

HIGHGATE

HIGHGATE SCHOOL
GOVERNORS' ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2024

HaysMac LLP
Chartered Accountants
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HIGHGATE SCHOOL
REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 JULY 2024

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HIGHGATE SCHOOL

CHAIRMAN'S FOREWORD

FOR THE YEAR ENDED 31 JULY 2024

CHAIRMAN'S FOREWORD

It gives me great pleasure to present Highgate School's report and accounts for the year ending 31 July 2024.

If the 2022-23 Development Plan focused, among other things, on promoting pupils' feelings of belonging through active engagement in decision-making, the Plan for 2023-24 pivoted more towards engaging parents. This had begun at the end of 2022-23 with the Listening Exercise I referred to last year, and was given impetus by the then likely, and now certain, addition of VAT to school fees. To that end, a new Parents Forum has been enormously helpful in gauging parental views and helping us judge the nature and tone of communication on these and other issues, including our very considerable public benefit work, the annual fee increase and our stance on mobile phones.

VAT, and its potential impact on our ability to fund our charitable activities in their current form, in particular, our partnership with the state sixth form, the London Academy of Excellence Tottenham (LAET), has also been the subject of considerable communication with MPs local to us and LAET. Against the new VAT policy, we continue to review the most appropriate way to enable this partnership, a key part of our charitable endeavour, to continue for the benefit of pupils in the east of our borough.

At its heart, however, like any school, Highgate is most focused on its pupils (and a positive Inspection Report post year-end provides external confirmation of our successes with this). I am delighted to report that pupils have continued to thrive academically (pages 4-5 has the details) but also as a community. In addition, we have continued to work towards empowering pupils to positively manage their own wellbeing and empower parents and staff to understand and promote young people's management of their own wellbeing. Our continued work on inclusion and diversity is paying dividends, with active affinity and equality groups meeting regularly to discuss issues of particular interest, the welcome continuation of Bystander Training, and highly engaged Pupil Action Committees. A dedicated group of pupils continued to spearhead our sustainability drive through initiatives such as Clean Air Week and Fast Fashion Free February, the latter now spreading to a number of other schools.

Work to secure planning permission for various projects to upgrade and modernise the school continued, including, in the summer term, detailed meetings with a range of community stakeholders. These will carry on into 2024-25 as we seek to explain our rationale and explore opportunities to work together with our local residents to achieve outcomes suitable for all. The School also continued to investigate commercial opportunities at home and abroad, seeking to maximise non-fee income at a time when many costs are increasing; once again our financial results were significantly strengthened from the higher interest rates achieved on the remaining private placement funds, drawn to fund the capital programme, and donations received in year.

I would like to finish by thanking the staff and pupils for their effort, enthusiasm and commitment in another terrific year, and my fellow governors for the support and constructive challenge they provide.

Bob Rothenberg MBE

CHARITABLE OBJECTS

Our charitable objects are set out in the Scheme of Governance as: (1) the advancement of education by the provision of a school in or near Highgate, the provision of incidental or ancillary educational activities, and the undertaking of associated activities for the benefit of the public; and (2) in so far as the Governors think fit (and so long as they, in their discretion, consider that the object stated in clause 1 is being properly provided for) the relief of the poor.

These objects have been achieved in-year as set out in the 'Objectives as a School 2023-24' and 'Other Charitable Objectives 2023-24'.

OBJECTIVES AS A SCHOOL 2023-24

The School was in its fourth year of its 2020-25 development plan. Within this plan, the School's Vision Statement is stated as:

"In what we plan to do, what we actually do and how we measure our success, our pupils are our starting point: what they experience as children and young adults, what they become and the lives they are able and inspired to lead. So, let us imagine our pupils as they leave us:

We imagine a happy, cohesive community whose pupils, from many different backgrounds, have learnt to respect and value the experience which emerges from diversity and who have grown up in a school which has taken nothing for granted and has cleared the way for all children, whatever their prior experience, to feel welcome and to thrive.

They will enjoy life to the full and value their friendships. Open-minded and alert to opportunity, they will leave us for places on competitive courses in a wide range of universities in the UK and around the world, with the ambition, motivation, skills and staying power to equip them to study independently and with success. In their academic learning as well as in their lives beyond the classroom they will have developed 'soft' skills along with qualities of self-awareness, resilience and self-confidence. They will have developed their emotional and mental as well as their physical health and will have insight into ways of preventing and getting help for ill health, without fear or shame. They will do voluntary work, work experience and internships and will be adept at matching their skills and attributes against possibilities ahead. They will have worked in partnership with young people in other schools and broken out of any school bubble.

The way they have journeyed to their exams, and the understanding that remains with them thereafter, will be as important as their grades. They will be creative, rigorous and eager thinkers and readers who have pursued learning for its own sake. They will have had a taste of competition and of the energising effect of entrepreneurship; they will be well informed about ways of living and working sustainably. They will have a range of hobbies and interests in which they will have participated with enjoyment and commitment. In these, and through service to others, they will have grown as individuals who can lead and can serve. They will be thoughtful and open-minded, conscious of the advantages they have enjoyed and of the choices and obligations such advantage should bring."

The School's strategic aims and actions for the whole school are stated as:

- **Inclusion:** Ensuring people from minoritised and marginalised communities are championed, centred, and celebrated; and informing best EDI practice.
- **Staff Wellbeing:** Embedding the wellbeing strategy and vision: A culture of care, for ourselves and others, where all our staff feel valued, supported and energized. Analysing the Welbee Staff Wellbeing Survey and incorporating relevant actions into the 5 existing wellbeing workstreams: Mental and Physical Health; Development and Learning; Community; Support Systems; Working Environment.

OBJECTIVES AS A SCHOOL 2023-24 (continued)

- **Environmental Sustainability:** Continuing to Enact our environmental sustainability plan, develop our decarbonisation plan and work towards Net Zero. Equipping staff and pupils with greater knowledge and understanding of environmental issues to work towards a more sustainable future. Engaging with relevant stakeholders in relation to core issues e.g. Travel to School, Educational Visits, Food, Buildings.
- **Community partnerships:** Continuing the delivery of our Chrysalis partnership teaching and summer school programme in support of the students, staff and schools in our Chrysalis network. Providing an annual programme of opportunities for Highgate staff, pupils and community, to volunteer their time and donate money and goods to communities of need and charitable causes through our 'A Connected Community' initiative. Continuing local community partnerships to meet the needs of young people and lesser privileged local communities. Continuing support to London Academy of Excellence Tottenham (LAET) through the cohort of seconded teachers, shared staff training and development, and support for enriched student and school partnership opportunities.
- **Income generation to support our charitable objectives:** Considering commercial opportunities at home and abroad: investigating regions around the globe and seeking projects and partnerships with established commercial providers looking for elite school partners. Maximising commercial income using current school assets. Driving fund-raising efforts: testing opportunities for fundraising within our CapEx projects; researching opportunities for sponsorship of partnership projects.
- **Improving and renewing facilities:** Continuing our engagement with neighbours and local amenity groups in the planning application process in furtherance of our estates strategy. Providing opportunities for key groups, such as parents and carers, to understand the timeline for future works, particularly those involving temporary facilities.
- **Recovery and investment:** Responding to concerns, anxiety and queries about fee levels, including the withdrawal of our VAT exemption. Formalising and developing channels of communication between families and the School.

Within our Pre-Preparatory School (Reception and Years 1-2), the overview of objectives for 2023-24 is:

- To review and evolve the rigorous yet exploratory and child-led curriculum that ignites curiosity and motivates children to embark on a lifetime of learning.
- To promote a sustainable footprint within the Pre-Preparatory School.
- To ensure a sense of belonging for all pupils, staff and families.
- To continue to develop the Pre-Preparatory School's role in sustaining strong and valuable Community Partnerships.
- To promote wellbeing of all members of the Pre-Preparatory School community.

Within our Junior School (Years 3-6), the overview of objectives for 2023-24 is:

- To review and evolve the Junior School Curriculum to ensure that it remains innovative, rigorous and forward-thinking, reflecting the wider school aims around diversity and inclusion, sustainability and the development of core character skills.
- To review and evolve Staff Management and Professional Development to support staff to have greater ownership of their teaching practices, professional and personal development and wider career aims.
- To ensure that the Junior School is successful in working with the Pre-Preparatory School and the Senior School in maintaining the high academic outcomes of pupils as the intake increases at lower entry points within the school.
- To continue to evolve and develop the Junior School's contribution to community partnership, bursaries and charity initiatives through increasing the provision and impact on a wider group of beneficiaries.

OBJECTIVES AS A SCHOOL 2023-24 (continued)

Within our Senior School (Years 7-13), the overview of objectives for 2023-24 is:

- To encourage a culture of reading.
- To consider the needs and profiles of all pupils with a specific focus on neurodiversity.
- To continue to train and support staff to deliver effective, proactive pastoral care that keeps safeguarding at its heart and targets the specific needs of individual pupils.
- To further empower pupils to positively manage their own wellbeing, including seeking help where needed, and empower parents and staff to understand and promote young people's management of their own wellbeing.
- To promote belonging at Highgate and to focus on inclusivity and embedding active anti-discrimination by working in partnership with parents, staff and pupils to build a culture of kindness, respect and inclusion in which all members of the community are encouraged to build positive relationships.
- To continue to develop pupils' sense of purpose by actively engaging with their school community, shaping its culture and practice, and by contributing fully to the co-curricular programme.

ACTIVITIES OF THE SCHOOL

Academic

Pre-Preparatory School. In September 2023, we welcomed 60 children into Reception, marking the completion of our expansion to a three-form entry with the addition of a third class in Year 2. With the increased number of children transitioning from the Pre-Preparatory School to the Junior School, we have strengthened further our links with Junior School colleagues. Leadership teams now meet regularly to share insights on curriculum development, teaching methods, and assessment strategies, ensuring a more seamless and unified educational experience as children move through the school.

With the introduction of our revised curriculum, our children continue to thrive by engaging in purposeful projects that culminate in dynamic outcomes, such as performances, debates, exhibitions, and charitable initiatives. The curriculum remains a reflection of the school's core values, placing sustainability, community, inclusion, and diversity at the forefront. These projects are thoughtfully designed to incorporate both a "windows" perspective—offering students a broader understanding of the world—and a "mirrors" perspective, enabling children to see themselves reflected in their learning, ensuring that their identities, backgrounds, and experiences are valued and represented.

In January, we introduced a new phonics scheme, Monster Phonics, to support teaching and learning. Baseline assessments in Reception had revealed a wider range of attainment among children upon entering the Pre-Preparatory School, largely due to the addition of a third class in Reception and the closure of our nursery. This scheme was implemented to better support the varying needs of our children in this area.

Junior School. Over the past year, the Junior School conducted an in-depth subject audit to facilitate work on developing a curriculum that continues to be innovative, rigorous, forward-thinking, and aligned with wider school aims. The outcome has resulted in a focus on creating more opportunities for cross-curricular approaches to learning and developing further opportunities to nurture creativity within the curriculum. This has included developing links between the Humanities and Art curriculum and the embedding of skills-based approaches across all subjects. New projects have been introduced for each year group, for example, a William Morris printing project to coincide with the study of Victorians in Year 5. Additionally, all art projects now include some study of exemplar artists, with greater emphasis on diversity with celebrated female artists and those from minority ethnic backgrounds. In Year 6, pupils have been using a new graphic design platform for one of their projects,

ACTIVITIES OF THE SCHOOL (continued)

Academic (continued)

incorporating AI in their work creating WWII propaganda posters while studying the topic in History. Several key initiatives have been undertaken to enhance the STEM curriculum in the Junior School. A new medium-term planning grid was introduced for all year groups in Maths, ensuring continuity and a cohesive learning experience. Four DTE projects were redeveloped, including the integration of textiles into two of them. A research project into transferable skills identified a set of Essential Skills to be incorporated into the curriculum to further support our pupils' knowledge and self-awareness of how they learn.

Senior School. Highgate pupils achieved excellent results in public examinations. 55.3% of grades at GCSE were Grade "9", 82.4% of grades were "9/8" and 94.8% of grades were "9/8/7". These were record results, outside Covid and mitigated years. A Level grades were similarly impressive: 40.8% of all grades were "A*", 78.4% of all grades were "A*/A" and 95.7% of all grades were "A*/A/B". Although the proportion of top grades was down on last year's record, the cumulative "A*/A" proportion was the second-best year on record, outside of Covid and mitigated years, and the school had its shortest ever tail. 81% of applicants were accepted into their first-choice university and a further 10% were accepted into their insurance choice university. 22 pupils matriculated at Oxbridge and 8 pupils took up places in North American universities.

The reason for these excellent results remains, fundamentally, the school's ethos of teaching beyond exams and delaying practicing examination craft until it is absolutely necessary. Pupils expect to be pushed in class and embrace the many opportunities for extension – both inside class and as part of formal academic enrichment. Planning lessons to account for the most and least able pupils, and for neurodiverse pupils, remains central to colleagues' teaching, as does ensuring all pupils receive bespoke feedback. Thinking about differentiation and sharing best practice is a central theme in whole school Continued Professional Development and regularly features in departmental meetings.

Colleagues' promotion of reading for pleasure was a whole school academic aim for 2023-24. Tangible improvements in examination results are not the point of the exercise and would be extremely hard to link back to pupils' changed reading habits. Instead, colleagues are committed to advocating for reading as a life-long and richly rewarding hobby, which provides an alternative past-time for pupils whose wellbeing is adversely affected by too much screen time and exposure to social media. Initiatives were various, within departments and across them; certainly, pupils are now firmly aware of our drive to promote reading, and engagement with the various initiatives was good. We will continue to pursue this aim in 2024-25.

Co-curricular

The co-curricular life of all three schools has continued to form an integral part of pupils' educational experience. Almost every pupil, in every year group, has contributed to at least one co-curricular venture; nearly every member of teaching staff, and an increasing number of support staff, have also supported these activities.

Pre-Preparatory School. The Pre-Preparatory School continues to offer a wide range of optional clubs before, during and after the school day. These range from tennis, dance, Lego, gardening, Science, and drama, to name just a few. The children love attending these clubs and their suggestions feed into the offer for future terms. In addition, we offer wrap-around care from 0745 until the start of each school day and from 1530-1800 in the evening on Mondays to Thursdays, which are proving to be increasingly popular.

Junior School. The Junior School's co-curricular offering is rich and varied with a wider range of clubs and activities to support pupils' in developing and exploring a range of interests and skills. There are around 100 co-curricular clubs split into four categories; academic, creative, music and sports, including debating, graffiti,

ACTIVITIES OF THE SCHOOL (continued)

Co-curricular (continued)

Junior School (continued)

playground design and ornithology club, to name just a few. In addition, our house system and community outreach programmes foster a sense of belonging and purpose both within the school community and further afield with pupils joining together to complete DTE challenges or perform in House Poetry as well as visits to Hammerson House Care Home or a partnership school on Broadwater Farm, Tottenham to share in cooking and reading activities with pupils there.

Both Junior School Music and Sport and Exercise continue to go from strength to strength with pupils participating in a wider variety of musical ensembles and performances alongside sports fixtures and games. A number of pupils joined other Primary Schools to perform at Wembley Arena at Young Voices earlier this year and we have had particular success in gymnastics and judo this year with a range of pupils competing in and receiving medals in these sports.

Senior School. The Co-Curricular world continues to flourish in the Senior School: all pupils in Years 7-10 attend a timetabled co-curricular session and there is now a record number of clubs on offer with new ones emerging all the time e.g. Improvisation, Flag Football (a variant on American football) and Aquarium Building. Airfix Society has emerged most recently, but the long-standing Model United Nations (MUN) club has also gained traction after successful advertising by sixth formers at our Society Fairs. Pupils have enjoyed terrific success in national competitions in areas as diverse as MUN, debating, chess and Vex Robotics. Pupils of all ages continue to offer to run their own clubs and many of the older pupils take on specific leadership roles.

The CCF has recently recruited pupils from Year 8 for the first time and the Duke of Edinburgh's Award Scheme (DofE) goes from strength to strength with approximately 250 attendees. Feedback from our Year 9 Co-Curricular Day, where pupils chose from a selection of one-off activities, showed that they gained much from the experience of being involved in pursuits such as fishing, climbing and kayaking, Dragon's Den, bike maintenance and street dance.

Sport and Exercise (SpEx)

Sport and Exercise is an integral part of a pupil's time at Highgate and we're proud to emphasise the significant impact it has on their development. Our vision is focused on a pupil-centred approach, which aims to unlock every child's potential and build character, by exposing them to opportunities that guide them towards sport pathways that they feel invested in. With 23 different sporting pathways on offer, both on and off-site, the SpEx team work with pupils to develop their confidence and competence.

The refinement of the Exercise curriculum has supported a number of initiatives focused on pupils' health and wellbeing. The curriculum aims to develop pupils' knowledge and understanding of mental, emotional, social and physical wellbeing, delivered through a range of practical lessons and resources. We want our pupils to make informed decisions to improve their experiences of the positive aspects of healthy living and activity, establishing a pattern of health and wellbeing that can be sustained into adult life. Our work on gender equality in co-education sport has continued, featuring in both local and national education media outlets. Pupil voice lies at the heart of our female health project, and a dedicated group of pupil ambassadors have driven our efforts to promote better education and comfortable conversations around male and female health.

SOCS Sport has allowed us to track pupil attendance, and participation numbers have been at the highest ever. Over 950 pupils participated in competitive fixtures or tournaments during the 2023-24 academic year, across 14

HIGHGATE SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 JULY 2024

ACTIVITIES OF THE SCHOOL (continued)

Co-curricular (continued)

Sport and Exercise (SpEx) (continued)

different sports. Recent success stories include: U12 Girls Football Team (Middlesex Cup Winners); U13 Football Team becoming Highgate's first ever national football champions by winning the ISFA Cup; Senior Girls Cross Country (3rd Place in National Schools' Cup); National Fives Champions at U14 and U15, as well as a 4th Place finish in the ESSA National Water Polo Finals for our U18 Girls team.

Music

The music department enjoyed an exciting programme of concerts again in 2023-24. In addition to our established Calendar of solo platform, small and large ensemble, jazz and contemporary music concerts, this year we launched a number of new initiatives. Following the huge success of the inaugural Piano Day in 2022 which featured a solo recital of French piano repertoire by a Y12 pupil for their Extended Project Qualification (EPQ), this year Piano Day spawned a couple of offspring: Vocal Day and Brass Day! Highlights of these days included workshops with internationally renowned trumpeter Imogen Whitehead and our Head of Vocal Studies, a cappella busking in Central Hall, flash mobs and a vibrant street-style massed brass performance on Senior Field. As usual the Highgate Young Musician of the Year competition for senior pupils was a celebration of our finest instrumentalists and this year we enjoyed the return of John Rutter (OC) to Chair the Adjudication panel. In the Summer Term we hosted the 2nd Highgate Emerging Talent Festival aimed specifically to celebrate the musical talent that is developing in the lower school. Again, over 100 pupils performed in the festival which culminated in a prize winners' concert that was attended enthusiastically by parents and carers. In March we hosted our biennial Whole School Musical, *Anything Goes*. It was a stunning production, and it enjoyed a sell-out four show run at the Arts Depot in Finchley.

Since September 2023 we have been delighted to support the new Music Department in our partner school, London Academy of Excellence Tottenham (LAET). Two members of staff (Director of Music and Head of Academic and Choral Music) have visited LAET every week to help mentor staff there and to lead ensembles, and as a result our links continue to grow deeper. New initiatives include greater academic sharing of resources involving a joint study and composition day and we continue to collaborate instrumentally. Highlights included musicians from both schools performing together in a spectacular contemporary music concert at Jackson's Lane, a performance at the finals of the National Festival of Music for Youth in Birmingham, a joint Y12 Solo Platform Concert and solo performances in the Jazz gig at Pizza Express, Dean Street, Soho.

Our large ensemble schedule continues to flourish, and the Michaelmas Term culminated in a fantastic concert in the Junior School Hall under the imaginative title: *Sounds Like Highgate*. Repertoire was carefully selected to ambitiously 'tell the musical life of the school by the outstanding musical ensembles making it!' performed by our senior orchestras and choirs. In the Lent Term we curated a stunning large ensemble concert at Southwark Cathedral titled 'Heaven and Earth' Music for a Precious Planet. In this concert we explored music whose influence originates in the beauty and wonder of the natural world, and in what lies beyond. All of the music performed allowed us to show how composers have used music to reflect nature in the hope that this will bring our community together to understand what the natural environment means to us, and its importance. It was a thought provoking and uplifting evening of music and spoken word, featuring music by Holst, Jonathan Dove, Copland, Chopin, Vivaldi, Faure and even Hans Zimmer. As ever the Summer Term highlight was a lighter affair: a big outdoor 'pops' concert celebrating Music from Stage and Screen.

The instrumental music scheme has continued to grow with more than 750 pupils, from across all three Schools, involved in over 800 individual music lessons a week with over 60 Visiting Music Teachers.

ACTIVITIES OF THE SCHOOL (continued)

Co-curricular (continued)

Drama

To kick start the year in style, pupils in Years 9-13 performed a darkly comic production of *DNA* by Dennis Kelly. Taking full advantage of the wonderful AV team, projected images were powerfully used to capture the themes of the play. House Drama was won this year by The Lodge in a very clever adaptation of a famous *Friends* episode. We were fortunate enough to have OC and critically acclaimed playwright Billie Esplen as our adjudicator.

The hottest theatre ticket of the year was undoubtedly the musical, *Anything Goes* (as referred to in 'Music' section on page 7). A collaboration between music, drama and dance, this was a huge undertaking and saw pupils come together both on and off stage, to produce a stellar performance. Finally, we ran the now well established annual New Views playwrighting scheme in collaboration with the National Theatre. This year a pupil in Y13 short-listed, meaning her apposite play about child celebrity was performed as a rehearsed reading at the National Theatre itself.

Careers and Employability

The annual Careers Fair was an in-person event which was held on the same evening as the Higher Education Fair. The evening was well attended by pupils from Highgate, the London Academy of Excellence Tottenham (LAET) and several other partner schools. During the evening, pupils were able to meet with professionals from a range of sectors and, over the course of the year, former pupils and parents supported careers events ranging from curriculum time alumni panel talks, Year 12 employability interviews and pupil Mentoring. The annual Year 10 Employability Day was also well supported by external contacts with the day having a strong focus on sustainability with pupils exploring "Green Careers" while reflecting on their own skills and personal interests.

In addition, pupils continue to access one-to-one sessions with our Careers and Employability Specialist for support including help sourcing work experience, exploring Gap Year opportunities and making degree apprenticeship applications.

Inclusion

In 2023-24, a strategic inclusion lead was appointed and a long-term goal established: 'We are actively working to make Highgate School an inclusive community in which all members feel a true sense of belonging'. This was underscored by three foundational principles: (i) Strategy - working in a way that is data-driven, intentional and aligned, (ii) Celebration - working to ensure that all identities - and especially underrepresented and/or marginalised ones - are celebrated and not only protected from discrimination, and (iii) Action - working to address some of the recommendations and priority areas through demonstrable actions, which included:

- Establishing a Strategic Inclusion committee, comprising 25+ leaders from all sections of the school, to meet termly to discuss plans, challenges and best practice.
- Running a wide range of DEI events, activities and initiatives e.g. One World Week (Pre-Preparatory School); Culture Weeks (Junior and Senior Schools); Black History Month; Neurodiversity week; International Women's Day; Holocaust Memorial Day; PRIDE, and Ramadan.
- Addressing some core recommendations from the Flair Anti-Racism Survey (2022) e.g. providing online racial literacy training (Hemisphere) for pupils; delivering racial inclusion and anti-racism training for staff (including microaggression training from the African and Caribbean Education Network (ACEN)); actively supporting staff and pupil societies e.g. The South and East Asian Society. In addition, staff also received training on autism, ADHD and neurodiversity.

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GOVERNORS' REPORT (continued)

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ACTIVITIES OF THE SCHOOL (continued)

Inclusion (continued)

Work continued on our Anti-Sexism and Anti-Sexual Violence (ASSV) plan. In the Senior School, the Feminist Society championed initiatives focused on gender inclusion and anti-sexism; Sixth Formers supported the delivery of the Active Bystander programme in PSHE; pupils completed the second biennial ASSV survey; tackling misogyny remained a pastoral priority; Highgate Her Way (previously In Her Shoes) continued to address the participation of females in sports and exercise.

In terms of the diversification of the pupil and staff body, we ran an admissions event with ACEN for 60 Black Heritage families of prospective pupils (from 4+ to 16+) and the inaugural Joshua Dorgu scholar of Black heritage commenced sixth form study. All staff with senior recruitment responsibilities attended inclusive recruitment training with Diverse Educators.

The academic life of the school remained a key source of DEI activity with all departments delivering a rich and diverse curriculum, supplemented by a programme of clubs, societies, talks and author visits. A partnership with People Change Minds (a LGBTQ+ inclusion organization) provided guidance on supporting gender questioning pupils and delivered a workshop to pastoral leaders. With regards to the faith and belief life of the School, all pupils attended a weekly service of one of the following: Chapel, Jewish Circle, Non-denomination Tabernacle and a newly formed Muslim Circle. The Pre-Preparatory School delivered a Spring festival programme celebrating a series of world faiths and belief groups.

The School became a corporate member of Inclusive Employers which provides access to DEI related resources, toolkits and webinars. Staff from across the School attended training webinars e.g. Islamophobia, the menopause, Holocaust remembrance. Pre-Preparatory and Junior School leaders attended diversity in the curriculum training from Diverse Educators; pastoral leaders attended ACEN's anti-racism annual conference; pupil and staff leaders from Senior and Junior School attended identity-related anti-bullying awareness training from Equally Safe.

Pastoral and Pupil Wellbeing

Pastoral

Further to the developments in the pastoral team in the past three years, during this academic year, whilst the Deputy Head (Pastoral) was on maternity leave, the (Acting) Deputy Head (Pastoral) line managed the Head of PSHE, and the Directors of Safeguarding and Pupil Wellbeing were line managed by the two Senior Deputy Heads.

Regarding safeguarding, our focus has been on embedding further the culture of safeguarding across all three schools and amongst teaching and support staff. A new set of policies was published in September 2023 with the aim of simplifying and clarifying procedures. Evaluation and reflection is fully embedded in safeguarding practice, with DSLs and Governors participating in quarterly case audits, alongside the annual audit conducted by external experts. DSLs continued to access supervision through the Director of Safeguarding and, for the first time this year, pastoral leaders were offered external supervision with an independent safeguarding expert.

The Director of Safeguarding continued to work across the three schools; this model facilitates working together and has enabled better support for families with children across the schools. The early intervention model has been well received by parents and carers and practices introduced last year have been further embedded, including the use of CPOMS StaffSafe, technology for recording Low Level Concerns; regular parent workshops; and the introduction of termly pupil and staff focus groups to evaluate attitudes to and understanding of different areas of safeguarding. In addition, relationships with Haringey Childrens Services have been firmly established, with the Assistant Director of Childrens Service involved in supporting the school with audits and reviews, and the Head

ACTIVITIES OF THE SCHOOL (continued)

Pastoral (continued)

and Director of Safeguarding being part of the Haringey Childrens Safeguarding Partnership.

Our continuing pastoral imperative more broadly is to train and support staff to deliver effective, proactive pastoral care that keeps safeguarding at its heart and targets the specific needs of individual pupils. We are now in year two of our three-year training plan which focuses on building staff confidence in areas including affluent neglect, mental health, and domestic abuse, as well as ongoing training in understanding social 'graces' and unconscious bias. Training is delivered in multiple formats, including newsletters, optional CPD (Continuing Professional Development) workshops, and compulsory INSET (in-service training) sessions. Training has this year focused on: anti-bullying; positive behaviour management; online safety; substance misuse; domestic abuse; parental chastisement; Prevent and radicalisation; mental health (including low mood, bereavement, and self-harm); low level concerns.

Moreover, we have continued to work towards empowering pupils to positively manage their own wellbeing and empower parents and staff to understand and promote young people's management of their own wellbeing. There are now three wellbeing practitioners, five counsellors, and two play therapists across all three schools with the counselling service offering CBT (Cognitive Behavioural Therapy), psychodynamic, integrative and art therapy. The development of the wellbeing team has allowed clearer distinction in supporting pupils' mental health or wellbeing needs. We have also continued to work on developing the relationships between the pastoral and wellbeing teams.

This year saw us launch the Wellbeing Hub (to replace TeenTips): an online wellbeing hub with a range of resources for the parent, staff and pupil community. This supports the development plan of stronger parent education around mental health, developing pastoral staff skill in triaging and signposting pupils to the appropriate support and de-stigmatising seeking mental health support amongst the pupil cohort.

In addition, parents have been offered workshops on topics including mental health, nutrition, social media, consent, parties and the law, alcoholism, substances, gaming, eating disorders, online safety, exams and anxiety, and festival safety. These have been well attended and have been delivered by a combination of internal and external speakers. Several of the external speakers have also spoken to pupils. These speaker events have been coordinated by the Head of PSHE to ensure that parent education is forming part of our PSHE offering, and ensuring connected messages are given to pupils and parents.

Pastoral work has continued to be strongly informed by our inclusion projects, with the overarching aim being to enable all members of the Highgate community to feel a strong sense of belonging. The introduction of a new Strategic Inclusion Lead has shifted the emphasis to embedding inclusion in all aspects of everyone's work, with all staff encouraged to engage in CPD and make inclusion a key priority. For pupils, the focus was on anti-sexism and anti-racism, with all pupils in Years 9–13 completing the second iteration of the school's Anti-Sexism and Anti-Sexual Violence (ASSV) survey, and all pupils across the Senior School completing Hemisphere anti-racism training. Pastoral staff have also engaged in training delivered by Equaliteach, whose Equally Safe programme seeks to empower school leaders to more successfully promote and understand equality, diversity and inclusion.

ACTIVITIES OF THE SCHOOL (continued)

Pupil Wellbeing

The Wellbeing Team work closely with the pastoral team to promote and facilitate a whole school approach to pupil wellbeing. The Director of Pupil Wellbeing met half termly with the Directors of Safeguarding, Inclusion and Pastoral to collaborate on strategy to promote pupils' best interests in each field. This team worked closely with the pupil Wellbeing Inclusion Safeguarding Committee, to ensure that pupil voice ran through discussions and decisions.

The Wellbeing Hub was promoted by House Captains to their respective pupil bodies and to parents, who accessed Webinars and articles relevant to their children. This supported the plan of building stronger links with parents when supporting the pupils' mental health, and encouraged pastoral staff to be proactive in their CPD. For example, the Director of Wellbeing signposted particularly relevant training courses to the pastoral team, so that they could prioritise attending them.

Two new Pupil Wellbeing Practitioners were appointed in the Lent term of 2024, expanding the Wellbeing team's capacity to support pupils. This followed the resignation of one pupil wellbeing practitioner, bringing the total number to 3 (two full-time, one part time 0.6). This has allowed for more pupils to access support early in their wellbeing struggles, leading to escalation of mental health difficulties being less likely. It has also allowed the Pupil Wellbeing Practitioners time to create and deliver material about supporting one's mental health to pupils in different settings, for example in tutor times and assemblies. This has led to the Wellbeing team having a higher profile in school, encouraging pupils to consider it a constant presence in their time at Highgate, rather than as something to turn to only in times of significant need.

The Director of Wellbeing worked closely with the Head of PSHE to inform and educate pupils about key mental health themes and to embed positive wellbeing strategies among the pupil community. This supports the aim of developing agency, belonging and competence among pupils. The Director of Pupil Wellbeing also co-facilitated parent workshops on mental health with the Head of PSHE.

In Easter of 2024, the Director of Wellbeing left and the Wellbeing department was overseen by the (Acting) Deputy Head (Pastoral) for one half term. From May 2024, a newly appointed Head of Pupil Health and Wellbeing began in post, working alongside the newly appointed part-time Clinical Mental Health Lead. The Head of Pupil Health and Wellbeing was appointed from pastoral teaching staff, with the aim of encouraging closer links between the pastoral and wellbeing teams. This supports the ethos of a whole-school approach to mental health, with the two teams having already begun to work in a more efficient and collaborative manner.

ACTIVITIES OF THE SCHOOL (continued)

Staff Wellbeing

We had two core areas of focus within our School Development Plan: to embed the Wellbeing Strategy and to analyse the results of the Welbee Staff Wellbeing Survey. In terms of staffing, we appointed an Acting People Director (Michaelmas term) and restructured the HR team. We reviewed and improved the suite of family policies e.g. staff from across the School contributed to a new framework and guidance documents (for the Maternity Leave Policy) which will be used as an exemplar moving forward. In terms of staff engagement, the Wellbeing Committee continued to meet half-termly to discuss and action the wellbeing strategy. From an economic wellbeing point of view, as part of the School's strategy to improve the understanding of pensions and manage the increased employers' contributions associated with the Teachers' Pension Scheme, the School offered pension presentations and one-to-one educational sessions, provided by external advisors, in the Lent term.

The following actions (not exhaustive) have helped progress the Wellbeing Development Plan:

- **Mental and Physical Health:** Mental Health First Aiders continued to meet termly, run drop-in sessions and support national initiatives; nine more staff were trained in the two-day MHFA course (June 2024). Support Staff have been accessing the employee health benefits (Help@Hand App) as part of their pension package. Staff involvement in weekly activities e.g. football, running, pilates, has been good and the Sports Centre has been used at the designated times.
- **Learning and Development:** The first Support Staff specific INSET training day (January 2024) was well received. Various staff wellbeing training has been delivered e.g. Organisational hack and stress management (Junior School/Pre-Preparatory School); Resilient Leaders Training (for the Pre-Preparatory school Middle and Senior Leaders), and C-Me Colour Profiling for specifically targeted departments. A review of whole staff training, learning and development is underway.
- **Community:** Work on racial inclusion has been prioritised this year to develop a truer sense of belonging for all staff (see Inclusion section); specific Staff Networks/Affinity groups are being developed (and included the launch of the first Menopause staff networking). In the Summer term, we ran whole staff training on EDI/Microaggressions and introduced an inclusion reporting form. Other staff initiatives e.g. Art classes, language classes have proved popular.
- **Support Systems:** Staff have access to numerous online resources including the Wellbeing Hub. The Staff Handbook has been reviewed and republished; the IT roll-out of Surface Pros has improved the experience for staff logging into the wifi; the Appraisal system has been updated e.g. for Assistant Heads. HR training updates have been provided to all staff highlighting changes to employment law (paternity rights, carers protection, enhanced redundancy protection.) New job advert boards have been introduced to attract a more diverse pool of applicants.
- **Working Environment:** There have been improvements to the staff spaces across the site including the new staff wellbeing space in Field House, breast-feeding/expressing spaces on the top and lower site and the propagation of plants for communal areas and offices.

Environmental Sustainability

Progress continues in the three key areas identified in our School Development Plan this year: Enacting our Environmental Sustainability Plan; Educating Staff and Pupils about Environmental Issues; Engaging with Relevant Stakeholders in relation to core issues: Travel, Educational Visits, Food.

In terms of the first area, we continue to prioritise the 10 strands of our Environmental Sustainability Plan (available on our website). Our report for the third phase of the Energy Saving Opportunities Scheme (ESOS III) was completed in August 2024 and the recommendations are being reviewed for funding. Additional control upgrades

ACTIVITIES OF THE SCHOOL (continued)

Environmental Sustainability (continued)

on gas boilers have been made to reduce unnecessary use, and further progress has been made on LED conversion across the Estate as fluorescent fittings are phased out. As in previous years, we took part in the No Mow May campaign and included more areas across the Estate to enhance the biodiversity for as long as possible in the year. Close attention is being paid to developments in technology within heat pump energy as we prepare for end-of-life renewals of some older heating systems. Surveys are being carried out to ensure that boilers that are no longer serviceable are replaced with green technology. An audit of the swimming pool systems has identified some plant modifications that can reduce the energy loading of the circulating pumps, which is being taken forward for completion by the end of 2024. Further changes to pool operating conditions and processes will reduce the levels of chemicals required to operate the pool safely without compromising the hygiene conditions. In addition to the ESOS III submission, work has commenced on our own in-house Carbon Emissions Audit with a view to gathering broader baseline data (from 2022-23) on a wider range of Scope 1 and 2 emissions (e.g. gas, electricity, travel to/from school, flights etc.).

Our second objective (Environmental Education) has been addressed through the following training: All Staff INSET (Sept 2023); Carbon Literacy INSET for 198 staff drawn from the Support Staff (Jan 2024) and the Pre-Prep and Junior Schools (May 2024); a *Teaching Environmental Curriculum* INSET carousel in Jan 2024 for Senior School teachers and staff from our partner school, the London Academy of Excellence Tottenham (LAET) (Jan 24), and a Teaching and Learning Seminar (Feb 24). In July 2024, we ran our third London Schools Eco Network Conference for staff from over 40 schools (and other sectors). Further curricular reviews have been conducted to introduce more environmental content e.g. KS3 cross-curricular projects. Other educational initiatives have included: a very successful Mock COP (Dec 2023) with representatives from six local schools; 'Food' assemblies (Dec 24); a Y7 Wildlife Assembly (Jan 24), and the establishment of a Wildlife Club for Y7&8 pupils. Financial Approval has been given to our Head of Environmental Sustainability to do regular seconded work for a new Environmental Education Hub (launched through the City of London Corporation.)

Finally, in terms of our third objective, regular engagement with a range of stakeholders has taken place. We are currently going through a formal consultation process with our local community re: our capital projects planning submission and in June 2024, we had a full day dedicated to Environmental Sustainability at which talks were given by representatives from the School and other consultants e.g. ecologist, biodiversity experts. In September (2023), an Environmental Survey was sent to all staff (and completed by 53%). Key findings included: 74% of staff felt either 'very' or 'extremely concerned' about the environment with 93% citing that the School was playing its part to 'some' or 'a great' extent. In January (2024), Y11 pupils completed the National Survey (Jan 24) and key findings included the fact that 80% of are 'very' or 'fairly' concerned about climate change (compared to 62% of Y11s nationally). The Educational Visits Policy has been updated with an Environmental strand and checklist aimed at reducing our emissions. The results from the Pupil Educational Visits Survey (SS) were analysed and discussed during tutor times (Sept 2024); we retained our TFL Gold Stars accreditation and ran a separate detailed in-house travel survey (which was completed by 74% of all pupils) to help calculate the CO2 emissions from travel to/from school. Correspondence has continued with Haringey Council about the potential for traffic control measures (e.g. cross hatching/cameras) on North Road and Southwood Lane.

In terms of 'Food', in addition to Meat Free Mondays (running for 8+ years), the catering department surveyed all staff and pupils, launched the inaugural Plant Power Day (Jan 2024), and published an online Highgate Plant Power Recipe Book. Red meat consumption has been reduced by more than 50% in the past two years and more vegetarian/vegan food has been introduced (it now comprises nearly 50% of all dishes served.) A Food Waste Weighing Week (Jan 24) was carried out by JS pupils and an action plan is being developed to reduce waste (including the introduction of new portion options). The Eco Councils and Committees continue to be active in all three schools and run/take part in numerous successful initiatives.

OTHER CHARITABLE OBJECTIVES 2023-24

In 2023-24, specific charitable objectives in addition to education remained as:

- To continue support across the three pillars of our case for support:: bursaries, partnerships and responding to emerging needs in our community. The latter includes responding to the cost-of-living crisis and support for those facing hardship.
- To continue to support the School's bursary provision to the Junior School to allow children to attend Highgate on means tested fee assisted places from Year 3.

These were in addition to our continuing objectives:

- To continue our commitment to support, as the primary educational sponsor, London Academy of Excellence Tottenham (LAET), which provides an academically selective, well-governed sixth form free school in a local community where such opportunities are lacking.
- To enable teachers to give some of their time to local state schools in mutually beneficial ways, so that more children can have access to the excellent teaching and enriching activities that Highgate pupils enjoy every day and Highgate teachers develop professionally by teaching different pupil cohorts.
- To award a significant number of bursaries so that children for whom Highgate is the right school can access the excellent teaching and enriching activities that Highgate provides, when financially it would otherwise not be possible.
- To grow strong and sustained links with schools, charities and similar organisations within our School's local community.

OTHER CHARITABLE ACTIVITIES

Partnership Teaching and Summer School

The Chrysalis department welcomed a new annual cohort of four Chrysalis Teaching Fellows at the start of this academic year. The Fellows delivered projects and events across the Chrysalis Partnership Teaching portfolio including: providing academic support for pupils at LAET; running a primary debating club for partner school pupils; running a coding and computer club for LAET feeder schools, and; facilitating weekly projects and events across several academic subjects for partner school pupils and the Chrysalis Summer Schools.

The team delivered the annual Chrysalis Mock University Interview programme for partner school pupils. This included coordinating over 100 teaching staff from Highgate and LAET who interviewed over 250 pupils from 9 Chrysalis schools. All respondents to our feedback survey 'would recommend the Chrysalis Mock University Interviews to other pupils at their school' with 98% saying they felt more prepared for their real interviews. The Chrysalis portfolio grew to include a new series of webinars on applying to study Mathematics, Chemistry and related subjects at Oxbridge and other highly selective institutions. In addition, in Lent Term, over 100 Year 12 pupils from 14 Chrysalis partner schools joined their peers from Highgate to listen to panels of undergraduates, former pupils of Chrysalis partner schools or OCs, talk about their higher education academic experience. Participants were unanimous in their assessment of these events as having helped them to make a more informed decision on their choice of university and degree.

Over 300 Chrysalis partner school pupils in Years 8-12 attended Mathematics enrichment days throughout the year, expertly delivered by various members of the Mathematics Department. The Physics and Chemistry Departments delivered STEM Innovation and Skills development and Chemistry masterclasses for partner school pupils. The academic year culminated in the annual STEM Conference which brought together over 200 Year 12 pupils from Highgate, LAET and 5 partner schools. Pupils attended seminars delivered by Highgate teachers and a lecture from keynote speaker Nick Lane, Professor of Evolutionary Biology at UCL and Faraday Prize winner.

OTHER CHARITABLE ACTIVITIES (continued)

Partnership Teaching and Summer School (continued)

Sharing best practice between Highgate teachers and colleagues in partner schools demonstrates our ambition of mutuality in partnership and included the annual English teacher training day held in the Summer term with our English Department joined by 15 colleagues from 9 partner schools including LAET for a day-long CPD event. The partnership with LAET continued with 14 seconded teachers (circa 10 full-time equivalent), a shared January inset, a new provision for music and the Community Partnerships Director and all Chrysalis Fellows working there one day weekly to work alongside the talented LAET staff body.

The two annual Chrysalis summer schools are designed to enrich the educational experience for participating students. In July 2024, the primary summer school for Year 4 and 5 pupils was well attended and featured a diverse array of sessions, including British Sign Language, robotics, sports, and science. The secondary summer school, held in August 2024, focused on Year 10 and Year 12 pupils, offering a comprehensive programme that included career exploration, employability skills, and higher education support. Highlights included a university visit to Oxford University and masterclasses in STEM and humanities, delivered by educators from Highgate and LAET. An impressive 95% of Year 12 students and 100% of Year 10 students indicated they would recommend the summer school to their peers. Post-programme evaluations reveal that 84% of Year 12 students and 100% of Year 10 students felt adequately prepared to pursue their chosen subjects at university and A Level respectively.

Pupil Volunteering and Community Partnerships

The pupil volunteering and community engagement efforts continued to be aligned under the theme 'A Connected Community'; this theme demonstrates Highgate's values of encouraging our pupils to look outwards, to play an active part in their community and to use their voices and minds to make a difference to the world around them. Each school and section continued their relationship with their 'charity of the year' partner from the previous academic year to align with the biennial charitable fundraising sponsored walk cycle. The charity partners were: Pre-Preparatory School - David Nott Foundation; Junior School - World Villages for Children; Lower School (Years 7-8) - UK Antarctic Heritage Trust; Middle School (Years 9-11) - Street Child; Sixth Form - Women's Aid; Whole School: in-kind donations - Food Bank Aid; global crises charity partner- Disaster Emergency Committee.

Pupils across the school took part in a year-round programme of fundraising activities including sustainable non-uniform days, bake sales, musical performances, busking, quizzes, charity races, and games. Pupils and staff also donated over 762 shopping bags of groceries and household items to our long-term partner North London Food Bank Aid throughout the year. In addition to these formal 'charity-of-the-year' partnerships, pupils raised funds and awareness for other one-off initiatives e.g. Junior School activities for Children in Need and Senior School activities for homelessness including a 'Sleep Out' to raise empathy and awareness in partnership with the charity Shelter. All schools and sections received visits from their 'charity of the year' partner to ensure pupils were connected to the causes to which they donated. All pupils and staff across the School and our partner school LAET participated in an off-timetable day of charity for the biennial charitable fundraising sponsored walk on Wednesday 11 October 2023. This event, called 'Step for Change' raised over £91,000 for our charity partners and involved pupils walking varying distances totaling 31,600km for all Highgate and LAET pupils and staff.

Pupil volunteering continued throughout the year. Several sixth form pupils committed to weekly volunteering at the Wellness Café, a St. Michael's church initiative that provides lunch and company for local lonely and/or elderly residents. Other sixth form pupils committed to monthly digital skills sharing with Coffee and Computers, a local community initiative for elderly residents. A cohort of sixth form volunteers delivered weekly numeracy and literacy 1-1 support for pupils at Chrysalis partner school Gladesmore, and others supported the delivery of Highgate's Chrysalis Accelerator programme for looked after children and children with a social worker (CWSW).

OTHER CHARITABLE ACTIVITIES (continued)

Pupil Volunteering and Community Partnerships (continued)

All Y9 pupils participated in one day of volunteering and community engagement this academic year with local partners i.e. an elderly care home, local Chrysalis primary schools, Jackson's Lane community initiative, and local sustainability projects. All Y10 pupils participated in environment-related community action for Environment Morning, activities included litter picking, gardening, and wildlife habitat building. The summer term included pupil and staff volunteering at local community fairs and events i.e. Highgate Festival, Fair in the Square, and Eco fair in the Square- volunteer activities ranged from marshalling, set-up and clear away of festival stages, litter picking, and musical performances of the main stage.

Bursaries

107 pupils received means-tested fee remission: 97 in the Senior School (including 8 refugee pupils from Ukraine, supported by the Refugee Family Support Officer) of whom 61 received 100% fee remission, consistent with the policy to concentrate bursary awards amongst children whose parents or carers are able to pay very little or none of our fees, and; 10 in the Junior School. Thirteen pupils were in addition to their means-tested fee remission given grants towards the cost of uniform and £10,000 was allocated to enable bursary holders to participate in trips for which there is a charge – requests for trip support has once again increased significantly. Through donations from former pupils (Cholmeleians) and parents, the School also assisted with £42,375 towards the costs of instrumental music lessons and additional expenses for bursary award holders.

The total value of our bursarial support was £2,480,811. Of this figure, the School funded £2,317,144, a significant part of which, as set out in the Accounts, came from generous donations. Six of the 97 Senior School pupils receiving means-tested fee remission were supported by the Friends of Highgate School Society (a registered charity, no. 1056624) which contributed £163,667. In a new initiative, one Sixth Form pupil was supported by the Joshua Dorgu Foundation.

Our review of our total support package, beyond fee remission, continued, with an enhanced "bursary package" being put together for applicants from 2025 onwards. This will ensure a more appealing and competitive offer for bursary candidates. The 'virtual Head of House' for Bursary pupils is now established as a key point of contact for parents and carers, and introductions have been facilitated by home visits and coffee mornings.

A full statement of our policy on bursaries is available on our website; there is also further information available for parents and carers within the admissions section of our website.

Costs associated with other charitable activities

In addition to the funding associated with bursaries, approximately £1,530,000 reflects the associated salary costs for the year (including pension and employer's national Insurance) of our Community Partnership Director, administration of and pastoral support for bursary holders, the share of staffing costs associated with partnership teaching programme (including 10 full-time equivalent of staff seconded to LAET) and our Chrysalis Fellows. Around a further £44,000 was also incurred during the year on the running costs of our work on partnership teaching and community partnerships, including transport, equipment, and visits to venues.

FUTURE OBJECTIVES

As stated earlier, in September 2020, a new development plan for the period 2020-25 was launched. This plan brings together our current school priorities, the measures we will take to raise standards further and the changes we are planning to bring about better outcomes for our pupils. The plan includes objectives which are unlikely to be achieved without deliberate or renewed, coordinated action. Many critical aspects of Highgate School always remain at the forefront of our thinking throughout – pupil welfare, for example – and are not therefore included unless they are the focus of change or particular development. This development plan will continue to inform our objectives over the next year.

GOVERNANCE

Structure, governance and management

Our Governors (listed in the next section), who are our Charity's Trustees, are responsible for the governance of our School. Highgate is governed in accordance with our Scheme of Governance, dated 1 September 2005, as amended, and our Governors are members of the Body Corporate of "The Wardens and Governors of the possessions, revenues, and goods of the Free Grammar School of Sir Roger Cholmeley, Knight in Highgate".

Management is under the direction of our Head. Our full governing body meets at least six times a year. The following four sub-committees all meet at least three times a year: (1) Finance, Audit and Risk Committee, (2) Estates Committee, (3) Nominations and Remuneration Committee and (4) Safeguarding Committee. Governors have also established a non-fee income working group. Governors drawn from the sub-committees meet periodically to review the ethical dimensions to school policies and, where required, to consider significant matters of education policy or practice.

The Nominations and Remuneration Committee is responsible for overseeing succession planning to ensure our governing body contains appropriate diversity, experience and skills, and making recommendations to Governors about recruitment processes for new Governors. Recent appointments have involved advertising roles within our School community prior to a sifting and interview process; in 2022-23 we worked with Nurole for the specific appointment of a Deputy Chairman. Four new Governors were appointed in the Michaelmas Term 2023. All new Governors receive induction training.

The Governing Body can also appoint associate members to serve on one or more of the sub-committees/working groups and/or to attend full Governing Body meetings. Associate members are often selected to draw on expertise and experience from outside the Governor membership. During 2023-24, an associate member has served on the Estates Committee, Safeguarding Committee and on the Sustainability and Environmental Executive Committee.

In considering the pay and remuneration for the School's key management personnel, the Nominations and Remuneration Committee consider the nature of the role and responsibilities, trends in pay and competitor salaries in the region available from publicly available sources.

Management

The day-to-day running of our School is delegated to our senior leadership team. The Head, Adam Pettitt, exercises the functions of Chief Executive in leading and directing the Senior, Junior and Pre-Preparatory Schools, and reports to the governing body. The day-to-day responsibility for management of the Junior School and Pre-Preparatory School is exercised by the respective Principals, who report to the Head: Philippa Studd (Principal of the Junior School) and Sally Hancock (Principal of the Pre-Preparatory School).

HIGHGATE SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 JULY 2024

Management (continued)

The Head is assisted in the Senior School by two Senior Deputy Heads, Todd Lindsay and Louise Shelley, a Deputy Head (Academic), James Newton, a Deputy Head (Pastoral and Safeguarding), Rebecca Golland, and a Deputy Head (Professional), Graeme Robertson, together with a number of Assistant Heads. From September 2024, an (Acting) Deputy Head (Pastoral), Verity Smith, has also been appointed.

The Bursar, John Pheasant, is responsible for the management and leadership of support staff, and the financial administration of our School, and reports to the Head. The Bursar also acts as Secretary and Clerk to the governing body, in which role he reports directly to the Chairman.

The Head, Principals of the Junior and Pre-Preparatory Schools, Deputy Heads and Bursar make up the Strategy Management Committee.

ADDRESS OF SCHOOL

Highgate School
North Road
Highgate
London N6 4AY

REGISTERED CHARITY NUMBER

312765

AUDITORS

HaysMac LLP
10 Queen Street Place
London EC4R 1AG

SOLICITORS

Farrer & Co. LLP
66 Lincoln's Inn Fields
London WC2A 3LH

BANKERS

Coutts & Co.
St Martin's Branch
440 Strand
London WC2R 0QS

INVESTMENT MANAGERS

RBC Brewin Dolphin
12 Smithfield Street
London EC1A 9BD

HIGHGATE SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 JULY 2024

GOVERNORS WHO HELD OFFICE DURING THE YEAR ENDING 31 JULY 2024

	FA&R ¹	Estates ²	Nom&Rem ³	Safeguarding ⁴
Mark Barber MA MRICS FRGS FRSA	*	*		
Jenny Brown MA(Oxon) <i>Appointed 20 September 2023</i>				
Joan Deslandes BEd(Hons) OBE MA	*			
Sam King KC MA(Cantab)			*	*
Hannah Lewis <i>Appointed 10 October 2023</i>	*			
Kevin McCarthy LLB(Hon) BCL(Oxon) Notary Public Deputy Chairman <i>Appointed 28 November 2023</i>			*	
Leonie Morel MScM	*		*	
Tamara Oppenheimer KC <i>Appointed 10 October 2023</i>		*		
Kumar Panja BA LLDip	*			*
Aly Patel MA MBA Treasurer	*			
Robert M Rothenberg MBE BA FCA CTA Chairman	*	*	*	
Paul Rothwell MA		*		
Daniel Widdicombe MA				

¹ Member of the Finance, Audit & Risk Committee.

² Member of the Estates Committee.

³ Member of the Nominations and Remuneration Committee.

⁴ Member of the Safeguarding Committee.

HIGHGATE SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 JULY 2024

PUPIL NUMBERS AND FEES

Pupil numbers were 1,944 in September 2023. Our fees per term, in 2023-24, were £8,505 (Senior School), £7,800 (Junior School) and £7,365 (Pre-Preparatory School). Our fees are inclusive of lunch, the use of books and stationery, and practically all other extras including future life membership of our alumni society (Cholmeleian Society), field work, one residential trip in Years 7-9, and day visits in curricular time.

FINANCES

Total fee income in 2023-24 was £45,951,801. The operating surplus was £1,589,931. Governors continue their strategy of deploying all net incoming resources to investing in the School and Charity to ensure that Highgate keeps, and indeed works to improve further, its position as a successful place of learning and all-round educational excellence. In the current financial year, £609,869 was spent in respect of this investment programme, ensuring that the needs of succeeding generations of pupils are met, as well as the current.

Diversifying non-fee income

The School continues to offer paid-for courses at the Mallinson Sports Centre and facilitate filming opportunities. Further work is being undertaken to explore other non-fee income opportunities including lettings, hirings and wider opportunities such as international schools and provision of a pre-school offering.

Fundraising approach and performance

We undertake fundraising activities within the school community via direct mail, telephone, community participation activities (such as our pupils' sponsored walk), fundraising events, solicitation of individuals, crowdfunding campaigns and email in line with the Fundraising Code of Practice set by the Fundraising Regulator. Fundraising is overseen by the School's Development Office by staff all of whom have detailed job descriptions associated with their roles and receive appropriate training to reinforce our fundraising ethics. We are registered with the Fundraising Regulator and adhere to the standards of the Fundraising Code of Practice, and act in accordance with the terms listed in the Charity Governance Code. Fundraising activities are open, fair, honest and respectful; the School does not fundraise from constituents who are considered vulnerable or in circumstances which mean an individual is unable to make an informed decision. No formal complaints were received about fundraising activity in the year. Trustees receive regular reports regarding fundraising activity and performance.

The year saw donations, towards bursaries, partnerships, general funds and capital projects, received in-year of £788,811 (2022-23: £971,206). The Charities SORP requires donations to be recognised when receipt is probable and, therefore, captures pledges promised for receipt in future years; at year-end as a result of the continued economic uncertainty including the announced introduction of VAT on school fees, the School has reassessed the likely receipt of some pledges which has had the effect of reducing the total net donations income in the financial statements to £55,560 (2022-23: £870,888) (Note 3b to the Accounts on page 35 refers).

Buildings

Governors remain committed to continuing to invest substantially in upgrading and, where necessary, renewing current academic facilities, to ensure that our physical estate meets all emerging requirements to a high standard. Our current priorities include improving drama, music, sports and sixth form facilities, plus renewing services to, and reconfiguring, our Senior School's science laboratories. Additionally, in a drive to maintain our first-rate facilities, our School continues to preserve its historic buildings to improve the look of our School for the benefit of staff, pupils and the local community. Consequently work will continue, as part of our extensive capital

HIGHGATE SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 JULY 2024

FINANCES (continued)

Buildings (continued)

development programme, in upgrading teaching facilities and repairing the fabric of our historic buildings. During 2023-24, following a number of planning applications that had been submitted during 2022-23, in line with a Supplementary Planning Document (SPD) for the School's estate that was adopted on 9 March 2021, the School continued to consult with the community over the applications.

To contribute towards the funding of this programme, the School entered into a private placement in July 2019 for £60,000,000 details of which are set out within Note 11a to the Accounts.

Specific investment powers, policy and performance

The governing scheme affords Governors powers in line with those generally applicable to charitable foundations. Investments acquired by Governors, during the year ending 31 July 2024, have been acquired in pursuance of those powers and within the Statement of Investment Policy agreed with Investment Managers, RBC Brewin Dolphin. The Investment Objectives aim for a total annual return over rolling three-year periods of at least inflation (RPI) plus 4%. As of October 2024, performance was an annualised return for the rolling three-year period of 1.6% against an annualised return for RPI plus 4% of 12.3%. Work is in hand to try and improve this return.

Reserves Policy

In common with other independent schools, Highgate does not have free reserves readily available to spend on any of the charity's purposes. As indicated on our balance sheet, at the year end, our School had total funds amounting to £82,265,993. This was split between endowment funds of £29,447,360, of which £27,789,363 related to the net book value of the original endowed property of our School (principally constituting our main island site in our Senior School), restricted funds of £2,564,102, namely donations (including pledges) received for specific purposes, and, the remainder, unrestricted funds of £50,254,531. The unrestricted funds reflect the residual investment that our School has made over the years in the fabric of our building and facilities: it is not readily available for spending. The Governors therefore monitor the day-to-day operations of Highgate through management of good budgeting procedures and cash-flow, to ensure that it can meet the ongoing needs of the operations of the School and continue to invest in the fabric of the estate and educational provision. Governors are satisfied that we have sufficient available cash and facilities to deliver our strategic objectives.

Risk Assessment

Processes are in place to identify risks under the headings of Aims/Objects, Law and Regulation, Governance and Management, Academic, External Factors, Operational, Human Resources, Environmental, Technological and Financial Risks, and the necessary mitigations, and assessments and controls established to manage these are kept under regular review by our senior management and our Governors' Finance, Audit and Risk Committee.

The main risks that have been identified, and the plans to manage those risks, are:

- Challenges to the financial viability and/or affordability of independent schools by increases to costs largely outside the control of schools such as VAT, Business Rates, National Insurance and other taxes. The introduction of VAT on school fees from 1 January 2025 has been announced and will have a significant impact on affordability for many current parents and those who may, in the future, have considered independent schools; as mitigation, the School continues to review the educational and other charitable activities to identify costs that could be reduced if necessary, consulting with parents, general financial due diligence and to look to further diversify income by identifying meaningful non-fee income opportunities

FINANCES (continued)

Risk Assessment (continued)

- to reduce the current significant reliance on fee income.
- Service/data/financial loss from unauthorised access to School's network and associated reputational risk, particularly of a personal data breach. This risk is managed by a blended approach, including the enforcement of strong passwords, multi-factor authentication for accessing data and systems, a multi-tiered approach to anti-malware protection and regular staff awareness training on cybersecurity.
- Ageing facilities inadequate for modern day teaching and learning. This risk is managed by the capital programme which aims to address the School's academic requirements by focusing on buildings in significant need of repairs and renewals.
- Reputation of the education and well-being of our pupils and the activities of our School. This risk is managed through relevant policies embedded within our School through meetings, committees, staff and pupil awareness, and having nominated senior management responsible for specific policies. Policies include: safeguarding policies, staff recruitment policies, and health and safety policies. Other areas of focus include security and personal safety. In addition, our School uses professional advisers when necessary.
- Sustainability issues that impact on our community, particularly air pollution. Issue identified as a priority in our development plan. This risk is managed by the Sustainability and Environment Committee and the appointment of an Associate Member to the Governing Body who is helping develop priorities.
- Diversity of pupils and staff. Issue identified as a priority in our development plan. This risk is being managed by continuing to review our application processes to attract more applications from groups that are considered under-represented.

Governors have been provided with assurance that risks have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable, but not absolute, assurance that major risks have been adequately managed.

Fixed assets

The fixed assets are as stated in the balance sheet and further detailed in the notes to the financial statements. They are considered to be available and adequate to fulfil the obligations of our School.

Statement of Governors' Responsibilities

Governors have prepared financial statements for the financial year that give a true and fair view of the state of affairs of our School and of the surplus of the charity for that period. In preparing these financial statements, Governors have:

- adopted suitable accounting policies and applied them consistently;
- observed the methods and principles in the Charities SORP;
- made judgements and estimates that were reasonable and prudent;
- stated that applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepared the financial statements on a going concern basis.

HIGHGATE SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 JULY 2024

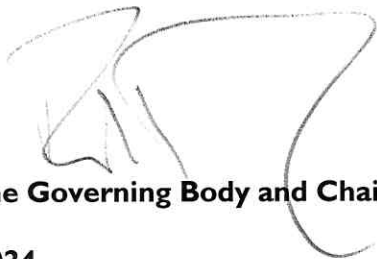
Governors have kept proper accounting records which disclose, with reasonable accuracy at any time, that the financial statements comply with trust law. Governors have safeguarded the assets of the charity and taken reasonable steps for the prevention and detection of fraud and other irregularities.

Governors confirm that the accounts comply with the requirements of the Charities Act 2006 as amended by the Charities Act 2011, the Governing Scheme, and the Charities SORP 2015.

Governors confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

On 18 November 2024, haysmacintyre LLP changed its registered name to HaysMac LLP.

on behalf of the Governors



Chairman of the Governing Body and Chairman of Trustees

3 December 2024

INDEPENDENT AUDITORS' REPORT TO THE BOARD OF GOVERNORS OF

HIGHGATE SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF HIGHGATE SCHOOL

Opinion

We have audited the financial statements of Highgate School for the year ended 31 July 2024 which comprise Statement of Financial Activities, the Balance Sheets, 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 July 2024 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 group 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 Governors' 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.

INDEPENDENT AUDITORS' REPORT TO THE BOARD OF GOVERNORS OF

HIGHGATE SCHOOL

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement (set out on pages 22-23), 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.

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the regulatory requirements of the Charity Commission and the Independent Schools Inspectorate (ISI), 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, Charities SORP (2019) and payroll taxes.

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 risk was related to the recognition of voluntary income. Audit procedures performed by the engagement team included:


- Enquiries of management regarding 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;
- Reviewing the controls and procedures of the charity, particularly in relation to the recording of income and processing of payments and payroll, to ensure these were in place throughout the year;
- Reviewing relevant minutes of meetings held during the course of the year;
- Evaluating management's controls designed to prevent and detect irregularities;
- Reviewing and testing journal entries made in the year, particularly those made as part of the year end financial reporting process; and
- Challenging assumptions and judgements made by management in their critical accounting estimates which comprise depreciation, bad debt provision, accruals, deferred income and the classification of properties.

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.


HaysMac LLP
Statutory Auditors
18 December 2024

10 Queen Street Place
London
EC4R 1AG

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

HIGHGATE SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JULY 2024

	Notes	General Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Total 2023 £
INCOME FROM:							
<i>Charitable activities</i>							
School fees receivable	1	45,951,801	-	-	-	45,951,801	42,084,977
Other educational income	2	727,083	-	-	-	727,083	626,751
Ancillary trading income	2	2,106,287	-	-	-	2,106,287	2,272,406
<i>Investments</i>							
Bank and other interest		2,516,962	-	333	303	2,517,598	1,487,617
Investment income		6,606	-	18,607	17,319	42,532	37,506
<i>Voluntary sources</i>							
Donations	3	38,328	-	17,232	-	55,560	870,888
Total Income		51,347,067	-	36,172	17,622	51,400,861	47,380,145
EXPENDITURE ON:							
<i>Raising funds</i>							
Fundraising and development		162,667	-	-	-	162,667	204,643
Finance costs		1,774,000	-	-	-	1,774,000	1,774,000
<i>Charitable activities</i>							
School operating costs		46,854,781	-	1,019,482	-	47,874,263	44,765,503
Total expenditure	4	48,791,448	-	1,019,482	-	49,810,930	46,744,146
NET INCOME		2,555,619		(983,310)	17,622	1,589,931	635,999
Gains on investment assets		-	-	-	162,976	162,976	(35,567)
Transfers between funds	14	(2,555,619)	2,555,619	-	-	-	-
Net movement in funds		-	2,555,619	(983,310)	180,598	1,752,907	600,432
Balances brought forward at 1 August 2023		-	47,698,912	3,547,412	29,266,762	80,513,086	79,912,654
Balances carried forward at 31 July 2024		-	50,254,531	2,564,102	29,447,360	£82,265,993	£80,513,086

All amounts derive from continuing activities.

All gains and losses recognised in the year are included in the statement of financial activities.

Full comparative figures for the year ended 31 July 2023 are shown in note 18.

The accompanying notes are an integral part of this statement.

HIGHGATE SCHOOL

BALANCE SHEET

AS AT 31 JULY 2024

	Notes	£	2024	£	£	2023	£
FIXED ASSETS							
Tangible assets	6			100,977,249			103,327,924
Investments	7			1,869,245			1,680,189
				<u>102,846,494</u>			<u>105,008,113</u>
CURRENT ASSETS							
Stock	8		53,957			57,373	
Debtors	9		2,969,224			4,419,910	
Cash at bank and in hand	10		60,843,181			46,557,156	
			<u>63,866,362</u>			<u>51,034,439</u>	
CURRENT LIABILITIES							
Creditors - due within one year	11	(16,057,900)				(11,401,652)	
NET CURRENT ASSETS							
				<u>47,808,462</u>			<u>39,632,787</u>
TOTAL ASSETS LESS CURRENT LIABILITIES							
				150,654,956			144,640,900
CREDITORS - due after one year							
	11	(68,388,963)				(64,127,814)	
TOTAL NET ASSETS							
				<u>£82,265,993</u>			<u>£80,513,086</u>
Represented by:							
ENDOWMENT FUNDS							
	12			29,447,360			29,266,762
RESTRICTED FUNDS							
	13			2,564,102			3,547,412
UNRESTRICTED FUNDS							
Designated and general funds	14			50,254,531			47,698,912
TOTAL FUNDS							
				<u>£82,265,993</u>			<u>£80,513,086</u>

The financial statements were approved and authorised for issue by the Governing Body on 26 November 2024 and were signed below on its behalf by:


RM ROTHENBERG MBE BA FCA CTA
Chairman


H LEWIS
Treasurer

The accompanying notes are an integral part of this balance sheet.

HIGHGATE SCHOOL

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 JULY 2024

	2024		2023	
	£	£	£	£
RECONCILIATION OF NET INCOME TO NET CASH				
FLOW FROM OPERATING ACTIVITIES				
Net income	1,752,907		600,432	
(Gains)/Loss on investments	(162,976)		35,567	
Depreciation	3,001,458		2,981,242	
Interest paid	1,774,000		1,774,000	
Interest and dividends receivable	(2,560,130)		(1,525,123)	
Decrease in stock	3,416		(8,504)	
(Increase) in debtors	1,450,686		(1,122,549)	
Increase/(Decrease) in creditors	2,217,268		(1,979,564)	
Net cash flow from operating activities		7,476,629		755,501
CASH FLOWS FROM INVESTING ACTIVITIES				
Purchase of fixed assets	(650,783)		(2,621,901)	
Proceeds from sale of investments	946,813		334,953	
Purchase of investments	(978,095)		(360,782)	
(Increase)/ Decrease in investment cash	5,202		(5,455)	
Interest and dividends received	2,560,130		1,525,123	
Net cash used in investing activities		1,883,267		(1,128,062)
CASH FLOWS FROM FINANCING ACTIVITIES				
Interest paid	(1,774,000)		(1,774,000)	
Net cash used in investing activities		(1,774,000)		(1,774,000)
Advance fees				
New Composition Fees	8,283,243		1,204,714	
Composition Fees Amounts utilised	(1,583,114)		(1,735,393)	
		6,700,129		(530,679)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD		£14,286,025		£(2,677,240)
Cash and cash equivalents at beginning of period		46,557,156		49,234,396
Cash and cash equivalents at end of reporting period		60,843,181		46,557,156

ANALYSIS OF CHANGES IN NET DEBT

	At 1 August 2023	Cashflows	At 31 July 2024
	£	£	£
Cash and cash equivalents			
Cash	46,557,156	14,286,025	60,843,181
Advance fees	(4,053,119)	(6,700,129)	(10,753,248)
Borrowings			
Debt due within one year	-	-	-
Debt due after one year	(60,000,000)	-	(60,000,000)
	(17,495,963)	7,585,896	(9,910,067)

ACCOUNTING POLICIES

General Information

Statement of Compliance

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – second edition effective 1 January 2019.

The accounts are drawn up on the historical cost basis of accounting, as modified by the revaluation of investments and revaluation of land and buildings.

Having reviewed the funding facilities available to the School together with the expected ongoing demand for places and the School's future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the School's financial viability.

The likely financial challenges on the horizon has also been provisionally assessed by the Governors and, by reviewing the charity's ongoing activities, its forecasts, mitigations to manage income/expenditure and risks, the organisation remains financially viable. Governors will continue to monitor these closely.

Governors' monitoring of performance and wellbeing indicate that overall there has been no significant impact on our activities that cannot be managed. A detailed updated financial forecast has been prepared and considered to assess the impact of the financial challenges on the horizon; Governors have a reasonable expectation that the School has adequate resources to continue for the foreseeable future. As a result of the private placement, any significant change is likely to impact on the pace of delivering the capital programme. Accordingly, they also continue to adopt the going concern basis in preparing the financial statements.

The School is a Public Benefit Entity registered as a charity in England and Wales (charity number: 312765).

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, Governors are required to make judgements, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 affected current and future periods.

In the view of the trustees, the depreciation rates charged are the Governors best estimate of useful economic life for the asset, and changes could result in a material adjustment of the carrying amount in subsequent years. The School provides for bad debts which includes a judgement on recoverability and is reassessed annually.

ACCOUNTING POLICIES (continued)

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to School's financial statements.

Fees and similar earned income

Fees receivable and charges for services and use of the premises, less any allowances, scholarships, bursaries granted by the School against those fees, but including contributions received from restricted funds, are accounted for in the period in which the service is provided.

Bank and interest income

Income from cash deposits and bank balances is accounted for on an accruals basis.

Investment income

Investment income from dividends and fixed interest securities is accounted for on an accruals basis.

Donations, legacies, grants and other voluntary income

Voluntary income is accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable. This particularly impacts on accounting for pledges where the School is notified of income during a financial year but the income will not actually be received until a later accounting year. Such income is recognised upon confirmation of entitlement where it is probable that the income will ultimately be received (not on receipt). The detail of pledges 'previously recognised' (pledges recognised in earlier years' Accounts that had not been received by 31 July 2023) and 'pledges carried forward' (a combination of (a) pledges 'previously recognised' that had still not been received by 31 July 2024, (b) new pledges made but not received during the period 1 August 2023 to 31 July 2024 and (c) any changes to pledges 'previously recognised' where it is no longer probable that the income will ultimately be received) is set out in Note 3b.

Voluntary income for the School's general purposes is accounted for as unrestricted and is credited to the General Reserve. Where the donor or an appeal has imposed trust law restrictions, voluntary income is credited to the relevant restricted fund.

Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributable to more than one cost category in the Statement of Financial Activities is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying assets, as appropriate. Irrecoverable VAT is included with the item of expenditure to which it relates.

Governance costs comprise the costs of running the charity, including strategic planning for its future development, external audit, any legal advice for the School's Governors, and all the costs of complying with constitutional and statutory requirements, such as costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

ACCOUNTING POLICIES (continued)

Tangible fixed assets

Tangible assets are included at their net book value at the year-end.

Expenditure on the acquisition, construction or enhancement of land and buildings of a capital nature together with vehicles, furniture, machinery, ICT infrastructure and other equipment of a capital nature are capitalised and carried in the balance sheet at historical cost.

Other expenditure on equipment incurred in the normal day-to-day running of the School is charged to the Statement of Financial Activities as incurred. Individual items costing less than £1,000 are normally written off as an expense in acquisition.

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments from commencement of the project over their expected useful economic lives as follows:

Freehold Property	- 2% of carrying value
Furniture and Equipment:	
- Furniture, Equipment and IT	- 2-10% or 20% on cost
- Motor Vehicles	- 20% on cost

Included in freehold properties are residential properties owned by the School that are let on a short-term basis, and subject to short notice periods. The properties are held at cost and were acquired in line with the School's continuing development strategy and as such are treated as operational property and not investment assets.

Investments

Listed investments are valued at market value as at the balance sheet date. Unrealised gains and losses arising on the revaluation of investments are credited or charged to the Statement of Financial Activities and are allocated to the appropriate Fund according to the "ownership" of the underlying assets.

Stock

Stock represents goods for resale and is valued at the lower of cost and net realisable value.

Fund accounting

The charitable trust funds of the School are accounted for as unrestricted or restricted income in accordance with the terms of trust imposed by the donors or any appeal to which they may have responded.

Funds

The School maintains four types of fund:

- (a) Endowment – where the capital is held in perpetuity and income generated used for charitable purposes expenditure;
- (b) Restricted – where the purposes for which funds may be used have been restricted by donors;

ACCOUNTING POLICIES (continued)

Funds (continued)

- (c) Designated – where the funds are unrestricted but where the Trustees have designated them for a specific purpose;
- (d) General – where the funds are unrestricted and not designated.

Endowment Funds

The original land and buildings of the School are subject to a permanent endowment. The Endowment Fund reflects the rebased cost of assets principally constituting the main Island Site, following engagement with the Charity Commission, as at 31 July 2016.

The Sinking Fund represents recoupment of the proceeds on disposal of endowment property.

The Prize Fund consists of a number of individual prize funds set up by donors for the provision of prizes.

Restricted Funds

The Library Fund exists to provide books and equipment for the School library.

Designated Funds

The building reserve represents funds generated from appeals and transfers from unrestricted funds. The reserve reflects that part of the School's unrestricted funds which relates to property.

Pension costs

Retirement benefits to employees of the School are provided through two pension schemes. The pension costs charged in the Statement of Financial Activities are determined as follows:

- (a) The Teachers' Pension Scheme - This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable;
- (b) The ISPEN is a multi-employer defined benefit scheme. The assets of the scheme are held independently from those of Highgate School in an independently administered fund. The costs recognised during the year relate to the movement in the year end liability, which is disclosed in more detail in Notes 11 and 17;
- (c) Other pension costs are charged in the accounts for defined contribution schemes and represent the contributions payable by the School during the year.

ACCOUNTING POLICIES (continued)

Operating leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

Creditors and provisions

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

Debtors

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

Cash at bank and in hand

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

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 JULY 2024

1. FEES

	2024 £	2023 £
Fees receivable consist of:		
Tuition fees	48,008,835	44,076,611
Music fees	741,102	689,751
	<u>48,749,937</u>	<u>44,766,362</u>
Less: Allowances	(435,065)	(392,153)
Less: Bursaries funded from unrestricted funds	(1,704,691)	(1,695,994)
Less: Bursaries funded from restricted funds	(612,453)	(540,318)
	<u>(2,317,144)</u>	<u>(2,236,312)</u>
Less: Scholarships	(45,927)	(52,920)
	<u>£45,951,801</u>	<u>£42,084,977</u>

Scholarships, bursaries and other awards were paid to 120 pupils (2023: 118). Within this, means tested bursaries totalling £2,317,144 were paid to 107 pupils (2023: £2,236,312 to 105 pupils).

2. OTHER INCOME

	2024 £	2023 £
Other educational charitable income		
Entrance & registration fees	273,359	296,272
Lettings	182,285	88,622
Other educational income	271,439	241,857
	<u>727,083</u>	<u>626,751</u>
Other ancillary activities		
Mallinson Sports Centre	556,840	584,655
Other income	3,000	3,000
Rents	863,384	818,790
Educational visits	658,291	840,817
6th Form and Tuck Shop income	24,772	25,144
	<u>2,106,287</u>	<u>2,272,406</u>
	<u>£2,833,370</u>	<u>£2,899,157</u>

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31 JULY 2024

3a. DONATIONS AND LEGACIES (2024)

	Unrestricted £	Restricted £	2024 £
Restricted Funds	-	17,232	17,232
Unrestricted donations	38,328	-	38,328
	<u>38,328</u>	<u>17,232</u>	<u>55,560</u>

DONATIONS AND LEGACIES (PRIOR YEAR)

	Unrestricted £	Restricted £	2023 £
Restricted Funds	-	813,793	813,793
Unrestricted donations	57,095	-	57,095
	<u>57,095</u>	<u>813,793</u>	<u>870,888</u>

3b. BREAKDOWN OF DONATIONS (see explanatory comments within Accounting Policies)

	2024 £	2023 £
Pledges previously recognised	(2,138,069)	(2,238,387)
Donations received in-year	788,811	971,206
Pledges carried forward	1,404,818	2,138,069
Donations income	<u>55,560</u>	<u>870,888</u>

4a. ANALYSIS OF EXPENDITURE

	2024 £	2023 £
<u>Net income is stated after charging:</u>		
Auditors' remuneration – audit fees	49,220	39,300
Auditors' remuneration – other services	7,944	7,164
Depreciation	<u>3,001,458</u>	<u>2,981,242</u>

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31 JULY 2024

4b.

	Average Staff Numbers 2024	Staff Costs	Depreciation	Other	2024 Total
<u>Charitable Activity – School</u>					
<u>Operating Costs</u>					
Teaching costs	413	26,582,760	-	3,972,761	30,555,521
Welfare	60	1,410,592	-	1,454,323	2,864,915
Premises	39	1,759,243	3,001,458	4,223,273	8,983,974
Grants, awards and prizes	-	-	-	12,198	12,198
Support costs and governance	73	2,951,426	-	2,432,221	5,383,647
Fundraising and Development	3	57,440	-	105,227	162,667
Finance costs	-	-	-	1,774,000	1,774,000
Mallinson Sports Centre	-	-	-	74,008	74,008
	<u>588</u>	<u>32,761,461</u>	<u>3,001,458</u>	<u>14,048,011</u>	<u>49,810,930</u>

PRIOR YEAR

	Average Staff Numbers 2023	Staff Costs	Depreciation	Other	2023 Total
<u>Charitable Activity – School</u>					
<u>Operating Costs</u>					
Teaching costs	400	24,914,264	-	3,237,159	28,151,423
Welfare	51	1,251,832	-	1,519,867	2,771,699
Premises	37	1,655,366	2,981,242	4,001,730	8,638,338
Grants, awards and prizes	-	-	-	9,799	9,799
Support costs and governance	74	3,086,036	-	2,051,646	5,137,682
Fundraising and Development	3	70,331	-	134,312	204,643
Finance costs	-	-	-	1,774,000	1,774,000
Mallinson Sports Centre	-	-	-	56,592	56,592
	<u>565</u>	<u>30,977,829</u>	<u>2,981,242</u>	<u>12,785,105</u>	<u>46,744,176</u>

HIGHGATE SCHOOL**NOTES TO THE ACCOUNTS (continued)****FOR THE YEAR ENDED 31 JULY 2024**

4c. GOVERNANCE INCLUDED IN SUPPORT COSTS

	2024	2023
	£	£
Remuneration paid to auditors		
- audit services	49,200	39,300
- other services	7,944	7,164
Governors' reimbursement to Governors' expenses	299	283
	<u>£57,443</u>	<u>£46,747</u>

The support costs relate to the charitable activity of running the School.

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31 JULY 2024

5. STAFF COSTS (including related party transactions)

The average number employed by the company within each category of persons was:

Teaching staff
Support staff

2024
No.

2023
No.

413

400

175

165

588

565

£

£

The costs incurred in respect of these employees were:

Wages and salaries
Social Security costs
Pension costs
Termination payments

24,633,348

23,351,999

2,728,591

2,589,796

5,391,039

5,002,278

8,483

33,756

£32,761,461

£30,977,829

Aggregate employee benefits of 9 (2023: 8) key management personnel

£1,801,057

£1,776,051

2024
No.

2023
No.

The number of higher paid employees was:

Taxable emoluments band:

£60,000 - £70,000

52

61

£70,000 - £80,000

50

40

£80,000 - £90,000

18

13

£90,000 - £100,000

14

6

£100,000 - £110,000

5

1

£110,000 - £120,000

1

-

£120,000 - £130,000

2

1

£140,000 - £150,000

-

1

£150,000 - £160,000

1

-

£160,000 - £170,000

1

1

£170,000 - £180,000

1

-

£180,000 - £190,000

-

-

£190,000 - £200,000

-

1

£210,000 - £220,000

1

-

£390,000 - £400,000

-

-

£400,000 - £410,000*

1

1

The number with retirement benefits accruing was:

147

126

* For this member of staff, emoluments includes a contribution in lieu of employer's pension contributions, without which would result in pay being in £340,000-£350,000 band.

During the year the School obtained, within its general insurance, professional indemnity and governors liability insurance cover of £10,000,000 (2023: £10,000,000).

In addition to the remuneration paid to the key management personnel, the School provides fee remission to staff typical of the independent sector, loans to assist in house purchasing and accommodation to staff who are entitled to accommodation by virtue of their role.

Other expenditure includes an amount of £299 which relates to travel expenses for one member of the Governing Body (2023: £283 for one member).

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31 JULY 2024

No Governors received any remuneration or benefits other than the expenses disclosed above from the School or any connected organisation. There are Governors during the year who have pupils at the School; the arrangements are on the same basis as for other parents at the school.

During the year, in addition to the costs within the detail on page 16 associated with the London Academy of Excellence Tottenham (LAET), £379,871 (2023: £467,211) was raised through Highgate's Development team on behalf of LAET and transferred to them accordingly. The Head, Bursar and two Governors from Highgate are governors at LAET. There were no other related party transactions during the year.

6. TANGIBLE FIXED ASSETS

	Total	Freehold Land and Permanent Buildings	Equipment and Motor Vehicles
	£	£	£
COST/VALUATION			
At 1 August 2023	147,527,511	145,448,146	2,079,365
Additions	650,783	609,869	40,914
Disposals			
At 31 July 2024	148,178,294	146,058,015	2,120,279
DEPRECIATION			
At 1 August 2023	44,199,587	42,224,945	1,974,642
Charge for the year	3,001,458	2,903,750	97,708
Disposals			
At 31 July 2024	47,201,045	45,128,695	2,072,350
NET BOOK VALUE			
At 31 July 2024	£100,977,249	£100,929,320	£47,929
At 31 July 2023	£103,327,924	£103,223,201	£104,723

The original land and buildings of the School are subject to a permanent endowment. See Note 12.

Depreciation calculated on a historical basis would be lower by £495,700 than the amount shown above (2023: lower by £495,700).

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31 JULY 2024

7. FIXED ASSET INVESTMENTS

	Endowment £	Total 2024 £	Total 2023 £
Market value			
At 1 August 2023	1,651,901	1,651,901	1,661,639
Additions	978,095	978,095	360,782
Disposals	(903,438)	(903,438)	(347,881)
Revaluations	119,601	119,601	(22,639)
	<u>1,846,159</u>	<u>1,846,159</u>	<u>1,651,901</u>
Cash awaiting investment	23,086	23,086	28,288
At 31 July 2024	<u>£1,869,245</u>	<u>£1,869,245</u>	<u>£1,680,189</u>

8. STOCKS

	2024 £	2023 £
Catering, cleaning, stationery	<u>£53,957</u>	<u>£57,373</u>

9. DEBTORS

	2024 £	2023 £
Fees	552,109	946,501
Loans to employees	113,000	110,747
Prepayments and accrued income	2,061,099	3,285,634
Other debtors	243,016	77,028
	<u>£2,969,224</u>	<u>£4,419,910</u>

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31 JULY 2024

10. CASH AT BANK AND IN HAND

	2024 £	2023 £
Bank deposit and current accounts	£60,843,181	£46,557,156

11a. CREDITORS

	2024 £	2023 £
Fee deposits	3,206,800	2,484,800
Fees received in advance	4,468,335	2,849,692
Advance Fees	3,757,285	1,386,305
Audit & accountancy	44,000	36,000
Accruals and deferred income	4,016,121	4,201,660
Other creditors	565,359	443,195
	16,057,900	11,401,652
Due after one year		
Advance Fees	6,995,963	2,666,814
Pension provision	1,393,000	1,461,000
Other Loans	60,000,000	60,000,000
Total creditors	£84,446,863	£75,529,466

On the 24 July 2019, the School entered into a private placement for £60m funding paid to the School in three tranches to assist in the financing of the School's capital programme. The first drawdown of £20m was received on 24 July 2019 with an interest rate of 3.01% repayable on the 24 September 2054. The second drawdown totalling £40m was received on 24 September 2019; £10m with an interest rate of 2.90% repayable on the 24 September 2044 and £30m with an interest rate of 2.94% repayable on the 24 September 2049. For all three tranches the first interest payment was made on 24 March 2021 and will continue at six-monthly intervals thereafter.

At 31 July the School had the following annual commitments under non-cancellable operating leases:

	2024 £	2023 £
Leases expiring within 1 year	14,504	18,550
Leases expiring between 2 - 5 years	16,655	13,038
Leases expiring greater than 5 years	-	-
	31,159	31,588

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31 JULY 2024

11b. ADVANCE FEES

	2024 £	2023 £
After 5 years	400,489	124,069
Within 2 to 5 years	3,556,875	1,524,696
Within 1 to 2 years	3,038,599	1,018,049
	<hr/>	<hr/>
Within 1 year	6,995,963	2,666,814
	3,757,285	1,386,305
	<hr/>	<hr/>
	£10,753,248	£4,053,119
	<hr/>	<hr/>

The movements during the year on the accrued liability under the contracts were:

Balance at 1 August 2023
New contracts

2024
£

4,053,119
8,283,243

Amounts utilised in payment of fees:
To the school

12,336,362
(1,583,114)

£10,753,248

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31 JULY 2024

12. ENDOWMENT FUNDS

	Balance at 1 August 2023 £	Net income/ (expenditure) £	Transfers Between Funds £	Investment gains(losses) £	Balance at 31 July 2024 £
Property Fund	27,789,363	-	-	-	27,789,363
Sinking Fund	300,005	381	-	33,402	333,788
Prize Fund	561,065	17,241	-	61,746	640,052
Furnival Jones Library Fund	26,617	-	-	2,929	29,546
Arthur (Bill) and Beryl Field Memorial Bursary Fund	508,962	-	-	56,012	564,974
Zikel Music Fund	80,750	-	-	8,887	89,637
	<u>29,266,762</u>	<u>17,622</u>	<u>-</u>	<u>162,976</u>	<u>29,447,360</u>

PRIOR YEAR (2023):

	Balance at 1 August 2021 £	Net income/ (expenditure) £	Transfers Between Funds £	Investment gains(losses) £	Balance at 31 July 2023 £
Property Fund	27,789,363	-	-	-	27,789,363
Sinking Fund	297,015	379	-	2,611	300,005
Prize Fund	564,238	14,766	-	(17,939)	561,065
Furnival Jones Library Fund	27,491	-	-	(874)	26,617
Arthur (Bill) and Beryl Field Memorial Bursary Fund	525,675	-	-	(16,713)	508,962
Zikel Music Fund	83,402	-	-	(2,652)	80,750
	<u>£29,287,184</u>	<u>£15,145</u>	<u>-</u>	<u>£(35,567)</u>	<u>£29,266,762</u>

Property Fund: Represents the net book value as at 31 July 2016 of the endowed property of the School, principally constituting the main Island Site.

Sinking Fund: Represents the recoupment required under a Charity Commission scheme on the utilisation of endowed funds in earlier years which expired in 2022.

Prize Fund: Represents donations received where the capital element was to be retained and the income arising utilised for awards to pupils.

Furnival Jones Library Fund: Represents a donation received where the capital element was to be retained and the income arising utilised for the library.

Arthur (Bill) and Beryl Field Memorial Bursary Fund: a fund established from which the income is to provide bursarial assistance at the discretion of Governors.

Zikel Music Fund: A fund established from which the income be used for or towards music tuition (including the hire of the associated instrument) for a promising pupil entering the school who would not otherwise be able to afford the cost of such tuition.

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31 JULY 2024

13. RESTRICTED FUNDS

	Balance at 1 August 2023 £	Net income/ (expenditure) £	Transfers Between Funds £	Investment gains/(losses) £	Balance at 31 July 2024 £
Furnival Jones Library Fund	4,552	818	-	-	5,370
Outreach Project	67,884	(3,236)	-	-	64,648
Robin Barnard Bequest	29,750	-	-	-	29,750
Bursary Fund	2,702,275	(681,700)	-	-	2,020,575
LAET	266,038	(90,156)	-	-	175,882
Digital Access	28,651	(14,940)	-	-	13,711
Open Door	54,431	-	-	-	54,431
Arthur (Bill) and Beryl Field Memorial Bursary Fund	73,647	15,640	-	-	89,287
Hardship Fund	74,579	-	-	-	74,579
Other Funds	11,393	-	-	-	11,393
Buildings Fund	201,250	(200,000)	-	-	1,250
Refugee Fund	32,962	(9,736)	-	-	23,226
	<u>3,547,412</u>	<u>(983,310)</u>	<u>-</u>	<u>-</u>	<u>2,564,102</u>

PRIOR YEAR (2023):

	Balance at 1 August 2022 £	Net income/ (expenditure) £	Transfers Between Funds £	Investment gains/(losses) £	Balance at 31 July 2023 £
Furnival Jones Library Fund	3,833	719	-	-	4,552
Outreach Project	10,773	57,111	-	-	67,884
Robin Barnard Bequest	29,750	-	-	-	29,750
Bursary Fund	2,629,037	73,238	-	-	2,702,275
LAET	618,126	(352,088)	-	-	266,038
Digital Access	28,651	-	-	-	28,651
Open Door	54,431	-	-	-	54,431
Arthur (Bill) and Beryl Field Memorial Bursary Fund	59,890	13,757	-	-	73,647
Learning Support Fund	72,181	(72,181)	-	-	-
Hardship Fund	74,579	-	-	-	74,579
Other Funds	11,393	-	-	-	11,393
Mental Health Fund	77,814	(77,814)	-	-	-
Buildings Fund	201,250	-	-	-	201,250
Refugee Fund	15,134	17,828	-	-	32,962
	<u>£3,886,842</u>	<u>£(339,430)</u>	<u>-</u>	<u>-</u>	<u>£3,547,412</u>

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31 JULY 2024

13. RESTRICTED FUNDS (continued)

Library Fund: donations received towards the improvements in library facilities at Highgate School.

Robin Barnard Bequest: for the benefit of pupils wishing to pursue careers in medicine or science.

Bursary Fund: donations received from fundraising to be used to fund future bursaries at the School.

Outreach Project, Capital Projects and E-learning Funds: donations received for the purposes described in the fund name.

Open Door: donation received to encourage pupils in their explanation or understanding of the Christian faith.

Arthur (Bill) and Beryl Field Memorial Bursary Fund: see Note 12.

Zikel Music Fund: see Note 12.

Digital Access: donations received to help children at our partner schools who have little or no access to a computer.

LAET: A fund following a Gala event and other donations throughout the year to raise money for London Academy of Excellence Tottenham (LAET).

Hardship Fund: donations received to help families who are struggling to pay fees due to unforeseen circumstances.

Other: donations received for CCF and PPS/JS.

Learning Support: donation received for additional staffing to strengthen Learning Support.

Mental Health: donation received towards staffing costs for enhanced mental health provision.

Buildings Fund: donation received to help develop the buildings/fabric of the School.

14. UNRESTRICTED FUNDS

	Balance at 1 August 2023 £	Net income/ (expenditure) £	Transfers between funds £	Investment gains/ (losses) £	Balance at 31 July 2024 £
<u>Designated Funds</u>					
Property Fund	47,698,912	-	2,555,619	-	50,254,531
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
<u>General Funds</u>					
Revenue Reserve	-	2,555,619	(2,555,619)	-	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL	47,698,912	2,555,619	-	-	50,254,531
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

PRIOR YEAR (2023):

	Balance at 1 August 2022 £	Net income/ (expenditure) £	Transfers Between Funds £	Investment gains/ (losses) £	Balance at 31 July 2023 £
<u>Designated Funds</u>					
Property Fund	46,738,628	-	960,284	-	47,698,912
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
<u>General Funds</u>					
Revenue Reserve	-	960,284	(960,284)	-	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL	46,738,628	960,284	-	-	47,698,912
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

The Property Fund reflects the net book value of unrestricted fixed assets together with the proceeds of asset disposals which the Governors intend to reinvest in fixed assets.

15. ANALYSIS OF THE NET ASSETS BETWEEN FUNDS

	Fixed Assets £	Investments £	Net Current Assets less Liabilities £	Long term Liabilities £	Total £
Endowment Funds	27,789,363	1,869,245	(211,248)	-	29,447,360
Restricted Funds	-	-	2,564,102	-	2,564,102
Unrestricted :					
General	-	-	-	-	-
Designated	73,187,886	-	45,455,608	(68,388,963)	50,254,531
	<u>100,977,249</u>	<u>1,869,245</u>	<u>47,808,462</u>	<u>(68,388,963)</u>	<u>82,265,993</u>

PRIOR YEAR (2023):

	Fixed Assets £	Investments £	Net Current Assets less Liabilities £	Long term Liabilities £	Total £
Endowment Funds	27,789,363	1,680,189	(202,790)	-	29,266,762
Restricted Funds	-	-	3,547,412	-	3,547,412
Unrestricted :					
General	-	-	-	-	-
Designated	75,538,561	-	36,288,165	(64,127,814)	47,698,912
	<u>103,327,924</u>	<u>1,680,189</u>	<u>39,632,787</u>	<u>(64,127,814)</u>	<u>80,513,086</u>

16. CAPITAL COMMITMENTS

	2024	2023
Authorised and contracted for	<u>£3,233,985</u>	<u>£152,765</u>

17. PENSION COMMITMENTS*Teachers' Pension Scheme*

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £3,925,119 (2023: £3,461,935) 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 October 2023.

17. PENSION COMMITMENTS (continued)

Teachers' Pension Scheme (continued)

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

The employer contribution rate for the TPS is 28.6%, and employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

Support Staff Pension Scheme

With effect from 1 December 2022, Support Staff have been offered membership of the Aviva Pension Trust for Independent Schools (APTIS), a defined contribution pension scheme.

Prior to that date, Support Staff were able to join the Independent School's Pension Scheme (ISPEN). ISPEN is a multi-employer defined benefit scheme. The last formal valuation of the scheme was performed as at 30 September 2020 by a professionally qualified actuary using the Projected Unit Method. The market value of the scheme's assets at the valuation date was £201.1 million. The valuation revealed a shortfall of assets compared with the value of liabilities of £55.2 million. Following consideration of the results of the actuarial valuation, it was agreed that the shortfall of £55.2 million would be dealt with by the payment of deficit contributions, from all participating employers allocated in line with their estimated share of the scheme liabilities, of £2.7 million per annum from 1 September 2022 to 30 June 2032. As at year-end the amounts recognised within creditors in line with the repayment schedule for the deficit contributions are noted within Note 11. These balances are £219,000 (2023: £213,000) due in less than one year and £1,393,000 (2023: £1,461,000) due in more than one year.

There is a potential debt on the employer that could be levied by the Trustees of the scheme. The debt is due in the event of the employer ceasing to participate in the scheme or the scheme winding up. Highgate School has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the Independent Schools' Pension Scheme based on the financial position of the scheme as at 30 September 2023. As of this date the estimated employer debt was £6,598,089. As in prior years and best practice, this amount is not provided for in the accounts as the School has not fully withdrawn from the scheme.

HIGHGATE SCHOOL

NOTES TO THE ACCOUNTS (continued)

FOR THE YEAR ENDED 31 JULY 2024

18. CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES COMPARATIVE FIGURES BY FUND

	Notes	General Funds £	Designated Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £
INCOME FROM:						
Charitable activities						
School fees receivable	1	42,084,977	-	-	-	42,084,977
Other educational income	2	626,751	-	-	-	626,751
Ancillary trading income	2	2,272,406	-	-	-	2,272,406
Investments						
Bank and other interest		1,487,477	-	-	140	1,487,617
Investment income		5,842	-	16,659	15,005	37,506
Voluntary sources						
Donations	3	57,095	-	813,793	-	870,888
Total Income		<u>46,534,548</u>	<u>-</u>	<u>830,452</u>	<u>15,145</u>	<u>47,380,145</u>
EXPENDITURE ON:						
Raising funds						
Fundraising and development		204,643	-	-	-	204,643
Finance costs		1,774,000	-	-	-	1,774,000
Charitable activities						
School operating costs		43,595,621	-	1,169,882	-	44,765,503
Total expenditure	4	<u>45,574,264</u>	<u>-</u>	<u>1,169,882</u>	<u>-</u>	<u>46,744,146</u>
NET INCOME		960,284	-	(339,430)	15,145	635,999
Gains on investment assets		-	-	-	(35,567)	(35,567)
Transfers between funds	14	(960,284)	960,284	-	-	-
Net movement in funds		-	960,284	(339,430)	(20,422)	600,432
Balances brought forward at 1 August 2022		-	46,738,628	3,886,842	29,287,184	79,912,654
Balances carried forward at 31 July 2023		-	47,698,912	3,547,412	29,266,762	£80,513,086