
- the 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 trustees for the financial statements

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. 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:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to registered charities and independent schools, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and other factors such as taxation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to manual accounting journals. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of 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. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.



Haysmacintyre LLP
Statutory Auditor

17/10/2023

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

10 Queen Street Place
London
EC4R 1AG

ST PAUL'S CATHEDRAL CHOIR SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Unrestricted £	Restricted £	Endowment £	Total 2022 £	Total 2021 £
Income from:						
Donations		39,613	284,263	-	323,876	115,160
Investments	3	35,616	3,061	-	38,677	33,125
<i>Charitable activities:</i>						
School fees	2a	4,408,602	-	-	4,408,602	4,053,148
Other ancillary income	2b	329,093	-	-	329,093	317,449
Other trading	2c	18,597	-	-	18,597	14,318
Total income		<u>4,831,521</u>	<u>287,324</u>	<u>-</u>	<u>5,118,845</u>	<u>4,533,200</u>
Expenditure on:						
Charitable activities	5	<u>(4,579,217)</u>	<u>(2,501)</u>	<u>-</u>	<u>(4,581,718)</u>	<u>(4,030,045)</u>
Total Expenditure		<u>(4,579,217)</u>	<u>(2,501)</u>	<u>-</u>	<u>(4,581,718)</u>	<u>(4,030,045)</u>
Net income excluding investments gains		252,304	284,823	-	537,127	503,155
Net (losses)/gains on investments	6	<u>-</u>	<u>-</u>	<u>(152,919)</u>	<u>(152,919)</u>	<u>162,577</u>
Net income/ (expenditure)		252,304	284,823	(152,919)	384,208	665,732
Transfers between funds	10	<u>284,263</u>	<u>(284,263)</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		536,567	560	(152,919)	384,208	665,732
Reconciliation of funds						
Total funds brought forward	10-12	<u>6,963,334</u>	<u>38,084</u>	<u>1,299,054</u>	<u>8,300,472</u>	<u>7,634,740</u>
Total funds carried forward		<u>7,499,901</u>	<u>38,644</u>	<u>1,146,135</u>	<u>8,684,680</u>	<u>8,300,472</u>

All amounts derive from continuing activities.

All gains and losses recognised in the year are included in the Statement of Financial Activities.

Notes 1 to 14 form part of these financial statements.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

BALANCE SHEET

AS AT 31 DECEMBER 2022

		Total 2022 £	Total 2021 £
FIXED ASSETS	Note		
Investments	6	1,146,134	1,299,053
Tangible assets	7	8,649,072	8,799,092
TOTAL FIXED ASSETS		9,795,206	10,098,145
CURRENT ASSETS			
Debtors	8	82,826	122,730
Cash at bank and in hand		1,496,705	1,348,153
TOTAL CURRENT ASSETS		1,579,531	1,470,883
Creditors: amounts falling due one year	9	(981,424)	(972,466)
NET CURRENT ASSETS		598,107	498,417
Creditors falling due after one year		(1,708,633)	(2,296,090)
TOAL NET ASSETS		8,684,680	8,300,472
FUNDS			
Unrestricted funds	11	7,499,901	6,963,334
Restricted funds	10	38,644	38,084
Endowment funds	10	1,146,135	1,299,054
TOTAL FUNDS		8,684,680	8,300,472

Notes 1 to 14 form part of these financial statements.

These financial statements were approved and authorised for issue by the Board of Trustees on 18th September 2023

Signed on behalf of the Governing Body and the Board of Trustees:



Robert-Jan Temmink KC
Chair of Governors

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES

Accounting Basis

The financial statements are prepared under the historical cost convention as modified by the revaluation of investment assets to market value and in compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard 102, "The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland" ("FRS 102") and the Charities Act 2011.

The accounts (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 Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements are prepared in sterling which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The Charity is a Public Benefit Entity as defined by FRS 102.

Going concern

The trustees consider that there are no material uncertainties affecting the Charity's ability to continue as a going concern for at least twelve months from the date of approval of the accounts.

Fees and Similar Income

Fees receivable for the provision of education and charges for services and use of premises are accounted for in the period when the school is entitled to receive them, they can be measured and the receipt is probable. These are included in income from charitable activities. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the school from its unrestricted funds, but include contributions received from Restricted Funds for scholarships, bursaries and other grants.

Donations are also accounted for on a receivable basis although in practice the criteria of entitlement, measurement and probability are frequently only met at the point of receipt.

Expenditure

Expenditure is accounted for on an accruals basis. VAT is included with the item of expense to which it relates. Approximately 65% of support costs are spent in direct support of teaching activity and the remaining 35% on welfare and premises support. Depreciation on the school minibus is included in support costs.

Teaching Materials

Supplies of games equipment, books, stationery and sundry materials are written off to the Statement of Financial Affairs as soon as the expenditure on procuring them is incurred.

Capitalisation of Fixed Assets

Assets above the cost of £250 with a useful life exceeding one year are capitalised on the balance sheet and depreciation is provided as set out in the following paragraph.

Depreciation

Depreciation of tangible assets is provided at rates calculated to write off the excess of cost over the estimated residual amount evenly over the estimated useful economic lives of each class of asset on a straight line basis, subject to annual review. Only assets costing over £250 are capitalised.

The useful economic lives are currently as follows:

Buildings improvements and extensions	10 - 20 years
Furniture and equipment	3 - 10 years
New Building works	25-50 years

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES (continued)

Pension Schemes

The School contributes to the Teachers' Pension Scheme at rates set by the Scheme Actuary and advised to the School by the Scheme Administrator. The Scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the Scheme which are attributable to the Charity. In accordance with FRS102 the Scheme is accounted for as a defined contribution scheme, whilst it is a defined benefit scheme. Contributions are accounted for as a defined contribution scheme and contributions are accounted for when advised as due by the Scheme Administrator.

The St Paul's Cathedral Final Salary Pension Scheme ceased taking further contributions in May 2007 and under the arrangement made with the Cathedral the School is not required to make further contributions.

The School also contributes to a defined contribution scheme with Aviva. The scheme is available to all employees. The assets of the scheme are held separately in independently administered funds.

For defined contribution schemes the amount charged to the Statement of Financial Activities in respect of pension costs and other post-retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Taxation

The School is a registered charity and as such is exempt from taxation on its income and gains to the extent that they are applied to its charitable purposes.

Cashflow Statement

In accordance with the provisions of FRS102 section 1.12 a cash flow statement has not been prepared as the School's cash flows are included in the consolidated financial statements of St Paul's Cathedral.

Investments

All investments are revalued annually at open market value. Any unrealised change in value since the date of acquisition or the last balance sheet date is credited or charged to the Statement of Financial Activities. Any realised gain or loss (calculated as net sales proceeds less value at the last balance sheet date, or cost if acquired during the year) is also credited or charged to the Statement of Financial Activities.

Cash at Bank and in Hand

Cash at Bank and in Hand includes funds held on short term deposits. All the funds on Deposit are for less than 3 months and allow immediate access.

Funds

Funds are classified between restricted and unrestricted in accordance with the legal constraints on their use, and the consequent degree of flexibility which the Trustees have on using the income that gave rise to the funds.

Restricted Funds

These are funds subject to specific conditions or trusts, which are binding on the Trustees. The restriction may be on income or capital or both.

Unrestricted Funds

These are all funds other than endowment and restricted funds and include funds designated for a specific purpose by the Trustees.

Designated Funds

These are funds allocated to the Bursary Fund and are made up of Income from the Capital fund plus 6% of the prior year's Unrestricted surplus and fund from the current year surplus sufficient to ensure the fund is not in deficit.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES (continued)

Critical accounting judgments and sources of estimation uncertainty

In the application of the School's accounting policies, which are described in this note, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The Trustees do not consider there are any critical judgements or sources of estimation uncertainty requiring disclosure.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

2a. FEE INCOME	2022 Total £	2021 Total £
Gross school fees	4,516,707	4,147,636
Less: discounts	(11,812)	(16,437)
Less: total bursaries and prizes	(96,293)	(78,051)
Net fees receivable	4,408,602	4,053,148
Add: bursaries and prizes funded by restricted funds	-	-
Total	4,408,602	4,053,148
2b. OTHER ANCILLARY CHARITABLE INCOME		
Extras	260,638	250,078
Registration fees	18,800	20,500
School trips	19,895	16,716
Other	29,760	30,155
Total	379,093	317,449
2c. OTHER TRADING		
Music and uniform sales	12,430	12,746
Other	6,167	1,572
Total	18,597	14,318
3. INVESTMENT INCOME		
Investment Income from Capital Fund	31,027	30,007
Investment Income from Scholarship and Prizes Fund	3,061	2,960
Interest on Cash Deposits	4,589	158
Total	38,677	33,125
4. EXPENDITURE		
Charitable expenditure includes:		
Depreciation	241,164	211,815
Auditors' Remuneration	9,600	9,600
Total Staff Costs comprised:		
Wages and Salaries	2,408,746	2,191,711
Social Security Costs	248,260	214,014
Other Pension Costs	335,835	342,813
Total	2,992,841	2,748,538

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

4. EXPENDITURE (continued)

The average number of employees in the year:

	2022 No.	2021 No.
Teaching	33	33
Music	20	20
Teaching assistant	13	13
Domestic	8	8
Administration	5	5
Total	79	79

The number of higher paid employees

	2022	2021
£60,000 - £70,000	1	1
£70,000 - £80,000	1	1
£80,000 - £90,000	-	-
£90,000 - £100,000	1	1

Aggregate employee benefits of the Senior Management Team (Key Management Personnel) are:

£491,851	£481,417
-----------------	-----------------

The Governors received no remuneration, reimbursed expenses or other benefits for the current or previous years.

5. ANALYSIS OF TOTAL EXPENDITURE

2022	Staff Costs £	Other £	Depreciation £	Total £
Education:				
Teaching	2,488,887	186,593	37,245	2,712,725
Welfare	83,621	359,588	-	443,209
Premises	182,605	448,412	203,910	834,927
Support costs	266,841	194,394	-	461,235
Governance costs	-	129,622	-	129,622
Total	3,021,954	1,318,609	241,155	4,581,718
2021	Staff Costs £	Other £	Depreciation £	Total £
Education:				
Teaching	2,327,294	183,351	42,872	2,553,517
Welfare	55,111	318,859	-	373,970
Premises	131,641	266,176	168,943	566,760
Support costs	260,387	122,013	-	382,400
Governance costs	-	153,398	-	153,398
Total	2,774,433	1,043,797	211,815	4,030,045

ST PAUL'S CATHEDRAL CHOIR SCHOOL**NOTES TO THE FINANCIAL STATEMENTS (continued)****FOR THE YEAR ENDED 31 DECEMBER 2022****5. ANALYSIS OF EXPENDITURE (continued)**

Support costs include the costs of the five administrative staff of the school. Other support costs relate to expenses involved in the support of Teaching, Welfare and Premises.

6. INVESTMENTS

The Investment funds (Capital and Scholarships Funds) are under the management of CCLA Investment Management Ltd and consist mainly of quoted equities. There were no additions and disposal in the year

2022	Capital Fund	Scholarship & prizes fund	Total £
Market value at 1 January 2022	1,182,398	116,655	1,299,053
Revaluation in the year	(139,187)	(13,732)	(152,919)
	<u>1,043,211</u>	<u>102,923</u>	<u>1,146,134</u>
Market Value at 31 December 2022	<u>1,043,211</u>	<u>102,923</u>	<u>1,146,134</u>
Split of investments			
Investment assets in the UK 31 December 2022			401,146
Investment assets outside the UK 31 December 2022			744,988
Total			<u>1,146,134</u>
Historical cost of investments			<u>601,940</u>
2021	Capital Fund	Scholarship & prizes fund	Total £
Market value at 1 January 2021	1,034,420	102,056	1,136,476
Revaluation in the year	147,978	14,599	162,577
	<u>1,182,398</u>	<u>116,655</u>	<u>1,299,053</u>
Market Value at 31 December 2021	<u>1,182,398</u>	<u>116,655</u>	<u>1,299,053</u>
Split of investments			
Investment assets in the UK 31 December 2021			453,759
Investment assets outside the UK 31 December 2021			845,294
Total			<u>1,299,053</u>
Historical cost of investments			<u>601,940</u>

As at the time of signing the accounts the value of Investments was not materially different from the year end. No disposals or acquisitions have been made since the year end.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

7. TANGIBLE FIXED ASSETS

	Building improvements £	Fixtures, fittings and equipment £	Totals £
Cost or Valuation			
At 1 January 2021	10,084,798	756,514	10,841,312
Additions	65,655	25,479	91,134
	<u>10,150,453</u>	<u>781,993</u>	<u>10,932,446</u>
As 31 December 2022			
Depreciation			
At 1 January 2021	1,428,836	613,384	2,042,220
Charge for the year	203,430	37,724	241,154
	<u>1,632,266</u>	<u>651,108</u>	<u>2,283,374</u>
At 31 December 2022			
Net Book Value			
At 31 December 2021	<u>8,655,962</u>	<u>143,130</u>	<u>8,799,092</u>
At 31 December 2022	<u>8,518,187</u>	<u>130,885</u>	<u>8,649,072</u>

The freeholds of the St Paul's Cathedral Choir School and St Augustine's House, New Change, London EC4M 9AD are owned by the Corporation of the Cathedral Church of St Paul in London. Accordingly they are not shown on the School's balance sheet.

8. DEBTORS

	2022 £	2021 £
Amounts falling due within one year		
School fees	(6,990)	20,116
Accrued Income	73,761	85,862
Other Debtors	16,055	16,752
	<u>82,826</u>	<u>122,730</u>

9. CREDITORS

	2022 £	2021 £
Amounts falling due within one year		
Returnable deposits	144,600	137,800
Fees in advance	170,002	165,000
Sundry Creditors	39,175	37,805
Accruals and Deferred Income	449,694	474,211
Due to St Paul's Cathedral	177,950	157,650
	<u>981,421</u>	<u>972,466</u>
Amounts falling due after one year		
Amounts owing to St Paul's Cathedral	<u>1,708,633</u>	<u>2,296,090</u>

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

9. CREDITORS (continued)

In September 2020, St Paul's Cathedral entered into a £2.5m loan facility with Lloyds Bank and subsequently loaned the School an equivalent amount on the same repayment terms to fund the completion of the building project. Amounts were drawn from St Paul's Cathedral in late September 2020, and the full £2.5m was drawn down by 31 March 2021. Capital repayments started in November 2021 and the balance will be repaid to the Cathedral over twelve years at an interest rate of 3.23% above the Bank of England base rate.

DEFERRED INCOME	2022 £	2021 £
At 1 January	325,376	241,043
Released in year	(325,376)	(241,043)
Deferred in year	312,441	325,376
At 31 December	312,441	325,376

Deferred income relates to fees received in advance of the Spring Term.

10. ENDOWMENT AND RESTRICTED FUNDS

Endowment and restricted funds consist of the Capital fund and Scholarship and Prize fund. All funds are held as either cash or investments under the management of CCLA Investment Management Ltd and consist mainly of quoted equities.

Endowment funds - 2022	Capital Fund	Scholarship & prizes fund	Total £
Fund at 1 January	1,182,399	116,655	1,299,054
Revaluation in the year	(139,187)	(13,732)	(152,919)
Fund at 31 December 2022	1,043,212	102,923	1,146,135

Endowment funds - 2021	Capital Fund	Scholarship & prizes fund	Total £
Fund at 1 January	1,034,421	102,056	1,136,477
Revaluation in the year	147,978	14,599	162,577
Fund at 31 December 2021	1,182,399	116,655	1,299,054

Restricted fund (held as cash) - 2022	Total £
Fund at 1 January	38,084
Net income for the year	284,823
Transfers to unrestricted funds	(284,263)
Fund at 31 December	38,644

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

10. ENDOWMENT AND RESTRICTED FUNDS (continued)

Restricted fund (held as cash) -2021

	Total £
Fund at 1 January	37,068
Net income for the year	82,768
Transfers to unrestricted funds	(81,752)
Fund at 31 December	38,084

The balance on restricted reserves relates to the School Scholarship and Prizes Fund.

School Capital Fund

Income generated by the Capital Fund may be drawn down by and utilised by the Governors for specific purposes for the benefit of the school and is therefore recognised in unrestricted funds. Further details are given in notes 10 and 11. Also, 50% of the Capital of the Fund is available to be borrowed by the Governing Body for specific purposes for the benefit of the School.

School Scholarship and Prizes Fund

The income from the Scholarships, Prizes and Bursaries Fund will be applied by the Governing Body to award prizes and scholarships at their discretion, and is therefore recognised in unrestricted funds. No capital was transferred to Unrestricted Reserves in the year.

11. UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR 2022

	General £	Designated Income from Capital Fund £	Designated School Bursary £	Total £
At 1 January 2022	6,963,334	-	-	6,963,334
Surplus / (deficit) for the year	317,570	31,027	(96,293)	252,304
Designation in the year (note 12)	(65,266)	(31,027)	96,293	-
Transfer from restricted funds	284,263	-	-	284,263
At 31 December 2022	7,499,901	-	-	7,499,901

UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR 2021

	General £	Designated Income from Capital Fund £	Designated School Bursary £	Total £
At 1 January 2021	6,461,195	-	-	6,461,195
Surplus / (deficit) for the year	468,431	30,007	(78,051)	420,387
Designation in the year (note 12)	(48,044)	(30,007)	78,051	-
Transfer from restricted funds	81,752	-	-	81,752
At 31 December 2021	6,963,334	-	-	6,963,334

12. DESIGNATED FUNDS

Income from School Capital Fund

In 2009, Governors, with the agreement of the Trustees, voted to transfer some or all of the income from the Capital Fund each year to the Bursary Fund in order to build this up for future use, this arrangement has continued and remains unchanged. Hence in 2020 all of the income was transferred to the bursary funds as shown in note 11.

School Bursary Fund

Since 2010 the Bursary Fund has been a Designated Fund. The Fund assists day children parents who find themselves in financial difficulty during their child's stay in the school and it is hoped to extend this assistance to new families in the future. 6% of each year's Unrestricted Fund surplus is put aside for this purpose. In the year £96,293 (2021: £78,051) has been set aside as Designated Funds. These have been designated by the Governors for the purpose of awarding bursaries to day pupils. The sum is made up of income from the School Capital Fund (£31,027) and 6% of the previous year's Unrestricted Fund surplus (£15,120), resulting in a further transfer (£35,026) being required from the current year surplus to clear the deficit in the Bursary Fund.

The Governors have agreed that Finance and Resources Committee will be responsible for overseeing the award of grants.

13. ULTIMATE PARENT

The Charity's controlling entity is the Corporation of the Cathedral Church of St Paul in London commonly known as St Paul's Cathedral. The results of the School are consolidated into the consolidated financial statements of St Paul's Cathedral. Copies of the Cathedral's financial statements are available on the Cathedral's website.

14. STAFF PENSIONS

Teachers

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £264,691, (2021: £278,964) and at the year-end £nil (2020: £nil) was accrued in respect of contributions to this scheme.

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

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

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

Teachers (continued)

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, but 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.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

Other Staff

Defined Contribution Scheme: 43 non-teaching staff participate in the defined contribution scheme run by Aviva and provided by St Paul's Cathedral for its staff. The assets of the scheme are held in independently administered funds. The pension charge for 2021 includes contributions payable to the scheme of £71,144 (2021: £63,849)

Final Salary Pension Scheme: four non-teaching staff participated in the St Paul's Cathedral Final Salary Pension Scheme which closed to service accrual on 15th May 2007. According to the terms of the Instrument of Delegation, all administration costs of the Cathedral Pension Schemes will be borne by St Paul's Cathedral. As such no costs or liabilities are included in the accounts of St Paul's Cathedral Choir School.

The Cathedral is responsible for a defined benefit pension scheme and the assets of the Scheme are held in a separate trustee administered fund. Although closed to service accrual, the retirement benefits for members of this scheme are based on employees' final remuneration and the length of service to May 2007.

The pension cost is assessed in accordance with the advice of an independent actuary using the projected unit method on the basis of an annual valuation update and charged to the Statement of Financial Activities as described below.

There was a scheme funding valuation of the Scheme as at 30th September 2019. The funding plan is for the Scheme to hold assets equal to the value of the benefits using the methodology as set out in the Scheme's Statement of Funding Principles. This valuation showed a scheme surplus of £0.9m.

The Trustees and Chapter therefore agreed that no further deficit contributions were required to meet the Statutory Funding Objective. In practice, this funding plan will be reviewed following the completion of subsequent scheme funding valuations, the next of which is due as at 30 September 2022.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

15. RELATED PARTY TRANSACTIONS

Tuition fees of £419,854 (2021: £430,202) and music fees of £51,663 (2021: £53,624) were paid by St Paul's Cathedral to the School for the education of the Choristers. The school paid rental income to the Cathedral of £128,950 (2021: £125,195). The balance due to the Cathedral is detailed in Note 9

During the year the St Paul's Cathedral Chorister Trust contributed £85,560 (2021: £83,303) towards the Boarding fees of 12 (2021: 12) choristers. The Precentor is a Trustee of the School and the Chorister Trust.

The Governors made aggregate donations to the school of £360 (2021 £350)

16. CAPITAL COMMITMENTS

The school building contract with Borrás Construction Ltd was completed in March 2021. There are retentions still outstanding of £99,352 plus VAT equalling to make a total of £119,224.

There were no other capital commitments at 31 December 2022.

17. POST BALANCE SHEET EVENTS

The Governors of the St Paul's Cathedral Choir School and Chapter of the Cathedral have continued discussions on the legal identity and structure of the school. The Instrument of Delegation and Finance Memorandum require an update in the next 12 months as both the Cathedral and School re-examine governance, shared services and financial settlements. The School's financial results will continue to be consolidated in the Cathedral's financial statements.

The Cathedral has repaid the remaining balance of the loan from Lloyds Bank. The balance remains as a loan from the Cathedral to the School, but at a reduced rate of interest.

Accounts

ST PAUL'S CATHEDRAL CHOIR SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2021

Charity no. 312718

ST PAUL'S CATHEDRAL CHOIR SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

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ST PAUL'S CATHEDRAL CHOIR SCHOOL
OFFICERS AND PROFESSIONAL ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES

Chapter of St Paul's Cathedral:
The Dean, the Very Rev'd Dr David Ison
The Rev'd Canon James Milne
The Rev'd Canon Jonathan Brewster (resigned 13/10/21)
The Venerable Sheila Watson
Ms Pim Baxter
Ms Sheila Nicoll
Mr Clement Hutton-Mills (appointed 15 March 2021)
Canon Dr Paula Gooder (In attendance)

GOVERNORS

The Dean, the Very Rev'd Dr David Ison (Chair of Governors)
The Rev'd Canon James Milne #
Mr Gavin Ralston *V
Mrs Jill Aisher X
Col Edward Yorke*\$
Mr Ian Wilson *
Mrs Jane Sladdin #
Mrs Hatty Morley \$
Mr Mark Coote W
Ms Pim Baxter \$
Mr Robert-Jan Temmink
Mr Andrew de Silva (appointed 30/11/21)#

*Member of the Finance and Resources Committee
V Chair of Finance and Resources Committee
Member of the Education Curriculum and Standards Committee
X Chair of Education Curriculum and Standards Committee
\$Member of Marketing and Communications Committee
W Chair of Marketing and Communications

HEADMASTER

S Larter Evans BA (Hons), PGCE, FRSA

BURSAR

Mr Martin Kiddle

CATHEDRAL REGISTRAR

Ms Emma Davies

CATHEDRAL DIRECTOR OF MUSIC

Mr Andrew Carwood+
+in attendance at all Governing Body meetings

REGISTERED OFFICE

2 New Change
London
EC4M 9AD

CHARITY REGISTRATION NUMBER

312718

ST PAUL'S CATHEDRAL CHOIR SCHOOL
OFFICERS AND PROFESSIONAL ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2021

BANKERS

Lloyds TSB Bank plc
70 – 71 Cheapside
London
EC2V 6EN

SOLICITORS

Winckworth Sherwood LLP
Minerva House
5 Montague Close
London
SE1 8BB

Veale Wasbrough Vizards LLP
Barnards Inn
86 Fetter Lane
London
EC4A 1AD

AUDITOR

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

INSURERS

Ecclesiastical Insurance Office plc
Beaufort House
Brunswick Road
Gloucester
GL1 1JZ

ST PAUL'S CATHEDRAL CHOIR SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF ST PAUL'S CATHEDRAL CHOIR SCHOOL FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees present their annual report and the audited financial statements for the year ended 31 December 2021, prepared in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Statement of Recommended Practice and the Charities Act 2011.

STATUS AND ADMINISTRATION

The Corporation of the Cathedral Church of St Paul in London (St Paul's Cathedral), operates St Paul's Cathedral School under Statute XVI of the Instrument established for St Paul's Cathedral dated 13 May 2000 and updated thereafter. The statute sets down the objectives for the school and the powers and procedures by which Chapter will ensure the proper management of the School. The role of the Cathedral is as the seat of the Bishop of London and a centre for worship and mission. On 1 September 2005 an Instrument of Delegation delegated responsibility for the governance of the School to a Governing Body (the current members of which are listed on Page 2 of this document).

The School, which is unincorporated and has charitable status, has its affairs overseen by a Trustee body. The Trustees of the school are the Chapter of St Paul's Cathedral. The Chapter also has representation on the Governing Body, which consists of up to 12 members. The Body has a Finance and Resources Sub-Committee, an Education Curriculum and Standards Committee and a Marketing and Communications was set up in 2021 to help support the expansion of school numbers and counter competition among city schools. Other working parties are set up as the need arises. The Governors delegate day to day management responsibilities to the Headmaster and his Senior Management Team which includes the Bursar, Deputy Head Academic, Deputy Head Pastoral, Deputy DSL and Head of Pre Prep.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The School is governed by its Instrument of Delegation, which came into effect on 1 September 2005 and is subject to a five yearly review with a cancellation clause.

Governing Body

The Governing Body, when complete, consists of The Dean and 4 members of Chapter, and 7 lay governors. The initial lay governors were appointed by the Chapter, in consultation with the Headmaster, but lay governors are now elected at full Governors' meetings. Lay governors are appointed according to the specialist skills they can offer. The Cathedral and School have begun work to review the constitution of the Governing body within the Instrument of Delegation, and aim to separate the role of the Dean from that of Chair of Governors and to reconsider the terms and effect of the Instrument of Delegation.

Trustee and Governor Training

New trustees and governors are inducted into the working of the School by the Headmaster and Bursar, and are regularly updated through briefings at the School and external trustee and governor training courses

The Governors meet at least three times a year to determine the general policy of the School and to review its overall management and control. The work of overseeing the implementation of most of the Governing Body's policies is carried out by the Finance and Resources Sub-Committee, which meets before each meeting of the full Governing Body and at other times as required. The Governors' Education Curriculum and Standards Committee continued to monitor the progress of the departmental and staff peer reviews carried out. The Marketing and Communications committee will look at the promotion of the school as well as communication with current parents and supporters.

St Paul's Cathedral School is an active member of the Independent Association of Preparatory Schools (IAPS), for the promotion and maintenance of preparatory school standards generally, and of the Choir Schools Association. It also takes part in peer-group studies for the evaluation of quality and performance improvement methods. The school is also a member of the Independent Schools Bursars' Association, giving it access to the latest financial and management developments in the education sector.

By co-operating with local charities and state schools, the School endeavours to widen public access to the schooling it provides, and to awaken in the pupils an awareness of the social context of the education they receive at the School. See

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' REPORT (continued)

CHARITABLE OBJECTS

St Paul's Cathedral School exists for the education, nurture and care of the choristers of St Paul's Cathedral. It also has a responsibility to educate such other pupils between the ages of four and thirteen as can be properly accommodated from time to time within the school.

Aims and Principles

St Paul's Cathedral School is a Christian, co-educational community where the values of love, justice, tolerance, respect, honesty, service and trust are encouraged and practised to promote positive relationships throughout the school community.

The school aims to instil a love of learning through a broad curriculum. It aims to give each pupil the opportunity to develop intellectually, socially, personally, physically, culturally and spiritually. All pupils are encouraged to work to the best of their ability and to achieve standards of excellence in all of their endeavours.

Through the corporate life of the school and through good pastoral care, the school encourages the independence of the individual as well as mutual responsibility. It aims to make its pupils aware of the wider community and encourages a close working relationship with parents and guardians.

Principal Activity

St Paul's Cathedral School's principal activity continues to be the provision of education in a boarding environment for the St Paul's Cathedral choristers, of which there can be up to 36. In order to deliver a financially viable curriculum and to create a more balanced school environment for the choristers, it educates approximately 260 day children from the ages of 4 to 13.

Objectives for the Year

The Governors' main objective continues to be to educate all the School's pupils to at least the same high standard achieved in previous years, so that they will be able fully to benefit from their chosen senior school for the completion of their education in due course. Our strategy for achieving this is to maintain a high teacher-to-pupil ratio, tailoring our services as appropriate in each case to suit individual needs. The School's building development of a new boarding block has allowed improvements to staff accommodation and the creation of new classroom space. The school had two form entry at Reception as from September 2021. After three years there will be an increase of pupil numbers of at least 45.

REVIEW OF ACTIVITIES AND ACHIEVEMENTS

public benefit below. The extent of this work was limited in 2021 because of the restrictions placed on all school activities by the impact of the Covid pandemic.

During the year there were on average 25 boy choristers aged between 7 and 13, 158 day pupils of the same ages, and 63 pre-prep children aged between 4 and 7 on the school's roll. The whole school is mixed, although there are fewer girls than boys in the main school. At the end of 2021 there were 102 girls in the school (2020: 99). In September 22 there will be a second Reception form making 5 classes in Reception with the full complement of 6 being achieved in September 2023.

The school continued to be responsive to COVID measures, with such things as parent briefings and meetings held online. Communications remained frequent and fluid, providing high levels of reassurance to parents and other stakeholders. Sports fixtures and music performances were the main activities that returned in good spirits, and we continued to plan optimistically and flexibly.

During the January to February 2021 lockdown, pupils took part in an improvisation competition (104 videos were submitted remotely by pupils) and 12 of our leaving Year 8s secured music awards to their senior schools (that's over half of all Y8 leavers). On coming out of lockdown in March, 13 early-morning ensembles took place every week in strict year-group bubbles. Whilst no exams were taken in Spring term, 101 were taken in July, of which 64% were at merit or distinction level.

Between March and July, 4 year-group concerts, the House Music Competition and a leaving concert for Mrs McLean were recorded and shared with parents. Two of our ensembles represented the school at *Live! in the Churchyard* (St Mary le Bow) and we recorded a Summer Concert of over 40 videos, comprising not just the school choir and ensemble performances, but every class in school, meaning each child was able to perform (and some multiple times).

By the Autumn, we managed to return to a degree of normality: the House Piano Competition and some class concerts were allowed live audiences. By December, however, as the new variant began to strike, only 18 music exams were taken (39%

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' REPORT (continued)

at merit or distinction) and there were some cancellations to concerts and services. The Chamber Choir and Bread St choirs did, however, manage to lead carol services for Chartered Accountants, Britain-Australia Society and the Bread St Ward. The School Carol Service ensured every child in school had the opportunity to perform (either as part of a choir or their year group) in the Cathedral.

Some trips, both at home were possible during the Autumn Term they included, art workshops at St Paul's Cathedral, visits to the Jewish Museum, Army Museum, Florence Nightingale Museum. Other trips included a weekend national football tournament, Geography river trip and overnight camping for years 3 and 4.

All of the leavers of 2020-21 went on to good senior schools. 26 scholarships were offered to leavers: 8 academic, 14 music, 1 sport, 2 art and 1 Headmaster's scholarships with often substantial bursaries offered. This achievement has been helped greatly by the high-quality teaching staff we have been able to retain and recruit in the face of intense competition from other London schools and who continue to maintain high standards in an increasingly competitive market for senior school places in London and elsewhere.

The final sectional completion for the building project was the 5th March 2021. The final project cost was £8.2 M with the commitment by the School to this cost being in excess of £4.0m. A significant individual donation of £1m over 3 years will be used to reduce the level of external bank loan funding and mitigate the impact on reserves. Future budgets and forecasts have been updated to reflect the possible impacts on income and pupil numbers as a result of the COVID pandemic: increased marketing and other mitigation measures are in place, and the Governors will keep the situation under regular review.

The financing of the building project has led to a fall in the level of the School's reserves from 2020/21 onwards but the Governors will maintain the reserves at prudent levels in line with their reserves policy.

Risk Management, and principal risks and uncertainties

A detailed Risk Management assessment is prepared annually then updated each term for Governors to include both internal and external factors that may impact on the operation. Their likelihood and potential impacts are assessed and any required action is formulated. The main risks under consideration include particularly the Covid pandemic and the impact on trends with respect to pupil numbers. These are monitored and the number of current applications were compared to previous years. Currently there are still three to four applicants per available place. With respect to stock market volatility and its impact on investments the school receives and acts upon advice from the Cathedral's Investment Advisory Committee. Currently the School's investments are managed by CCLA. The proximity of St Paul's Cathedral and other City Institutions means that the school is located in a sensitive and high profile area with respect to possible terrorist activity. Staff receive regular briefings from City of London Police specialists and attend the Cathedral's Security Advisory group meetings to ensure they are up to date with the latest advice and amend any emergency procedures as appropriate. Robust plans are in place for dealing with emergencies that may arise either internally or externally to the school.

Day to day health and safety is monitored by the school Health and Safety Committee who are supported by PIB Risk Management Advisors. This committee reports directly to the F&R Committee including an annual review of all accidents involving pupils. As part of their annual review PIB will look at all of the required inspection reports which include PAT testing, fire and smoke alarm test, gas safety checks and kitchen equipment servicing.

Public Benefit

The Trustees are aware of the Guidance issued by the Charity Commission under the Charities Act 2011 in relation to Public Benefit and are mindful of their obligations to have regard thereto. The Trustees are confident the Charity's activities are in pursuit of its objects and are delivering public benefit. This is achieved by the provision of education for the choristers and school bursaries to fund the education of non-chorister pupils whose parents would not normally be able to fund the required fees. The boarding fees of choristers are partly funded by the St Paul's Cathedral Chorister Trust. Choristers are offered a place based on their singing ability and personal attributes only. The Cathedral Church of St Paul pays the Tuition fees for all Choristers.

During 2021, six day-pupils received support for part or all of their fees from the Bursary Fund and 15 choristers received support from the Chorister Trust (see notes 11 and 14 to the financial statements) for their Boarding Fees. Governors decided to limit the fee increase to 3% effective September 21 to reflect the impact of Covid.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' REPORT (continued)

Public Benefit (continued)

Governors continue to encourage the school to take every opportunity to diversify their activities in the area of education, particularly in regard to the provision of musical opportunity to as wide a public as possible.

The Cathedral Choir supports musical education and partnership work benefitting state schools across the Diocese of London. In the past year, this has included its 'Sing with St Paul's' programme, which has helped schools return to 'normal' singing. We ran a choral summer school for 50 children, culminating in Evensong at the Cathedral. The Hackney Children's and Senior Choirs gained new membership, a new choral academy was founded in two primary schools, and digital singing assemblies featuring the choristers, shared with schools across the UK helped schools return to Collective Worship.

Members of the music staff seek to share the experience of singing at St Paul's with children in more than 30 schools per year, successfully reaching and recruiting choristers from diverse backgrounds. In addition, the partnership work actively support the CPD of music teachers in partner schools as well as musical colleagues in other Cathedrals.

During 2020, many fundraising activities were limited in scope however the school still raised money for Jeans for Genes, Children in need, Christmas Jumper Day – Save the Children, Christmas Service – Great Ormond Street Hospital, RBL Poppy Appeal, World Book Day, and the children have now met the guide dog puppy sponsored by the school.

The School continues to develop its network of primary educators in the state maintained sector (primary) to share professional development, such as through collaborating with subject cluster groups, for example in modern foreign languages. In addition, the Head is a member of the City of London's Head Teachers' Forum, a group of head teachers from across the City of London (both maintained and independent), who to share information, best practice and, where possible, resources. With the appointment of a new Head of Sport we are now actively planning for widening our sports participation to include maintained primary schools within our fixtures and tournaments. The School continues its partnership with the Royal College of Music whereby undergraduate musicians experience music teaching in a school setting.

With the new building work now complete, the School aims to set up twilight teacher training programmes in ICT and Music for non-specialist teachers from the maintained sector.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The school generated net income during the year of £665,732 (2020: £1,598,328) representing 14.7% (2020: 30.52%) of total revenues. However this included £84,712 of restricted income (2020: £808,721) of which £81,652 (2020: £805,903) was donations for the School Building project. Pupil numbers averaged 246 in 2021 (2020: 254), ensuring the school made an unrestricted operating surplus of £420,387 (2020: £718,058) being 9.3% (2020: 16.2%) of total unrestricted revenues. The surplus was achieved after charging depreciation for the year of £211,815 (2020: £60,655). Capital expenditure for 2021 was split between £978,681 for the school development project, £33,153 for ICT, general building works £66,381 and for fixtures and fittings £67,790.

In the year £78,051 (2020: £70,581) has been set aside as Designated Funds. These have been designated by the Governors for the purpose of awarding bursaries to day pupils. The sum is made up of income from the School Capital Fund (£30,007) and 6% of the previous year's Unrestricted Fund surplus (£48,051), resulting in a further transfer (£27,780) being required from the current year surplus to clear the deficit in the Bursary Fund.

In accordance with the conditions of the Instrument of Delegation and Financial Memorandum adopted by the school, the school's initial unrestricted reserves were fixed at £400,000 at 31 December 2005 and a reserves policy was introduced based on unrestricted reserves being a minimum of 20% of annual fees. The School has continued to secure an annual operating surplus since 2005, taking unrestricted reserves to £6,963,334 (2020: £6,461,195). Over the last five years the Trustees have continued to increase unrestricted reserves to enable the school to finance a significant portion of the planned school development project. This has enabled the School to contribute over £4m to the financing of the project.

The other part of the funding for the Building Project came from a loan from St Paul's Cathedral of £2.5 million taken out in the name of the Cathedral from Lloyds Banking Group and repayable by 2033. The School has agreed to make back to back payments to the Cathedral to cover payments of interest and repayments of capital to Lloyds bank.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' REPORT (continued)

Under the same Instrument of Delegation the Cathedral transferred to the school the "School Capital Fund" and the School Scholarships, Prizes and Bursaries Fund (known as the Prizes Fund) on 31 December 2005 amounting to £615,000. At the end of 2020 these endowment funds stood at £1,299,053 (2020: £1,136,476) and the accumulated restricted income arising from the latter endowment stood at £38,084 (2020: £37,068) held as a cash balance

Reserves and Reserves Policy

Reserves consist of Unrestricted funds, Restricted funds (cash balance of prizes fund) and Endowment funds. The Trustees will seek to maintain a minimum level of unrestricted reserves equivalent to 25% of one year's running costs, defined as expenditure on charitable activities. At 31 December 2021, unrestricted reserves are £6,963,334 or 172.8% of the 2021 school expenditure on charitable activities (£4,028,101) (2019: 174% of running costs of £3,709,180). Governors have agreed that some of these reserves can be used to finance the forthcoming School building project. As at the end of 2020 £4,000,00 has been committed.

Senior management remuneration policy

The remuneration of the Headmaster and Bursar is set by the Governors.

FUNDRAISING POLICY

The School fundraises primarily from institutions, trusts and foundations, together with occasional event-based fundraising and individual donations.

The charity does not engage in cold-calling or street-based fundraising or use third party fundraisers. The school has not received any complaints in the year in connection with the propriety of its fundraising.

The School takes all reasonable steps to treat donors fairly, enabling them to make informed decisions about any donation. This includes taking into account the needs of any potential donor who may be in vulnerable circumstances or require additional care and support to make an informed decision.

The charity has fundraising costs of less than £100,000; hence it has not been asked to register with the Fundraising Regulator and, in view of the nature of the fundraising undertaken, the charity has not to date registered voluntarily.

FUTURE PLANS

In December 2016 the School was granted planning permission to build a new Boarding House, expand the dining area and create extra classrooms by rehousing the resident staff in the existing Boarding House. This work commenced in July 2019 and the final sectional completion was 5th March 2021.

This has enabled the school to expand its pre prep department and to provide some additional specialist classrooms and secure boarding accommodation of the required standard for many years to come. The first new Reception class started in September 2021 and Pre Prep will be up to 6 forms in September 2023. The extra classrooms has enabled the school to have Covid isolation rooms and testing rooms which will eventually be used as general classrooms. The schools key objectives continue to be the educating of pupils to the same high standards, or higher, as in previous years.

The Trustees remain confident that St Paul's Cathedral School will be a going concern for the next 12 months and beyond. There are long waiting lists for the next four years for both the 4+ and 7+ entry points, and the school has introduced an 11+ scholarship programme which is attracting a small number of applicants hitherto not served by the school. Once the Pre-Prep has grown to two form entry, the 7+ entry point will offer fewer places, however, it is anticipated that this will remain an important and attractive entry point for some pupils. Budgets and forecasts have been updated to reflect the impact of the COVID 19 virus and competition from other city schools. However, the Governors do recognise greater uncertainty as to pupil numbers than for some time, reflecting the change in working practices in central London as a result of the pandemic.

Having completed the physical development of the estate, the Senior Leadership and the Governing body are working together to define a new 5 year strategic plan. Part of that plan is to establish the School as a Foundation, with its own legal identity, while remaining an integral and vital part of the Cathedral's mission. Note 17 Post Balance Sheet Events gives more detail of the progress with this exercise.

Investment Powers and Trustees' Authority

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' REPORT (continued)

The school is wholly owned by the Cathedral Church of St Paul in London. It is therefore subject to the Cathedrals' Measure 2021 in addition to charity law. Trustees may invest funds in any of the following:

Investment Powers and Trustees' Authority (continued)

- i) Land
- ii) Funds administered for the Central Board of Finance of the Church of England
- iii) Investments in which trustees may invest under the general powers of investment in the Trustees Act 2000
- iv) The improvement of development or property belonging to the Cathedral

The Investment Policy for School funds must meet the requirements of the CBF Church of England Ethical Policy.

The Trustees regularly consider the performance by its investment manager and of the investments held. The Trustees consider, supported by an independent review, that performance is satisfactory.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgments and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees on 22 June 2022 and signed on its behalf by:



The Very Rev'd Dr David Ison
Trustee and Chairman of Governors

ST PAUL'S CATHEDRAL CHOIR SCHOOL

INDEPENDENT AUDITORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Opinion

We have audited the financial statements of St Paul's Cathedral Choir School for the year ended 31 December 2021, which comprise the statement of financial activities, the balance sheet, the cash flow statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2021 and of its net movement in funds 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 have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the charity; or
- sufficient accounting records have not been kept; or
- the 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.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

INDEPENDENT AUDITORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Responsibilities of Trustee for the financial statements

As explained more fully in the Trustee's responsibilities statement set out on page 10, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. 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:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to registered charities and independent schools, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and other factors such as taxation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to manual accounting journals. Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities; and
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions.

Because of 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. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's Trustee as a body for our audit work, for this report, or for the opinions we have formed.

Haysmacintyre LLP
Statutory Auditor

Haysmacintyre LLP
25 July 2022

10 Queen Street Place
London EC4R 1AG

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

ST PAUL'S CATHEDRAL CHOIR SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Unrestricted £	Restricted £	Endowment £	Total 2021 £	Total 2020 £
Income from:						
Donations		33,408	81,752	-	115,160	833,504
Investments	3	30,165	2,960	-	33,125	35,833
<i>Charitable activities:</i>						
School fees	2a	4,053,148	-	-	4,053,148	4,060,303
Other ancillary income	2b	317,449	-	-	317,449	291,556
Other trading	2c	14,318	-	-	14,318	14,733
Total income		<u>4,448,488</u>	<u>84,712</u>	<u>-</u>	<u>4,533,200</u>	<u>5,235,929</u>
Expenditure on:						
Charitable activities	5	<u>(4,028,101)</u>	<u>(1,944)</u>	<u>-</u>	<u>(4,030,045)</u>	<u>(3,710,725)</u>
Total Expenditure		<u>(4,028,101)</u>	<u>(1,944)</u>	<u>-</u>	<u>(4,030,445)</u>	<u>(3,710,725)</u>
Net income excluding investments gains		420,387	82,768	-	503,155	1,525,204
Net gains on investments	6	-	-	162,577	162,577	73,124
Net income		<u>420,387</u>	<u>82,768</u>	<u>162,577</u>	<u>665,732</u>	<u>1,598,328</u>
Transfers between funds	10	<u>81,752</u>	<u>(81,752)</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>502,139</u>	<u>1,016</u>	<u>162,577</u>	<u>665,732</u>	<u>1,598,328</u>
Reconciliation of funds						
Total funds brought forward	10-12	<u>6,461,195</u>	<u>37,068</u>	<u>1,136,477</u>	<u>7,634,740</u>	<u>6,036,412</u>
Total funds carried forward		<u>6,963,334</u>	<u>38,084</u>	<u>1,299,054</u>	<u>8,300,472</u>	<u>7,634,740</u>

All amounts derive from continuing activities.

All gains and losses recognised in the year are included in the Statement of Financial Activities.

Notes 1 to 14 form part of these financial statements.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

BALANCE SHEET

AS AT 31 DECEMBER 2021

		Total 2021 £	Total 2020 £
FIXED ASSETS	Note		
Investments	6	1,299,053	1,136,476
Tangible assets	7	8,799,092	7,864,900
TOTAL FIXED ASSETS		10,098,145	9,001,376
CURRENT ASSETS			
Debtors	8	122,730	89,510
Cash at bank and in hand		1,348,153	1,191,409
TOTAL CURRENT ASSETS		1,470,883	1,280,919
Creditors: amounts falling due one year	9	(972,466)	(708,383)
NET CURRENT ASSETS		498,417	572,536
Creditors falling due after One year		(2,296,090)	(1,939,172)
TOAL NET ASSETS		8,300,472	7,634,740
FUNDS			
Unrestricted funds	11	6,963,334	6,461,195
Restricted funds	10	38,084	37,068
Endowment funds	10	1,299,054	1,136,477
TOTAL FUNDS		8,300,472	7,634,740

Notes 1 to 14 form part of these financial statements.

These financial statements were approved and authorised for issue by the Board of Trustees on 22 June 2022

Signed on behalf of the Board of Trustees:



The Very Rev'd Dr David Ison
Trustee

ST PAUL'S CATHEDRAL CHOIR SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES

Accounting Basis

The financial statements are prepared under the historical cost convention as modified by the revaluation of investment assets to market value and in compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard 102, "The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland" ("FRS 102") and the Charities Act 2011.

The financial statements are prepared in sterling which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The Charity is a Public Benefit Entity as defined by FRS 102.

The trustees consider that there are no material uncertainties affecting the Charity's ability to continue as a going concern for at least twelve months from the date of approval of the accounts.

Fees and Similar Income

Fees receivable for the provision of education and charges for services and use of premises are accounted for in the period when the school is entitled to receive them, they can be measured and the receipt is probable. These are included in income from charitable activities. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the school from its unrestricted funds, but include contributions received from Restricted Funds for scholarships, bursaries and other grants.

Donations are also accounted for on a receivable basis although in practice the criteria of entitlement, measurement and probability are frequently only met at the point of receipt.

Expenditure

Expenditure is accounted for on an accruals basis. VAT is included with the item of expense to which it relates. Approximately 65% of support costs are spent in direct support of teaching activity and the remaining 35% on welfare and premises support. Depreciation on the school minibus is included in support costs.

Teaching Materials

Supplies of games equipment, books, stationery and sundry materials are written off to the Statement of Financial Affairs as soon as the expenditure on procuring them is incurred.

Capitalisation of Fixed Assets

Assets above the cost of £250 with a useful life exceeding one year are capitalised on the balance sheet and depreciation is provided as set out in the following paragraph.

Depreciation

Depreciation of tangible assets is provided at rates calculated to write off the excess of cost over the estimated residual amount evenly over the estimated useful economic lives of each class of asset on a straight line basis, subject to annual review. Only assets costing over £250 are capitalised.

The useful economic lives are currently as follows:

Buildings improvements and extensions	10 - 20 years
Furniture and equipment	3 - 10 years
New Building works	25-50 years

Pension Schemes

The School contributes to the Teachers' Pension Scheme at rates set by the Scheme Actuary and advised to the School by the Scheme Administrator. The Scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the Scheme which are attributable to the Charity. In accordance with FRS102 the Scheme is accounted for as a defined contribution scheme, whilst it is a defined benefit scheme. Contributions are accounted for as a defined contribution scheme and contributions are accounted for when advised as due by the Scheme Administrator.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES (continued)

Pension Schemes (continued)

The St Paul's Cathedral Final Salary Pension Scheme ceased taking further contributions in May 2007 and under the arrangement made with the Cathedral the School is not required to make further contributions.

The School also contributes to a defined contribution scheme with AVIVA. The scheme is available to all employees. The assets of the scheme are held separately in independently administered funds.

For defined contribution schemes the amount charged to the Statement of Financial Activities in respect of pension costs and other post-retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Taxation

The School is a registered charity and as such is exempt from taxation on its income and gains to the extent that they are applied to its charitable purposes.

Cashflow Statement

In accordance with the provisions of FRS102 section 1.12 a cash flow statement has not been prepared as the School's cash flows are included in the consolidated financial statements of St Paul's Cathedral.

Investments

All investments are revalued annually at open market value. Any unrealised change in value since the date of acquisition or the last balance sheet date is credited or charged to the Statement of Financial Activities. Any realised gain or loss (calculated as net sales proceeds less value at the last balance sheet date, or cost if acquired during the year) is also credited or charged to the Statement of Financial Activities.

Cash at Bank and in Hand

Cash at Bank and in Hand includes funds held on short term deposits. All the funds on Deposit are for less than 3 months and allow immediate access.

Funds

Funds are classified between restricted and unrestricted in accordance with the legal constraints on their use, and the consequent degree of flexibility which the Trustees have on using the income that gave rise to the funds.

Restricted Funds

These are funds subject to specific conditions or trusts, which are binding on the Trustees. The restriction may be on income or capital or both.

Unrestricted Funds

These are all funds other than endowment and restricted funds and include funds designated for a specific purpose by the Trustees.

Designated Funds

These are funds allocated to the Bursary Fund and are made up of Income from the Capital fund plus 6% of the prior year's Unrestricted surplus and fund from the current year surplus sufficient to ensure the fund is not in deficit.

Critical accounting judgments and sources of estimation uncertainty

In the application of the School's accounting policies, which are described in this note, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The Trustees do not consider there are any critical judgements or sources of estimation uncertainty requiring disclosure.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

2a. FEE INCOME	2021 Total £	2020 Total £
Gross School fees	4,147,636	4,274,489
Less: discounts	(16,437)	(143,605)
Less: total bursaries and prizes	(78,051)	(70,581)
Net fees receivable	4,053,148	4,060,303
Add: bursaries and prizes funded by restricted funds	-	-
Total	4,053,148	4,060,303
2b. OTHER ANCILLARY CHARITABLE INCOME		
Extras	250,078	258,238
Registration fees	20,500	18,501
School trips	16,716	7,532
Other	30,155	7,285
Total	317,449	291,556
2c. OTHER TRADING		
Music and uniform sales	12,746	7,383
Other	1,572	7,350
Total	14,318	14,733
3. INVESTMENT INCOME		
Investment Income from Capital Fund	30,007	28,977
Investment Income from Scholarship and Prizes Fund	2,960	2,859
Interest on Cash Deposits	158	3,997
Total	33,125	35,833
4. EXPENDITURE		
Charitable expenditure includes:		
Depreciation	211,815	60,654
Auditors' Remuneration	9,600	9,600
Total Staff Costs comprised:		
Wages and Salaries	2,191,711	2,216,997
Social Security Costs	214,014	213,911
Other Pension Costs	342,813	326,806
Total	2,748,538	2,757,714

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

4. EXPENDITURE (continued)

	2021 No.	2020 No.
The average number of employees in the year:		
Teaching	33	33
Music	20	19
Teaching assistant	13	12
Domestic	8	8
Administration	5	5
Total	79	77

The number of higher paid employees

	2021	2020
£50,000 - £60,000	2	-
£60,001 - £70,000	1	2
£70,001 - £80,000	1	-
£80,001 - £90,000	-	-
£90,001 - £100,000	1	1

Aggregate employee benefits of the Senior Management Team (Key Management Personnel) are:

£481,417 £473,425

The Governors received no remuneration, reimbursed expenses or other benefits for the current or previous years.

5. ANALYSIS OF TOTAL EXPENDITURE

2021	Staff Costs £	Other £	Depreciation £	Total £
Education:				
Teaching	2,327,294	183,351	42,872	2,553,517
Welfare	55,111	318,859	-	373,970
Premises	131,641	266,176	168,943	566,760
Support costs	260,387	122,013	-	382,400
Governance costs	-	153,398	-	153,398
Total	2,774,433	1,043,797	211,815	4,030,045
2020	Staff Costs £	Other £	Depreciation £	Total £
Education:				
Teaching	2,261,945	131,951	30,973	2,424,869
Welfare	93,671	261,134	-	354,805
Premises	156,673	303,603	29,682	489,958
Support costs	255,876	136,839	-	392,715
Governance costs	-	48,378	-	48,378
Total	2,768,165	881,905	60,655	3,710,725

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

5. ANALYSIS OF EXPENDITURE (continued)

Support costs include the costs of the five administrative staff of the School. Other support costs relate to expenses involved in the support of Teaching, Welfare and Premises.

6. INVESTMENTS

The Investment funds (Capital and Scholarships Funds) are under the management of CCLA Investment Management Ltd and consist mainly of quoted equities. There were no additions and disposal in the year

2021	Capital Fund	Scholarship & prizes fund	Total £
Market value at 1 January 2021	1,034,420	102,056	1,136,476
Revaluation in the year	147,978	14,599	162,577
Market Value at 31 December 2021	<u>1,182,398</u>	<u>116,655</u>	<u>1,299,053</u>
Split of investments			
Investment assets in the UK 31 December 2021			453,759
Investment assets outside the UK 31 December 2021			845,294
Total			<u>1,299,053</u>
Historical cost of investments			<u>601,940</u>
 2020	 Capital Fund	 Scholarship & prizes fund	 Total £
Market value at 1 January 2020	967,863	95,490	1,063,353
Revaluation in the year	66,557	6,566	73,123
Market Value at 31 December 2020	<u>1,034,420</u>	<u>102,056</u>	<u>1,136,476</u>
Split of investments			
Investment assets in the UK 31 December 2020			364,809
Investment assets outside the UK 31 December 2020			771,667
Total			<u>1,136,476</u>
Historical cost of investments			<u>601,940</u>

As at the time of signing the accounts the value of Investments was not materially different from the year end. No disposals or acquisitions have been made since the year end.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

7. TANGIBLE FIXED ASSETS

	Building improvements £	Fixtures, fittings and equipment £	2021 Totals £
Cost or Valuation			
At 1 January 2021	9,039,736	655,570	9,695,306
Additions	1,045,062	100,944	1,146,006
As 31 December 2021	<u>10,084,798</u>	<u>756,514</u>	<u>10,841,312</u>
Depreciation			
At 1 January 2021	1,259,894	570,512	1,830,406
Charge for the year	<u>168,942</u>	<u>42,872</u>	<u>211,814</u>
At 31 December 2021	<u>1,428,836</u>	<u>613,384</u>	<u>2,042,220</u>
Net Book Value			
At 31 December 2021	<u>8,655,962</u>	<u>143,130</u>	<u>8,799,092</u>
At 31 December 2020	<u>7,779,842</u>	<u>85,058</u>	<u>7,864,900</u>

The freeholds of the St Paul's Cathedral School and St Augustine's House, New Change, London EC4M 9AD are owned by the Corporation of the Cathedral Church of St Paul in London. Accordingly, they are not shown on the School's balance sheet.

8. DEBTORS

	2021 £	2020 £
Amounts falling due within one year		
School fees	20,116	(4,895)
Accrued Income	85,862	84,246
Other Debtors	16,752	10,159
	<u>122,730</u>	<u>89,510</u>

9. CREDITORS

	2021 £	2020 £
Amounts falling due within one year		
Returnable deposits	137,800	130,300
Fees in advance	165,000	-
Sundry Creditors	37,805	21,254
Accruals and Deferred Income	474,211	454,155
Due to St Paul's Cathedral	157,650	102,674
	<u>972,466</u>	<u>708,383</u>
Amounts falling due after one year		
Amounts owing to St Paul's Cathedral	2,296,090	1,939,172
Due 2-5 years £735,027 over 5 years £1,561,063	<u></u>	<u></u>

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

9. CREDITORS (continued)

In September 2020, St Paul's Cathedral entered into a £2.5m loan facility with Lloyds bank and subsequently loaned the School an equivalent loan on the same repayment terms to fund the completion of the building project. Amounts were drawn from St Paul's Cathedral in late September 2020, the full £2.5m was drawn down from the Cathedral by end of March 2021. Capital repayments started in November 2021 and the balance will be repaid to the Cathedral over twelve years at an interest rate of 3.23% above the Bank of England base rate.

10. ENDOWMENT AND RESTRICTED FUNDS

Endowment and restricted funds consist of the Capital fund and Scholarship and Prize fund. All funds are held as either cash or investments under the management of CCLA Investment Management Ltd and consist mainly of quoted equities.

Endowment funds - 2021	Capital Fund	Scholarship & prizes fund	Total £
Fund at 1 January	1,034,420	102,056	1,136,476
Revaluation in the year	147,978	14,599	162,577
Fund at 31 December	<u>1,182,398</u>	<u>116,655</u>	<u>1,299,053</u>

Endowment funds - 2020	Capital Fund	Scholarship & prizes fund	Total £
Fund at 1 January	967,863	95,490	1,063,353
Revaluation in the year	66,557	6,566	73,124
Fund at 31 December	<u>1,034,420</u>	<u>102,056</u>	<u>1,136,476</u>

Restricted fund (held as cash) -2021	Total £
Fund at 1 January	37,068
Net income for the year	1,016
Fund at 31 December	<u>38,084</u>

Restricted fund (held as cash) -2020	Total £
Fund at 1 January	35,825
Net income for the year	1,243
Fund at 31 December	<u>37,068</u>

The balance on restricted reserves relates to the School Scholarship and Prizes Fund.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

School Capital Fund

Income generated by the Capital Fund may be drawn down by and utilised by the Governors for specific purposes for the benefit of the school and is therefore recognised in unrestricted funds. Further details are given in notes 10 and 11. 50% of the Capital of the Fund is available to be borrowed by the Governing Body for specific purposes for the benefit of the School.

School Scholarship and Prizes Fund

The income from the Scholarships, Prizes and Bursaries Fund will be applied by the Governing Body to award prizes and scholarships at their discretion, and is therefore recognised in unrestricted funds. No capital was transferred to Unrestricted Reserves in the year.

Transfers

The transfer of £81,752 (2020 £805,903) out of restricted funds into unrestricted funds relates to the restrictions in relation to donations towards the building project being satisfied.

11. UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR 2021

	General	Designated Income from Capital Fund	Designated School Bursary	Total
	£	£	£	£
At 1 January	6,461,195	-	-	6,461,195
Surplus / (deficit) for the year	468,431	30,007	(78,051)	420,387
Designation in the year (note 12)	(25,223)	(30,007)	55,230	-
Further Transfer required	(22,821)		22,821	-
Transfer from restricted funds	81,752			81,752
At 31 December	6,963,334	-	-	6,963,334

UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR 2020

	General	Designated Income from Capital Fund	Designated School Bursary	Total
	£	£	£	£
At 1 January	4,937,234	-	-	4,937,234
Surplus / (deficit) for the year	759,662	28,977	(70,581)	718,058
Designation in the year (note 12)	(43,083)	(28,977)	72,060	-
Transfer from restricted funds	805,903	-	-	805,903
At 31 December	6,459,716	-	1,479	6,461,195

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

12. DESIGNATED FUNDS

Income from School Capital Fund

In 2009, Governors, with the agreement of the Trustees, voted to transfer some or all of the income from the Capital Fund each year to the Bursary Fund in order to build this up for future use, this arrangement has continued and remains unchanged. Hence in 2020 all of the income was transferred to the bursary funds as shown in note 11.

School Bursary Fund

Since 2010 the Bursary Fund has been a Designated Fund. The Fund assists day children parents who find themselves in financial difficulty during their child's stay in the School and it is hoped to extend this assistance to new families in the future. 6% of each year's Unrestricted Fund surplus is put aside for this purpose. In 2021 the sum was £25,223 (6% of the 2021 unrestricted surplus of £420,387) plus the income from the Capital Fund (£30,007) which is transferred to the Bursary Fund mentioned in Note 10 above making £55,23 balance transfer of £22,821 from General funds was required.

The Governors have agreed that Finance and General Purposes Committee will be responsible for overseeing the award of grants.

13. ULTIMATE PARENT

The Charity's controlling entity is the Corporation of the Cathedral Church of St Paul in London commonly known as St Paul's Cathedral. The results of the School are consolidated into the consolidated financial statements of St Paul's Cathedral. Copies of the Cathedral's financial statements may be obtained from The Chapter House, St Paul's Churchyard, London EC4M 8AD.

14. STAFF PENSIONS

Teachers

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £278,964 (2020: £273,465) and at the year-end £nil (2020: £nil) was accrued in respect of contributions to this scheme.

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

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

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

Teachers (continued)

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.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

Other Staff

Defined Contribution Scheme: 43 non-teaching staff participate in the defined contribution scheme run by Aviva and provided by St Paul's Cathedral for its staff.. The assets of the scheme are held in independently administered funds. The pension charge for 2021 includes contributions payable to the scheme of £63,849 (2020: £53,341)

Final Salary Pension Scheme: four non-teaching staff participated in the St Paul's Cathedral Final Salary Pension Scheme which closed to service accrual on 15th May 2007. According to the terms of the Instrument of Delegation, all administration costs of the Cathedral Pension Schemes will be borne by St Paul's Cathedral. As such no costs or liabilities are included in the accounts of St Paul's Cathedral School.

The Cathedral is responsible for a defined benefit pension scheme and the assets of the Scheme are held in a separate trustee administered fund. Although closed to service accrual, the retirement benefits for members of this scheme are based on employees' final remuneration and the length of service to May 2007.

The pension cost is assessed in accordance with the advice of an independent actuary using the projected unit method on the basis of an annual valuation update and charged to the Statement of Financial Activities as described below.

There was a scheme funding valuation of the Scheme as at 30th September 2019. The funding plan is for the Scheme to hold assets equal to the value of the benefits using the methodology as set out in the Scheme's Statement of Funding Principles. This valuation showed a scheme surplus of £0.9m.

The Trustees and Chapter therefore agreed that no further deficit contributions were required to meet the Statutory Funding Objective. In practice, this funding plan will be reviewed following the completion of subsequent scheme funding valuations, the next of which is due as at 30 September 2022.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

15. RELATED PARTY TRANSACTIONS

Tuition fees of £430,202 (2020: £471,000) and music fees of £53,642 (2020: £60,000) were paid by St Paul's Cathedral to the school for the education of the Choristers. The Cathedral paid a grant totalling £500,000 in 2019 but nothing further in 2020 to finance the Learning in Harmony Building project. The school paid rental income to the Cathedral of £125,195 (2020: £125,000). The balance due to the Cathedral is detailed in Note 9

During the year the St Paul's Cathedral Chorister Trust contributed £83,303 (2020: £89,478) towards the Boarding fees of 12 (2020: 17) choristers. The Precentor is a Trustee of the School and the Chorister Trust.

The Governors made aggregate donations to the school of £350(2020£550)

16. CAPITAL COMMITMENTS

The school building contract with Borrás Construction Ltd was completed in 2021. There are retentions still outstanding of £99,352 plus vat equalling £119,224.

There were no other capital commitments at 31 December 2021.

17. POST BALANCE SHEET EVENTS

The Governors of the St Paul's Cathedral School and Chapter of the Cathedral have started discussions with the objective of restructuring the governance arrangements at the School. As part of this exercise the trade and assets will move from the School in its current structure as an unincorporated charity to a new incorporated charity. Discussions are ongoing and the new changes are expected to take place within the next year. The School's results will continue to be consolidated in the Cathedral's financial statements.

Accounts

ST PAUL'S CATHEDRAL CHOIR SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2020

Charity no. 312718

ST PAUL'S CATHEDRAL CHOIR SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

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ST PAUL'S CATHEDRAL CHOIR SCHOOL

OFFICERS AND PROFESSIONAL ADVISERS

FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES

Chapter of St Paul's Cathedral:
The Dean, the Very Rev'd Dr David Ison
The Rev'd Canon James Milne
The Rev'd Canon Tricia Hillas (resigned 16 February 2020)
The Rev'd Canon Jonathan Brewster
The Venerable Sheila Watson
Ms Pim Baxter
Ms Sheila Nicoll
Mr Clement Hutton-Mills (appointed 15 March 2021)

GOVERNORS

The Dean, the Very Rev'd Dr David Ison (Chair of Governors)
The Rev'd Canon James Milne *
The Rev'd Canon Tricia Hillas (resigned 16 February 2020)
Mr Gavin Ralston *V
Mrs Jill Aisher X
Col Edward Yorke*
Mr Ian Wilson *
Mrs Jane Sladdin #
Mrs Hatty Morley #
Mr Mark Coote *
Ms Pim Baxter
Mr Robert-Jan Temmink (appointed 18 May 2020)

*Member of the Finance and General Purposes Committee
V Chair of Finance and General Purposes Committee
Member of the Education Committee
X Chair of Education Committee

HEADMASTER

S Larter Evans BA (Hons), PGCE, FRSA

BURSAR

Mr Martin Kiddle

CATHEDRAL REGISTRAR

Ms Emma Davies

CATHEDRAL DIRECTOR OF MUSIC

Mr Andrew Carwood+
+in attendance at all Governing Body meetings

REGISTERED OFFICE

2 New Change
London
EC4M 9AD

CHARITY REGISTRATION NUMBER

312718

ST PAUL'S CATHEDRAL CHOIR SCHOOL
OFFICERS AND PROFESSIONAL ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2020

BANKERS

Lloyds TSB Bank plc
70 – 71 Cheapside
London
EC2V 6EN

SOLICITORS

Winckworth Sherwood LLP

Minerva House
5 Montague Close
London
SE1 8BB

Veale Wasbrough Vizards LLP

Barnards Inn
86 Fetter Lane
London
EC4A 1AD

AUDITOR

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

INSURERS

Ecclesiastical Insurance Office plc
Beaufort House
Brunswick Road
Gloucester
GL1 1JZ

ST PAUL'S CATHEDRAL CHOIR SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF ST PAUL'S CATHEDRAL CHOIR SCHOOL FOR THE YEAR ENDED 31 DECEMBER 2020

The Trustees present their annual report and the audited financial statements for the year ended 31 December 2020, prepared in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Statement of Recommended Practice and the Charities Act 2011.

STATUS AND ADMINISTRATION

The Corporation of the Cathedral Church of St Paul in London (St Paul's Cathedral), operates St Paul's Cathedral School under Statute XVI of the Instrument established for St Paul's Cathedral dated 13 May 2000 and updated thereafter. The statute sets down the objectives for the school and the powers and procedures by which Chapter will ensure the proper management of the School. The role of the Cathedral is as the seat of the Bishop of London and a centre for worship and mission. On 1 September 2005 an Instrument of Delegation delegated responsibility for the governance of the School to a Governing Body (the current members of which are listed on Page 2 of this document).

The School, which is unincorporated and has charitable status, has its affairs overseen by a Trustee body. The Trustees of the school are the Chapter of St Paul's Cathedral. The Chapter also has representation on the Governing Body, which consists of up to 12 members. The Body has a Finance and General Purposes Sub-Committee, an Education Committee and working parties which are set up as the need arises. The Governors delegate day to day management responsibilities to the Headmaster and his Senior Management Team which includes the Bursar, Deputy Head Academic, Deputy Head Pastoral, Deputy DSL and Head of Pre Prep.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The School is governed by its Instrument of Delegation, which came into effect on 1 September 2005 and is subject to a five yearly review with a cancellation clause.

Governing Body

The Governing Body, when complete, consists of The Dean and 4 members of Chapter, and 7 lay governors. The initial lay governors were appointed by the Chapter, in consultation with the Headmaster, but lay governors are now elected at full Governors' meetings. Lay governors are appointed according to the specialist skills they can offer. The Cathedral and School have begun work to review the constitution of the Governing body within the Instrument of Delegation, and aim to separate the role of the Dean from that of Chair of Governors and to reconsider the terms and effect of the Instrument of Delegation. As part of the strategy to review the school Governance Mr Robert-Jan Temmink joined the Governing Body on 18 May 2020. At the governors meeting of 17 February 2020 it was agreed he should take over the role of Vice Chair previously fulfilled by the Precentor.

Trustee and Governor Training

New trustees and governors are inducted into the working of the School by the Headmaster and Bursar, and are regularly updated through briefings at the School and external trustee and governor training courses

The Governors meet at least three times a year to determine the general policy of the School and to review its overall management and control. The work of overseeing the implementation of most of the Governing Body's policies is carried out by the Finance and General Purposes Sub-Committee, which meets before each meeting of the full Governing Body and at other times as required. The Governors' Education Committee continued to monitor the progress of the departmental and staff peer reviews carried out.

St Paul's Cathedral School is an active member of the Independent Association of Preparatory Schools (IAPS), for the promotion and maintenance of preparatory school standards generally, and of the Choir Schools Association. It also takes part in peer-group studies for the evaluation of quality and performance improvement methods. The school is also a member of the Independent Schools Bursars' Association, giving it access to the latest financial and management developments in the education sector.

By co-operating with local charities and state schools, the School endeavours to widen public access to the schooling it provides, and to awaken in the pupils an awareness of the social context of the education they receive at the School. See public benefit below. The extent of this work was limited in 2020 because of the restrictions placed on all school activities by the impact of the Covid pandemic.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES' REPORT (continued)

REVIEW OF ACTIVITIES AND ACHIEVEMENTS

During the year there were on average 28 boy choristers aged between 7 and 13, 169 day pupils of the same ages, and 60 pre-prep children aged between 4 and 7 on the school's roll. The whole school is mixed, although there are fewer girls than boys in the main school. At the end of 2020 there were 99 girls in the school (2019: 114).

The School was extremely successful at moving its teaching and learning online in response to COVID. It took a "fail fast and innovate" approach, allowing teachers high degrees of autonomy which was agile and quick to respond to the needs of children according to age and stage, and to the vagaries of children's home circumstances. The School trained its staff in GoogleClassroom, and Microsoft Teams, and set up its own secure YouTube channel days before the first lockdown and moved directly into a full online provision for that first term. During that time, GoogleMeet was also introduced, as well as Zoom. Initially, the School was not able to provide for Key Worker children, but arranged for children to use a neighbouring school. Partial lifting of restrictions brought Reception, Year 1 and Year 6 back into school, with staff allocated to each bubble and moving to a hybrid learning environment with specialist teaching delivered remotely back into classrooms. In a second wave the School was able to offer provision for Key Worker children, and we also hosted the prep school aged children from City of London School for Girls. Parent meetings and virtual open days moved online, where they currently remain. Much has been learned, and the school continues the momentum gained with the now widespread ease of using technology across the school.

Pupils in the school achieved excellent music exam results in December 2019, with 46 exams taken, 72% of which were at merit or distinction level. From September-March (pre-lockdown) 10 regular instrument ensembles, 2 orchestras and five choirs rehearsed weekly. 5 internal concerts were held, and an additional 8 other public performances given. From March to July (during lockdown), 3 choirs and 1 ensemble continued remotely, and a (recorded) summer concert was produced.

Since the appointment of Mr Mark Kennedy as Director of Music, who joined us from Westminster Cathedral Choir School, the school's Chamber Choir is being trained to sing occasional offices in the Cathedral. This was achieved on a number of occasions until COVID. The intention is to return to this programme.

Trips, both at home and overseas, were not possible due to COVID.

All of the leavers of 2019-20 went on to good senior schools. 34 scholarships were offered to leavers, up more than 50% year on year: 9 academic, 16 music, 5 sport, 2 art, 2 drama scholarships with often substantial bursaries offered. This achievement has been helped greatly by the high-quality teaching staff we have been able to retain and recruit in the face of intense competition from other London schools and who continue to maintain high standards in an increasingly competitive market for senior school places in London and elsewhere.

Risk Management, and principal risks and uncertainties

A detailed Risk Management assessment is prepared annually for Governors to include both internal and external factors that may impact on the operation. Their likelihood and potential impacts are assessed and any required action is formulated. The main risks under consideration include particularly the Covid pandemic and the impact on trends with respect to pupil numbers. These are monitored and the number of current applications were compared to previous years. Currently there are still three to four applicants per available place. With respect to stock market volatility and its impact on investments the school receives and acts upon advice from the Cathedral's Investment Advisory Committee. Currently the School's investments are managed by CCLA. The proximity of St Paul's Cathedral and other City Institutions means that the school is located in a sensitive and high profile area with respect to possible terrorist activity. Staff receive regular briefings from City of London Police specialists and attend the Cathedral's Security Advisory group meetings to ensure they are up to date with the latest advice and amend any emergency procedures as appropriate. Robust plans are in place for dealing with emergencies that may arise either internally or externally to the school.

Day to day health and safety is monitored by the school Health and Safety Committee who are supported by PIB Risk Management Advisors. This committee reports directly to the F&GP Committee including an annual review of all accidents involving pupils. As part of their annual review PIB will look at all of the required inspection reports which include PAT testing, fire and smoke alarm test, gas safety checks and kitchen equipment servicing. The School Building project commenced in July 2019 and continued throughout 2020, with final sectional completion being 5th March 2021. An extension of time was granted to the contractor as a result of the impact of covid lockdowns and work place restrictions. The final project cost is now expected to be just over £8 M with the commitment by the School to this cost being in excess of £4.0m. A significant individual donation of £1m over 3 years will be used to reduce the level of external bank loan funding and mitigate the impact on

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES' REPORT (continued)

reserves. Future budgets and forecasts have been updated to reflect the possible impacts on income and pupil numbers as a result of the COVID pandemic: increased marketing and other mitigation measures are in place, and the Governors will keep the situation under regular review.

The financing of the building project will lead to a fall in the level of the School's reserves from 2020/21 onwards but the Governors will maintain the reserves at prudent levels in line with their reserves policy.

CHARITABLE OBJECTS

St Paul's Cathedral School exists for the education, nurture and care of the choristers of St Paul's Cathedral. It also has a responsibility to educate such other pupils between the ages of four and thirteen as can be properly accommodated from time to time within the school.

Aims and Principles

St Paul's Cathedral School is a Christian, co-educational community where the values of love, justice, tolerance, respect, honesty, service and trust are encouraged and practised to promote positive relationships throughout the school community.

The school aims to instil a love of learning through a broad curriculum. It aims to give each pupil the opportunity to develop intellectually, socially, personally, physically, culturally and spiritually. All pupils are encouraged to work to the best of their ability and to achieve standards of excellence in all of their endeavours.

Through the corporate life of the school and through good pastoral care, the school encourages the independence of the individual as well as mutual responsibility. It aims to make its pupils aware of the wider community and encourages a close working relationship with parents and guardians.

Principal Activity

St Paul's Cathedral School's principal activity continues to be the provision of education in a boarding environment for the St Paul's Cathedral choristers, of which there can be up to 36. In order to deliver a financially viable curriculum and to create a more balanced school environment for the choristers, it educates approximately 220 day children from the ages of 4 to 13.

Objectives for the Year

The Governors' main objective continues to be to educate all the School's pupils to at least the same high standard achieved in previous years, so that they will be able fully to benefit from their chosen senior school for the completion of their education in due course. Our strategy for achieving this is to maintain a high teacher-to-pupil ratio, tailoring our services as appropriate in each case to suit individual needs. The School's building development of a new boarding block has allowed improvements to staff accommodation and the creation of new classroom space. The school will have two form entry at Reception as from September 2021. After three years there will be an increase of pupil numbers of at least 45.

Public Benefit

The Trustees are aware of the Guidance issued by the Charity Commission under the Charities Act 2011 in relation to Public Benefit and are mindful of their obligations to have regard thereto. The Trustees are confident the Charity's activities are in pursuit of its objects and are delivering public benefit. This is achieved by the provision of education for the choristers and school bursaries to fund the education of non-chorister pupils whose parents would not normally be able to fund the required fees. The boarding fees of choristers are partly funded by the St Paul's Cathedral Chorister Trust. Choristers are offered a place based on their singing ability and personal attributes only. The Cathedral Church of St Paul pays the Tuition fees for all Choristers.

During 2020, six day-pupils received support for part or all of their fees from the Bursary Fund and 15 choristers received support from the Chorister Trust (see notes 11 and 14 to the financial statements) for their Boarding Fees. As a result of the disruption to pupils education caused by the Covid 19 lockdown of schools, Governors decided to hold fee levels at 2019/20 rates for the academic year 2020/21. This was in addition to a 10% discount offered against the fees for the summer term 2020.

Governors continue to encourage the school to take every opportunity to diversify their activities in the area of education, particularly in regard to the provision of musical opportunity to as wide a public as possible.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES' REPORT (continued)

The Cathedral Choir supports musical education and partnership work benefitting state schools across the Diocese of London. In the past year, this has included its 'Sing with St Paul's' programme, which has benefitted keyworker children, and those home-schooling; the Hackney Children's and Senior Choirs (with support from the Mayor of London); and digital singing assemblies featuring the choristers, shared with schools across the UK.

Public Benefit (continued)

Members of the music staff seek to share the experience of singing at St Paul's with children in more than 30 schools per year, successfully reaching and recruiting choristers from diverse and deprived backgrounds. In addition, the outreach work actively support the CPD of music teachers in partner schools.

During 2020, many fundraising activities were limited in scope however the school still raised money for Jeans for Genes, Children in need, Christmas Jumper Day – Save the Children, Christmas Service – Great Ormond Street Hospital, Comic Relief, RBL Poppy Appeal, World Book Day, and now sponsor a guide dog puppy.

The School continues to develop its network of primary educators in the state maintained sector (primary) to share professional development, such as through collaborating with subject cluster groups, for example in modern foreign languages. In addition, the Head is a member of the City of London's Head Teachers' Forum, a group of head teachers from across the City of London (both maintained and independent), who to share information, best practice and, where possible, resources. With the appointment of a new Head of Sport we are now actively planning for widening our sports participation to include maintained primary schools within our fixtures and tournaments. The School continues its partnership with the Royal College of Music whereby undergraduate musicians experience music teaching in a school setting.

With the new building work now complete, the School aims to set up twilight teacher training programmes in ICT and Music for non-specialist teachers from the maintained sector.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The school generated net income during the year of £1,598,328 (2019: £1,668,136) representing 30.52% (2019: 30.80%) of total revenues. However this included £808,721 of restricted income of which £805,903 was donations for the School Building project. Pupil numbers averaged 254 in 2020 (2019: 257), ensuring the school made an unrestricted operating surplus in excess of £718,058 (2019: £541,444) being 16.2% (2019: 12.1%) of total unrestricted revenues. The surplus was achieved after charging depreciation for the year of £60,655 (2019: £60,147). Capital expenditure for 2020 was split between £4,446,986 for the school development project, £9,654 for ICT, and for fixtures and fittings £28,944.

In the year £70,581 (2019: £73,562) has been set aside as Designated Funds. These have been designated by the Governors for the purpose of awarding bursaries to day pupils. The sum is made up of income from the School Capital Fund (£20,977) and 6% of the previous year's Unrestricted Fund surplus (£72,060), resulting in a surplus to be carried forward in the Bursary Fund of £1,479.

In accordance with the conditions of the Instrument of Delegation and Financial Memorandum adopted by the school, the school's initial unrestricted reserves were fixed at £400,000 at 31 December 2005 and a reserves policy was introduced based on unrestricted reserves being a minimum of 20% of annual fees. The School has continued to secure an annual operating surplus since 2005, taking unrestricted reserves to £6,461,195 (2019: £4,937,234). Over the last five years the Trustees have continued to increase unrestricted reserves to enable the school to finance a significant portion of the planned school development project. This has enabled the School to contribute over £4m to the financing of the project.

The other part of the funding for the Building Project came from a loan from St Paul's Cathedral of £2.5 million taken out in the name of the Cathedral from Lloyds Banking Group and repayable by 2033. The School has agreed to make back to back payments to the Cathedral to cover payments of interest and repayments of capital to Lloyds bank.

Under the same financial agreement the Cathedral transferred to the school the "School Capital Fund" and the School Scholarships, Prizes and Bursaries Fund (known as the Prizes Fund) on 31 December 2005 amounting to £615,000. At the end of 2020 these endowment funds stood at £1,136,476 (2019: £1,063,353) and the accumulated restricted income arising from the latter endowment stood at £37,068 (2019: £35,825) held as a cash balance.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES' REPORT (continued)

Reserves Policy

The Trustees will seek to maintain a minimum level of unrestricted reserves equivalent to 25% of one year's running costs, defined as expenditure on charitable activities. At 31 December 2020, unrestricted reserves are £6,461,195 or 174.2% of the 2020 school expenditure on charitable activities (£3,709,150) (2019: 126% of running costs of £3,916,180). Governors have agreed that some of these reserves can be used to finance the forthcoming School building project. As at the end of 2020 £4,000,00 has been committed.

Senior management remuneration policy

The remuneration of the Headmaster and Bursar is set by the Governors.

FUNDRAISING POLICY

The School fundraises primarily from institutions, trusts and foundations, together with occasional event-based fundraising and individual donations.

The charity does not engage in cold-calling or street-based fundraising or use third party fundraisers. The school has not received any complaints in the year in connection with the propriety of its fundraising.

The School takes all reasonable steps to treat donors fairly, enabling them to make informed decisions about any donation. This includes taking into account the needs of any potential donor who may be in vulnerable circumstances or require additional care and support to make an informed decision.

The charity has fundraising costs of less than £100,000; hence it has not been asked to register with the Fundraising Regulator and, in view of the nature of the fundraising undertaken, the charity has not to date registered voluntarily.

FUTURE PLANS

In December 2016 the School was granted planning permission to build a new Boarding House, expand the dining area and create extra classrooms by rehousing the resident staff in the existing Boarding House. This work commenced in July 2019 and the final sectional completion was 5th March 2021.

This will enable the school to expand its pre prep department and to provide some additional specialist classrooms and secure boarding accommodation of the required standard for many years to come. It will also enable us to continue our key objective of educating our pupils to the same high standards, or higher, as in previous years.

The Trustees remain confident that St Paul's Cathedral School will be a going concern for the next 12 months and beyond. There are long waiting lists for the next four years for both the 4+ and 7+ entry points, and the school has introduced an 11+ scholarship programme which is attracting a small number of applicants hitherto not served by the school. Once the Pre-Prep has grown to two form entry, the 7+ entry point will offer fewer places, however, it is anticipated that this will remain an important and attractive entry point for some pupils. Budgets and forecasts have been updated to reflect the impact of the COVID 19 virus (see post balance sheet events note below). However, the Governors do recognise greater uncertainty as to pupil numbers than for some time, reflecting the change in working practices in central London as a result of the pandemic.

Having completed the physical development of the estate, the Senior Leadership and the Governing body are working together to define a new 5 year strategic plan. Part of that plan is to establish the School as a Foundation, with its own legal identity, while remaining an integral and vital part of the Cathedral's mission. Note 17 Post Balance Sheet Events gives more detail of the progress with this exercise.

Investment Powers and Trustees' Authority

The school is wholly owned by the Cathedral Church of St Paul in London. It is therefore subject to the Cathedrals' Measure 1999 in addition to charity law. Trustees may invest funds in any of the following:

- i) Land
- ii) Funds administered for the Central Board of Finance of the Church of England

ST PAUL'S CATHEDRAL CHOIR SCHOOL
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES' REPORT (continued)

Investment Powers and Trustees' Authority (continued)

- iii) Investments in which trustees may invest under the general powers of investment in the Trustees Act 2000
 - iv) The improvement of development or property belonging to the Cathedral
-

The Investment Policy for School funds must meet the requirements of the CBF Church of England Ethical Policy.

The Trustees regularly consider the performance by its investment manager and of the investments held. The Trustees consider, supported by an independent review, that performance is satisfactory.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

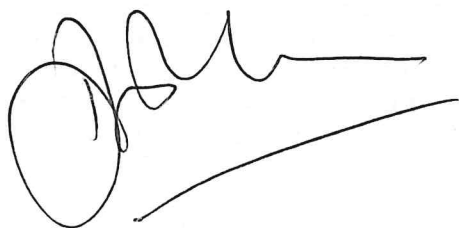
The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgments and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees on Monday 20th October 2021 and signed on its behalf by:



The Very Rev'd Dr David Ison
Trustee and Chairman of Governors

ST PAUL'S CATHEDRAL CHOIR SCHOOL

INDEPENDENT AUDITORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

Opinion

We have audited the financial statements of St Paul's Cathedral Choir School for the year ended 31 December 2020, which comprise the statement of financial activities, the balance sheet, the cash flow statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2020 and of its net movement in funds 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 have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the charity; or
- sufficient accounting records have not been kept; or
- the 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.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

INDEPENDENT AUDITORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

Responsibilities of Trustee for the financial statements

As explained more fully in the Trustee's responsibilities statement set out on page 10, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. 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:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to registered charities and independent schools, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and other factors such as taxation.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to manual accounting journals. Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities; and
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's Trustee as a body for our audit work, for this report, or for the opinions we have formed.



Haysmacintyre LLP
Statutory Auditor

Date: 25 October 2021

10 Queen Street Place
London
EC4R 1AG

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

ST PAUL'S CATHEDRAL CHOIR SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	Unrestricted £	Restricted £	Endowment £	Total 2020 £	Total 2019 £
Income from:						
Donations		27,601	805,903	-	833,504	957,237
Investments	3	33,015	2,818	-	35,833	43,772
<i>Charitable activities:</i>						
School fees	2a	4,060,303	-	-	4,060,303	4,075,292
Other ancillary income	2b	291,556	-	-	291,556	326,584
Other trading	2c	14,733	-	-	14,733	13,562
Total income		<u>4,427,208</u>	<u>808,721</u>	<u>-</u>	<u>5,235,929</u>	<u>5,416,447</u>
Expenditure on:						
Charitable activities	5	(3,709,150)	(1,575)		(3,710,725)	(3,918,007)
Total Expenditure		<u>(3,709,150)</u>	<u>(1,575)</u>	<u></u>	<u>(3,710,725)</u>	<u>(3,918,007)</u>
Net income excluding investments gains		718,058	807,146		1,525,204	1,498,440
Net gains on investments	6	-	-	73,124	73,124	169,696
Net income		<u>718,058</u>	<u>807,146</u>	<u>73,124</u>	<u>1,598,328</u>	<u>1,668,136</u>
Transfers between funds	10	<u>805,903</u>	<u>(805,903)</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>1,523,961</u>	<u>1,243</u>	<u>73,124</u>	<u>1,598,328</u>	<u>1,668,136</u>
Reconciliation of funds						
Total funds brought forward	10-12	4,937,234	35,825	1,063,353	6,036,412	4,368,276
Total funds carried forward		<u>6,461,195</u>	<u>37,068</u>	<u>1,136,477</u>	<u>7,634,740</u>	<u>6,036,412</u>

All amounts derive from continuing activities.

All gains and losses recognised in the year are included in the Statement of Financial Activities.

Notes 1 to 14 form part of these financial statements.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

BALANCE SHEET

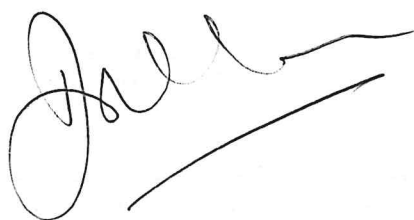
AS AT 31 DECEMBER 2020

	Note	Total 2020 £	Total 2019 £
FIXED ASSETS			
Investments	6	1,136,476	1,063,353
Tangible assets	7	7,864,900	3,439,971
TOTAL FIXED ASSETS		<u>9,001,376</u>	<u>4,503,324</u>
CURRENT ASSETS			
Debtors	8	89,510	121,519
Cash at bank and in hand		1,191,409	2,679,595
TOTAL CURRENT ASSETS		<u>1,280,919</u>	<u>2,801,114</u>
Creditors: amounts falling due one year	9	(708,383)	(1,268,026)
NET CURRENT ASSETS		<u>572,536</u>	<u>1,533,088</u>
Creditors falling due after One year		(1,939,172)	-
TOAL NET ASSETS		<u><u>7,634,740</u></u>	<u><u>6,036,412</u></u>
FUNDS			
Unrestricted funds	11	4,136,476	4,937,234
Restricted funds	10	37,068	35,825
Endowment funds	10	6,461,195	4,937,234
TOTAL FUNDS		<u><u>7,634,740</u></u>	<u><u>6,036,412</u></u>

Notes 1 to 14 form part of these financial statements.

These financial statements were approved and authorised for issue by the Board of Trustees on 20th October 2021

Signed on behalf of the Board of Trustees:



The Very Rev'd Dr David Ison
Trustee

ST PAUL'S CATHEDRAL CHOIR SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES

Accounting Basis

The financial statements are prepared under the historical cost convention as modified by the revaluation of investment assets to market value and in compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard 102, "The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland" ("FRS 102") and the Charities Act 2011.

The financial statements are prepared in sterling which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The Charity is a Public Benefit Entity as defined by FRS 102.

Notwithstanding the impact of the Covid-19 pandemic the trustees consider that there are no material uncertainties affecting the Charity's ability to continue as a going concern for at least twelve months from the date of approval of the accounts.

Fees and Similar Income

Fees receivable for the provision of education and charges for services and use of premises are accounted for in the period when the school is entitled to receive them, they can be measured and the receipt is probable. These are included in income from charitable activities. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the school from its unrestricted funds, but include contributions received from Restricted Funds for scholarships, bursaries and other grants.

Donations are also accounted for on a receivable basis although in practice the criteria of entitlement, measurement and probability are frequently only met at the point of receipt.

Expenditure

Expenditure is accounted for on an accruals basis. VAT is included with the item of expense to which it relates. Approximately 65% of support costs are spent in direct support of teaching activity and the remaining 35% on welfare and premises support. Depreciation on the school minibus is included in support costs.

Teaching Materials

Supplies of games equipment, books, stationery and sundry materials are written off to the Statement of Financial Affairs as soon as the expenditure on procuring them is incurred.

Depreciation

Depreciation of other assets is provided at rates calculated to write off the excess of cost over estimated residual amount evenly over the estimated useful economic lives of each class of asset, subject to annual review.

These rates are currently as follows:

Buildings improvements and extensions	10 - 20 years
Furniture and equipment	3 - 10 years

Pension Schemes

The School contributes to the Teachers' Pension Scheme at rates set by the Scheme Actuary and advised to the School by the Scheme Administrator. The Scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the Scheme which are attributable to the Charity. In accordance with FRS102 the Scheme is accounted for as a defined contribution scheme, whilst it is a defined benefit scheme. Contributions are accounted for as a defined contribution scheme and contributions are accounted for when advised as due by the Scheme Administrator.

The St Paul's Cathedral Final Salary Pension Scheme ceased taking further contributions in May 2007 and under the arrangement made with the Cathedral the School is not required to make further contributions.

The School also contributes to a defined contribution scheme with AVIVA. The scheme is available to all employees. The assets of the scheme are held separately in independently administered funds.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES (continued)

Pension Schemes (continued)

For defined contribution schemes the amount charged to the Statement of Financial Activities in respect of pension costs and other post-retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Taxation

The School is a registered charity and as such is exempt from taxation on its income and gains to the extent that they are applied to its charitable purposes.

Cashflow Statement

In accordance with the provisions of FRS102 section 1.12 a cash flow statement has not been prepared as the School's cash flows are included in the consolidated financial statements of St Paul's Cathedral.

Investments

All investments are revalued annually at open market value. Any unrealised change in value since the date of acquisition or the last balance sheet date is credited or charged to the Statement of Financial Activities. Any realised gain or loss (calculated as net sales proceeds less value at the last balance sheet date, or cost if acquired during the year) is also credited or charged to the Statement of Financial Activities.

Cash at Bank and in Hand

Cash at Bank and in Hand includes funds held on short term deposits. All the funds on Deposit are for less than 3 months and allow immediate access.

Funds

Funds are classified between restricted and unrestricted in accordance with the legal constraints on their use, and the consequent degree of flexibility which the Trustees have on using the income that gave rise to the funds.

Restricted Funds

These are funds subject to specific conditions or trusts, which are binding on the Trustees. The restriction may be on income or capital or both.

Unrestricted Funds

These are all funds other than endowment and restricted funds and include funds designated for a specific purpose by the Trustees.

Designated Funds

These are funds allocated to the Bursary Fund and are made up of Income from the Capital fund plus 6% of the prior year's Unrestricted surplus and fund from the current year surplus sufficient to ensure the fund is not in deficit.

Critical accounting judgments and sources of estimation uncertainty

In the application of the School's accounting policies, which are described in note 1, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The Trustees do not consider there are any critical judgements or sources of estimation uncertainty requiring disclosure.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2020

2a. FEE INCOME	2020 Total £	2019 Total £
Gross school fees	4,274,489	4,168,438
Less: discounts	(143,605)	(19,584)
Less: total bursaries and prizes	(70,581)	(73,562)
Net fees receivable	4,060,303	4,075,292
Add: bursaries and prizes funded by restricted funds	-	-
Total	4,060,303	4,075,292
2b. OTHER ANCILLARY CHARITABLE INCOME		
Extras	258,238	268,084
Registration fees	18,501	18,200
School trips	7,532	21,386
Other	7,285	18,914
Total	291,556	326,584
2c. OTHER TRADING		
Music and uniform sales	7,383	8,642
Other	7,350	4,920
Total	14,733	13,562
3. INVESTMENT INCOME		
Investment Income from Capital Fund	28,977	28,133
Investment Income from Scholarship and Prizes Fund	2,859	2,776
Interest on Cash Deposits	3,997	12,863
Total	35,833	43,772
4. EXPENDITURE		
Charitable expenditure includes:		
Depreciation	60,654	60,147
Auditors' Remuneration	9,600	10,320
Total Staff Costs comprised:		
Wages and Salaries	2,216,997	2,216,125
Social Security Costs	213,911	205,123
Other Pension Costs	326,806	282,375
Total	2,757,714	2,703,623

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2020

4. EXPENDITURE (continued)

	2020 No.	2019 No.
The average number of employees in the year:		
Teaching	33	33
Music	19	20
Teaching assistant	12	12
Domestic	8	8
Administration	5	5
Total	77	78

	2020	2019
The number of higher paid employees		
£60,000 - £70,000	2	3
£70,000 - £80,000	1	-
£80,000 - £90,000	-	1
£90,000 - £100,000	1	-
Aggregate employee benefits of the Senior Management Team (Key Management Personnel) are:	£482,891	£406,118

The Governors received no remuneration, reimbursed expenses or other benefits for the current or previous years.

5. ANALYSIS OF TOTAL EXPENDITURE

2020	Staff Costs £	Other £	Depreciation £	Total £
Education:				
Teaching	2,261,945	131,951	30,973	2,424,869
Welfare	93,671	261,134	-	354,805
Premises	156,673	303,603	29,862	490,138
Support costs	255,876	136,839	-	392,715
Governance costs	-	45,378	-	45,378
Total	2,768,165	878,905	60,832	3,707,902
2019				
	Staff Costs £	Other £	Depreciation £	Total £
Education:				
Teaching	2,212,802	174,665	28,773	2,416,240
Welfare	96,504	328,692	-	425,196
Premises	141,167	407,071	31,374	579,612
Support costs	258,247	192,937	-	451,184
Governance costs	-	45,775	-	45,775
Total	2,708,720	1,149,140	60,147	3,918,007

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2020

5. ANALYSIS OF EXPENDITURE (continued)

Support costs include the costs of the five administrative staff of the school. Other support costs relate to expenses involved in the support of Teaching, Welfare and Premises.

6. INVESTMENTS

The Investment funds (Capital and Scholarships Funds) are under the management of CCLA Investment Management Ltd and consist mainly of quoted equities. There were no additions and disposal in the year

2020	Capital Fund	Scholarship & prizes fund	Total £
Market value at 1 January 2020	967,863	95,490	1,063,353
Revaluation in the year	66,557	6,566	73,124
	<u>1,034,420</u>	<u>102,056</u>	<u>1,136,476</u>
Market Value at 31 December 2020			
	<u>1,034,420</u>	<u>102,056</u>	<u>1,136,476</u>
Split of investments			
Investment assets in the UK 31 December 2021			364,809
Investment assets outside the UK 31 December 2021			771,667
			<u>1,136,476</u>
Total			<u>1,136,476</u>
Historical cost of investments			<u>601,940</u>
2019	Capital Fund	Scholarship & prizes fund	Total £
Market value at 1 January 2020	813,408	80,249	893,657
Revaluation in the year	154,555	15,241	169,696
	<u>967,863</u>	<u>95,490</u>	<u>1,063,363</u>
Market Value at 31 December 2020			
	<u>967,863</u>	<u>95,490</u>	<u>1,063,363</u>
Split of investments			
Investment assets in the UK 31 December 2021			455,211
Investment assets outside the UK 31 December 2021			608,142
			<u>1,063,353</u>
Total			<u>1,063,353</u>
Historical cost of investments			<u>601,490</u>

As at the time of signing the accounts the value of Investments was not materially different from the year end. No disposals or acquisitions have been made since the year end.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

7. TANGIBLE FIXED ASSETS

	Building improvements £	Fixtures, fittings and equipment £	2019 Totals £
Cost or Valuation			
At 1 January 2020	4,592,750	616,972	5,209,722
Additions	4,446,986	38,598	4,485,584
As 31 December 2020	<u>9,039,736</u>	<u>655,570</u>	<u>9,695,306</u>
Depreciation			
At 1 January 2020	1,230,212	539,539	1,769,751
Charge for the year	29,682	30,973	60,655
At 31 December 2020	<u>1,259,894</u>	<u>570,512</u>	<u>1,830,406</u>
Net Book Value			
At 31 December 2020	<u>7,779,842</u>	<u>85,058</u>	<u>7,864,900</u>
At 31 December 2019	<u>3,362,538</u>	<u>77,433</u>	<u>3,439,971</u>

The freeholds of the St Paul's Cathedral School and St Augustine's House, New Change, London EC4M 9AD are owned by the Corporation of the Cathedral Church of St Paul in London. Accordingly they are not shown on the School's balance sheet.

8. DEBTORS

	2020 £	2019 £
Amounts falling due within one year		
School fees	(4,895)	(1,546)
Accrued Income	84,246	99,652
Other Debtors	10,159	23,413
	<u>89,510</u>	<u>121,519</u>

9. CREDITORS

	2020 £	2019 £
Amounts falling due within one year		
Trade Creditors	151,554	164,879
Accruals and Deferred Income	454,155	375,640
Due to St Paul's Cathedral	102,674	727,508
	<u>708,383</u>	<u>1,268,026</u>
Amounts falling due after one year		
Amounts owing to St Paul's Cathedral	<u>1,939,172</u>	<u>-</u>

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

9. CREDITORS (continued)

In September 2020, St Paul's Cathedral entered into a £2.5m loan facility with Lloyds bank and subsequently loaned the School an equivalent loan on the same repayment terms to fund the completion of the building project. Amounts were drawn from St Paul's Cathedral in late September 2020, the full £2.5m was drawn down from the Cathedral by end of March 2021. The loan becomes repayable in late 2021 and will be repaid to the Cathedral over twelve years at an interest rate of 3.23% above the Bank of England base rate.

10. ENDOWMENT AND RESTRICTED FUNDS

Endowment and restricted funds consist of the Capital fund and Scholarship and Prize fund. All funds are held as either cash or investments under the management of CCLA Investment Management Ltd and consist mainly of quoted equities.

Endowment funds - 2020	Capital Fund	Scholarship & prizes fund	Total £
Fund at 1 January	967,863	95,490	1,063,353
Revaluation in the year	66,557	6,566	73,124
	<u>1,034,420</u>	<u>102,056</u>	<u>1,136,476</u>
Fund at 31 December	<u>1,034,420</u>	<u>102,056</u>	<u>1,136,476</u>

Endowment funds - 2019	Capital Fund	Scholarship & prizes fund	Total £
Fund at 1 January	813,408	80,249	893,657
Revaluation in the year	154,455	15,241	169,696
	<u>967,863</u>	<u>95,490</u>	<u>1,063,353</u>
Fund at 31 December	<u>967,863</u>	<u>95,490</u>	<u>1,063,353</u>

Restricted fund (held as cash) -2020	Total £
Fund at 1 January	35,825
Net income for the year	949
	<u>37,068</u>
Fund at 31 December	<u>37,068</u>

Restricted fund (held as cash) -2019	Total £
Fund at 1 January	34,876
Net income for the year	949
	<u>35,825</u>
Fund at 31 December	<u>35,825</u>

The balance on restricted reserves relates to the School Scholarship and Prizes Fund.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

School Capital Fund

Income generated by the Capital Fund may be drawn down by and utilised by the Governors for specific purposes for the benefit of the school and is therefore recognised in unrestricted funds. Further details are given in notes 10 and 11. 50% of the Capital of the Fund is available to be borrowed by the Governing Body for specific purposes for the benefit of the School.

School Scholarship and Prizes Fund

The income from the Scholarships, Prizes and Bursaries Fund will be applied by the Governing Body to award prizes and scholarships at their discretion, and is therefore recognised in unrestricted funds. No capital was transferred to Unrestricted Reserves in the year.

Transfers

The transfer of £805,903 out of restricted funds into unrestricted funds relates to the restrictions in relation to donations towards the building project being satisfied.

11. UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR 2020

	General	Designated Income from Capital Fund	Designated School Bursary	Total
	£	£	£	£
At 1 January	4,937,234	-	-	4,937,234
Surplus / (deficit) for the year	759,662	28,977	(70,581)	718,058
Designation in the year (note 12)	(43,083)	(28,977)	72,060	-
Transfer from restricted funds	805,903	-	-	805,903
At 31 December	6,459,716	-	1,479	6,461,195

UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR 2019

	General	Designated Income from Capital Fund	Designated School Bursary	Total
	£	£	£	£
At 1 January	3,439,743	-	-	3,439,743
Surplus / (deficit) for the year	586,873	28,133	(73,562)	541,444
Designation in the year (note 12)	(32,891)	(28,133)	61,024	-
Further transfer required	(12,538)	-	12,538	-
Transfer from restricted funds	956,047	-	-	956,047
At 31 December	4,937,234	-	-	4,937,234

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

12. DESIGNATED FUNDS

Income from School Capital Fund

In 2009, Governors, with the agreement of the Trustees, voted to transfer some or all of the income from the Capital Fund each year to the Bursary Fund in order to build this up for future use, this arrangement has continued and remains unchanged. Hence in 2020 all of the income was transferred to the bursary funds as shown in note 11.

School Bursary Fund

Since 2010 the Bursary Fund has been a Designated Fund. The Fund assists day children parents who find themselves in financial difficulty during their child's stay in the school and it is hoped to extend this assistance to new families in the future. 6% of each year's Unrestricted Fund surplus is put aside for this purpose. In 2020 the sum was £43,083 (6% of the 2020 unrestricted surplus of £718,058) plus the income from the Capital Fund (£28,977) which is transferred to the Bursary Fund mentioned in Note 10 above making £72,060. A surplus of £1,479 was retained in the Bursary fund and carried forward.

The Governors have agreed that Finance and General Purposes Committee will be responsible for overseeing the award of grants.

13. ULTIMATE PARENT

The Charity's controlling entity is the Corporation of the Cathedral Church of St Paul in London commonly known as St Paul's Cathedral. The results of the School are consolidated into the consolidated financial statements of St Paul's Cathedral. Copies of the Cathedral's financial statements may be obtained from The Chapter House, St Paul's Churchyard, London EC4M 8AD.

As a wholly-owned operation within the entity of St Paul's Cathedral, the charity has taken advantage of the exemption in FRS102 section 33 Related Party Disclosure not to disclose transactions with the Cathedral.

14. STAFF PENSIONS

Teachers

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £273,465 (2019: £225,609) and at the year-end £nil (2019: £nil) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by the Teachers' Pension Scheme Regulations 2014. 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%.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

Teachers (continued)

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

Other Staff

Defined Contribution Scheme: 43 non-teaching staff participate in the defined contribution scheme run by Aviva and provided by St Paul's Cathedral for its staff. The assets of the scheme are held in independently administered funds. The pension charge for 2020 includes contributions payable to the scheme of £53,341 (2019: £51,404)

Final Salary Pension Scheme: four non-teaching staff participated in the St Paul's Cathedral Final Salary Pension Scheme which closed to service accrual 15th May 2007. According to the terms of the Instrument of Delegation, all administration costs of the Cathedral Pension Schemes will be borne by St Paul's Cathedral and a direct extract from Cathedral accounts for pensions reads:

'Although closed to service accrual, the retirement benefits for members of this Scheme are based on employees' final remuneration and the length of service to 1 May 2007. The pension cost is assessed in accordance with the advice of an independent actuary using the projected unit method on the basis of an annual valuation and charged to the Statement of Financial Activities as described below.

The three-yearly actuarial valuation of the Scheme as at 30 September 2016 was completed during 2017. The funding plan is for the Scheme to hold assets to the value of the benefits using the methodology as set out in the Scheme's Statement of Funding Principles. This valuation showed the Scheme had a target level of assets of £28.7 million. After taking account of its assets of £26.0 million, the Scheme had a deficit of £2.7 million which means its funding level was 91% in September 2018. However, by the time the valuation had been completed on 9 November 2017, the Trustee determined that the Scheme was expected to have a small surplus owing to improvements in financial markets and further contributions paid by the Cathedral. As a result of the surplus in the Scheme, the Trustee determined that no further contributions would be needed from the Cathedral before 30 September 2019 when the next three-year actuarial valuation is due.

ST PAUL'S CATHEDRAL CHOIR SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

15. RELATED PARTY TRANSACTIONS

Tuition fees of £471,000 (2019: £458,000) and music fees of £60,000 (2019: £58,000) were paid by St Paul's Cathedral to the school for the education of the Choristers. The Cathedral paid a grants totalling £500,000 (2019: £Nil) to finance the Learning in Harmony project. The school paid rental income to the Cathedral of £125,000 (2019: £122,000).

During the year the St Paul's Cathedral Chorister Trust contributed £89,478 (2019: £98,235) towards the Boarding fees of 17 (2019: 18) choristers.

The Governors made aggregate donations to the school of £550(2019£nil)

16. CAPITAL COMMITMENTS

The school has a building contract with Borrás Construction Ltd for the construction of a new boarding house, the refurbishment of staff flats, school dining room and the creation of 3 new classrooms. The contract value is £5,693,678 plus VAT. The Gross Valuation at 24/12/2020 was £5,446,118 (£6,535,342 inc VAT) .At 27 May 2021 a final contract sum of £6,009,711 plus VAT was agreed . The final balance less agreed retentions of £99,532 plus VAT was settled in June 2021. There were no other capital commitments at 31 December 2020.

17. POST BALANCE SHEET EVENTS

The school returned to operating under Government COVID lockdown regulations in ~~January~~January 21 but continued to provide on site support for the children of Key Workers and pupils from 1 year group at City of London Girls School until 8th March 2021.

The Governors of the St Paul's Cathedral School and Chapter of the Cathedral have started discussions with the objective of restructuring the governance arrangements at the School. As part of this exercise the trade and assets will move from the School in its current structure as an unincorporated charity to a new incorporated charity. Discussions are ongoing and the new changes are expected to take place within the next year. The School's results will continue to be consolidated in the Cathedral's financial statements.