

**Charity Registration No. 525616**

**WILLIAM JONES'S SCHOOLS  
FOUNDATION**

**Trustees' report and accounts for the  
year ended 31 August 2020**

**WILLIAM JONES'S SCHOOLS  
FOUNDATION**

**LEGAL AND ADMINISTRATIVE DETAILS**

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# **WILLIAM JONES'S SCHOOLS FOUNDATION**

## **LEGAL AND ADMINISTRATIVE DETAILS**

**REGISTERED CHARITY NUMBER 525616**

### **TRUSTEES AND GOVERNORS**

The William Jones's Schools Foundation ("the Foundation") has two corporate trustees: Haberdashers' Monmouth Estates Limited (HMEL), Company number 09177858 and Haberdashers' Monmouth Schools Limited (HMSL), Company number 09177946. The Haberdashers Company is the sole member of HMEL and HMSL.

### **PRINCIPAL OFFICES**

#### **Haberdashers' Monmouth Estates Limited and the Foundation**

Haberdashers' Hall, 18 West Smithfield, London, EC1A 9HQ

#### **Haberdashers' Monmouth Schools Limited**

St Catherine's House, 17 Hereford Street, Monmouth, NP25 3HG

### **OFFICERS OF THE HABERDASHERS' COMPANY**

Clerk	Commodore P J Thicknesse RN (resigned 31 October 2020) Brigadier H A Watson MBE (appointed 31 October 2020)
Director of Finance & Information	E D Bayley
Director of Schools	A Chambers (resigned 12 March 2021)

### **DIRECTORS OF HABERDASHERS' MONMOUTH ESTATES LIMITED**

The Haberdashers' Company

Mr Richard Glover, Chairman of the Haberdashers' Company Education Committee

### **DIRECTORS OF HABERDASHERS' MONMOUTH SCHOOLS LIMITED AND SCHOOLS' GOVERNORS**

* A W Twiston-Davies (Chairman) #	* N G H Manns
* P M Alderman	* R P Miners #
* M H C Anderson (resigned 31 August 2020)	Mrs H Moriarty
Mrs E Ashford	Councillor R G Roden
Mrs J M Booth	* Mrs R F Rose
* Prof R J Carwardine	Mrs L A Russen
* Mrs S Clayton	* N A J Waters
* M E Davidson (resigned 31 August 2020)	* Dr R A Weeks
T Haden-Scott (appointed 1 September 2020) #	* I A de Weymarn (appointed 1 September 2020)
Dr J W Kelly (resigned 31 August 2020)	Mrs R Williams
* M Kerrigan	

\* appointed by the Haberdashers' Company

# member of the Court of Assistants of the Haberdashers' Company

Of the seven governor appointments not made by the Haberdashers' Company, one was appointed by Monmouthshire County Council and the other six were co-opted by the Governors, including two current or former members of the academic staff from the Universities of Oxford, Cambridge and Cardiff.

# **WILLIAM JONES'S SCHOOLS FOUNDATION**

## **LEGAL AND ADMINISTRATIVE DETAILS**

### **CLERK AND TREASURER TO THE SCHOOLS' GOVERNORS**

Mrs F S Creasey

### **THE SCHOOLS**

Monmouth School for Boys, Almshouse Street, Monmouth, NP25 3XP  
Monmouth School for Girls, Hereford Road, Monmouth, NP25 5XT  
Monmouth Schools Pre-Prep and Nursery, Dixon Lane, Monmouth, NP25 3SG

Website: [www.habs-monmouth.org](http://www.habs-monmouth.org)

### **KEY MANAGEMENT PERSONNEL**

J Murphy-O'Connor	Principal, Haberdashers' Monmouth Schools
Dr A J Daniel	Head, Monmouth School for Boys (resigned 31 August 2020)
S H Dorman	Head, Monmouth School for Boys (appointed 1 September 2020)
Mrs J Miles	Head, Monmouth School for Girls
Mrs J L Phillips	Head, Monmouth School Girls' Prep (resigned 31 December 2020)
T Evans	Acting Head, Monmouth School Girls' Prep (appointed 1 January 2021)
N Shaw	Headteacher, Monmouth School Boys' Prep Acting Head, Monmouth Schools Pre-Prep and Nursery (appointed 1 April 2021)
M Wren	Head, Monmouth Schools Pre-Prep and Nursery (resigned 31 March 2021)
Mrs T A Norgrove	Foundation Bursar

### **PRINCIPAL ADVISERS TO THE FOUNDATION**

#### **Bankers**

C Hoare & Co, 37 Fleet Street, London, EC4P 4DQ  
Allied Irish (GB), 26 Finsbury Square, London, EC2A 1DS

#### **Auditors**

Saffery Champness LLP, 71 Queen Victoria Street, London, EC4V 4BE

#### **Solicitors**

Stone King LLP, Boundary House, 91 Charterhouse Street, London, EC1M 6HR

### **PRINCIPAL ADVISERS TO THE SCHOOLS**

#### **Bankers**

Lloyds Banking Group, 5 Cathedral Road, Cardiff, CF11 9RH  
Barclays Bank plc, 121 Queen Street, Cardiff, CF10 2XU

#### **Auditors**

Crowe UK LLP, Carrick House, Lypiatt Road, Cheltenham, GL50 2QJ

#### **Solicitors**

Veale Wasbrough Vizards, Narrow Quay House, Narrow Quay, Bristol, BS1 4QA



## **TRUSTEES' REPORT**

The Trustees present the annual report and financial statements of the Foundation for the year ended 31 August 2020. The financial statements have been prepared in accordance with the accounting policies set out in note 1 of the accounts and comply with the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). Legal and administrative information set out on pages 1 to 2 forms part of this report.

### **The Foundation and Corporate Trustees**

In his will, William Jones, Liveryman of the Haberdashers' Company, made a bequest to establish a "free school" at Monmouth and the Foundation was established by letters patent of King James I dated 19 March 1614, which authorised the founding of a "Free Grammar School".

William Jones's Schools Foundation ("the Foundation") is now constituted as an unincorporated registered charity, governed by Schemes of the Charity Commission dated 12 November 1987, 21 July 1998, 25 May 2000, 30 April 2009 and 23 November 2009. The Haberdashers' Company was the Trustee of the Foundation and was also the Estates Governor until 1 April 2016. On 1 April 2016, the Haberdashers' Company passed a resolution and appointed two new companies, Haberdashers' Monmouth Estates Limited and Haberdashers' Monmouth Schools Limited, to act as Trustees and Estates Governor and Schools' Governor respectively.

### **The Haberdashers' Company**

The Haberdashers' Company is a City Livery Company incorporated by royal charter and is the sole member of Haberdashers' Monmouth Estates Limited and Haberdashers' Monmouth Schools Limited. The full name under which the Company is incorporated is 'The Master and Four Wardens of the Fraternity of the Art or Mystery of Haberdashers in the City of London'. The Company is in the fortunate position of being able to admit a steady stream of able and committed new members known as Freemen who, when they have gathered experience in their chosen careers, may be selected to become Liverymen and may undergo further rigorous selection procedures to become eligible for duties within the Company. Some will be selected to join a pool of potential school governors from which the Company makes nominations to governing bodies.

### **Haberdashers' Monmouth Estates Limited (H MEL)**

H MEL is a company, limited by guarantee, which as the Estates Governor is the sole trustee of the land and buildings of the Foundation. The Company's responsibilities, as Trustee, are undertaken by its Directors, assisted by the Education Committee of the Haberdashers' Company and activities are managed on a day-to-day basis by the Clerk and Haberdashers' Company staff. Members of the Education Committee are selected by the Haberdashers' Company to provide a broad range of expertise, particularly in the areas of governance and management. The Chairman of the Education Committee is a director of H MEL and, usually, a former chairman of governors of a Haberdashers' Company school or schools. Members of the Education Committee all have experience as school governors. The Education Committee is advised on financial matters by the Haberdashers' Company Finance Committee. Training for members of the Education Committee builds on their previous experience as school governors and includes an induction process for new members, provision of relevant reading material, training days and regular reports and advice from the Educational Adviser. Neither the Trustee nor any of the Directors receive any remuneration for services performed in their capacity as Trustee or Directors.

### **Haberdashers' Monmouth Schools Limited (HMSL)**

HMSL is a company, limited by guarantee, which is the Schools' Governor of the Foundation.

The Schools' Governors ("the Governors"), who are directors of HMSL, play an important strategic role in the life of the schools and are responsible for determining the aims and overall conduct of the schools. The Governors shape the overall strategy for the schools with the Principal, and review and approve the implementation of the individual strategies, policies and procedures developed by the Principal and the Executive Team, to ensure the best possible education for present and future pupils. The Governors are

## **TRUSTEES' REPORT**

also responsible for ensuring the proper control of the schools' finances and compliance with relevant regulation, particularly the safeguarding of pupils.

Governors give their time voluntarily, receive no payment and for continuity are generally expected to serve at least four years on the Board. They offer a blend of skills and experience to help guide and direct the schools and the Board would normally include individuals with experience in business, law, accountancy, education, public health or the medical profession and property. When selecting replacement governors, the aim is to retain this balance of professional expertise, as well as making every effort to ensure that the diversity of the school community is reflected on the Board. Governors are appointed by the bodies listed on page 1. The Board Chairman is a senior Haberdasher nominated by the Company and elected annually by the Governors.

The Governors operate across the Haberdashers' Monmouth Schools but divide responsibility for key areas into smaller executive committees covering the individual schools, academic matters, finance, audit and estates, pastoral care and governance. The schools each have a nominated governor (Vice Chair) who plays a valuable supporting role for the respective Head. Nominated Safeguarding Governors have been appointed for each school; they work closely with the Designated Senior Persons (DSPs) in each school to ensure that the Board's safeguarding responsibilities are fulfilled.

On joining the Board, all Governors undergo a thorough induction programme, comprising extensive written material in the form of a briefing pack and at least a day's familiarisation visit to the schools. Governors also receive regular updates of the schools' literature throughout their tenure and have the opportunity to attend training sessions on a variety of subjects, either at Haberdashers' Hall, or run by external bodies such as AGBIS (Association of Governing Bodies of Independent Schools).

### **Organisational Management**

The day-to-day running of the schools is delegated to the Principal, Heads and Foundation Bursar, as key management personnel, who in turn are supported by their Senior Management Teams.

The remuneration of key management personnel is set by the remuneration sub-committee, with the policy objective of providing appropriate incentives to encourage enhanced performance and of rewarding them fairly and responsibly for their individual contributions to the schools' success.

The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools to ensure that the schools remain sensitive to the broader issues of pay and employment conditions elsewhere.

Delivery of the Foundation's charitable vision and purpose is primarily dependent on the key management personnel and staff costs are the largest single element of our charitable expenditure.

### **Trustees' responsibilities**

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;

## **TRUSTEES' REPORT**

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Foundation will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy the financial position of the Foundation and which enable the Trustees to ascertain its financial position and to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the Foundation's constitution. The Trustees are also responsible for safeguarding the assets of the Foundation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

HMEL is responsible for compliance with these statutory obligations on behalf of the Foundation.

### **Charitable Object**

The object of the Foundation, as set out in the 1998 Scheme, is "the provision and conduct in or near Monmouth of a day and boarding school for boys and a day and boarding school for girls and a day pre-preparatory school for boys and girls."

### **Aims and Objectives**

The charitable object is specific, so the primary activity of the Foundation is to provide and operate the named schools. The aims of the Foundation are as follows:

- (i) **The Schools** are constituted as independent schools and share the following mission:

"To extend the educational facilities and opportunities provided to children living in or near Monmouth so as to maximise educational choice and opportunity. This is to be done by providing schools of the highest quality for infant, primary and secondary education on a fee paying basis, whilst enabling access to those who could not otherwise afford to attend through the provision of financial support from bursaries and fee remission.

The Schools welcome joiners from both the Maintained and Independent sectors at all stages. These include, but are not limited to, joiners at age 16+ wishing to take advantage of the outstanding opportunities provided in the Sixth Form, children with particular talents or special needs and those who will benefit from a more personalised education, and pupils with the ability to reach more challenging levels and benefit from a wider range of choice than would otherwise be available to them. Others are motivated to join not just for the academic attainments but because they wish to participate in the thriving sport, drama, music and other extracurricular activities.

The schools also seek to maximise the public benefit provided by them in other ways, such as by sharing facilities with the local community and through links to other schools."

- (ii) **HMEL** has adopted the following aims for its own role as Trustee. These also reflect the aims of the Company's Education Committee:

#### **Vision**

To be seen as offering sustained commitment to excellence in education through excellence in governance, trusteeship and sponsorship.

#### **Mission statement**

- To discharge properly the role of Trustee
- To provide highest quality governance
- To develop the influence of the Haberdashers' Company in the field of education
- To enable the Haberdasher schools to take an independent view on the students' educational needs
- To promote common values in Haberdasher Schools:

Attributable to pupils:	Attributable to schools:
Open minded / intellectually curious	Aspirational / stretching
Good citizens	Accessible
Culturally diverse	Academic equality of opportunity
Rounded	Ethical and humane
Innovative	Exciting
Co-operative	Supportive of Christian values

## **TRUSTEES' REPORT**

The Trustees have taken into account the Charity Commission's general guidance on public benefit and more specific guidance for charities whose aims include advancement of education and whose activities involve charging fees, in reviewing aims and objectives for the Foundation.

### **Review of activities and achievements**

The schools have articulated their vision, purpose, philosophy and values as below.

#### *Our Vision*

Haberdashers' Monmouth Schools offer a unique and innovative system of education, known as the Monmouth Model. The family of schools that makes up the Monmouth Model aspires towards national and international respect for delivering an exceptional all-round education for girls and boys. The schools are renowned for developing talented young men and women with a refreshingly grounded attitude to life and a belief in the importance of community.

#### *Our Purpose*

To provide an inspirational educational journey for girls and boys aged 3 to 18. To develop rounded, grounded and self-confident young men and women equipped to excel in their chosen paths, who aspire to make a positive difference to society.

#### *Our Philosophy*

We know that parents seek the best all-round education for their children. They also want their sons and daughters to be self-confident, socially assured and to become a force for good. We believe we fulfil these aspirations by providing outstanding education combined with inter-school collaboration throughout our family of schools.

#### *Our Values*

Our values are at the heart of everything we do.

- They define the behaviours we expect everyone to engage with and live by.
- They drive our performance as individuals, as teams and as an organisation.
- They inspire the way we work together.
  - **Community**  
We value the community and recognise the difference that an individual can make in benefiting others, as exemplified by our founder William Jones.
  - **Integrity**  
We act with integrity in everything we do. We believe in honesty and a principled approach, with ethical and social responsibility.
  - **Opportunity**  
We believe in the power of opportunity for pupils, and inspire them to participate in a wide range of academic subjects, interests and activities.  
We aim to develop young men and women who are:
    - Rounded – for their life ahead by their journey through the unique Monmouth Model
    - Grounded – down-to-earth, unassuming and principled
    - Unbounded – with the inspiration and self-belief to feel that anything is possible

### **The Schools**

The Haberdashers' Monmouth Schools operate under a single Department for Education registration number. Our first Principal, Mr James Murphy-O'Connor, took up post in September 2019. The Principal's role is mainly strategic with an emphasis on academic and co-curricular provision, marketing, fund-raising, outreach and community relations. Each school has a Head responsible for the day-to-day running of their school, including teaching, pastoral care and co-curricular activities. The Principal, Heads, Foundation Bursar and Director of Marketing & PR work together as an Executive Team to develop and deliver the schools' strategy, share best practice and ensure an equality of experience across the schools.

Boys and girls often spend all their school years in the Haberdashers' 'family', starting in the Pre-Prep and Nursery, moving on through the prep and senior schools, before completing their educational journey in our Sixth Form. In September 2020, the schools had 1,241 pupils (September 2019: 1,324). Overall pupil numbers have reduced by 82 over the 12 month period. The most significant fall is in boarding (51 fewer



## **TRUSTEES' REPORT**

across all age groups), largely due to the difficulties of recruiting new boarders from overseas during the Covid-19 pandemic. Day pupil numbers in the Pre-Prep and Prep Schools have declined by 42 due to lower numbers of younger children in the local area, spaces being available in local primaries and pressures on family finances. There has been a small increase in numbers of day pupils in the senior schools.

### **Monmouth Schools Pre-Prep & Nursery**

Based at Monmouth Schools Pre-Prep & Nursery, a delightful old rectory set in picturesque grounds, the school offers a creative curriculum for 3 to 7 year olds, providing a strong foundation in the core skills of literacy and numeracy, together with research and problem-solving skills. Enrichment activities using our extensive grounds and all the facilities of our family of schools give each child the chance to flourish and shine. This co-educational foundation is the positive bedrock for future learning and children can move confidently onto the prep schools. In September 2020, there were 52 children on roll (Reception to Year 2) and 15 children in the Nursery (2019: 69 and 17 respectively).

### **Monmouth School Boys' Prep and Monmouth School Girls' Prep**

The prep schools welcome day and boarding pupils aged 7 to 11 to Monmouth School Boys' Prep and Monmouth School Girls' Prep situated a mile apart on the two sides of the picturesque River Wye. We focus on developing enthusiastic, inquisitive, resilient boys and girls with high aspirations. The curricula are carefully planned around the different learning styles of boys and girls to develop solid academic foundations. Our engaging subject-specialist teachers inspire and motivate the children to learn with a sense of fun and enjoyment. Girls and boys make the most of the superb facilities on offer for sports, culture and the arts. Through our unique Monmouth Model, children also benefit from the many and varied joint activities organised by the two schools: trips and expeditions, joint social and co-curricular events, and shared community projects. There is a sense that anything is possible, ensuring a confident step up to the senior school. Pupil numbers in September 2020 were 124 boys and 88 girls (2019: 127 boys; 117 girls).

### **Monmouth School for Boys and Monmouth School for Girls**

Through the Monmouth Model, pupils in Years 7 to 11 at the two senior schools benefit from their positive, constructive and inspiring single-sex communities within which they thrive and flourish. Education is carefully planned to motivate and challenge all pupils. The academic curricula are specifically tailored to each gender, enabling boys and girls to engage in a broad choice of subjects free from any gender stereotyping. Pupils also benefit from the invaluable interaction with their sibling school, sharing many trips and expeditions, events and community projects. They also make the most of the area's wonderful natural resources and the excellent facilities on offer for sports, culture and the arts.

Fully co-educational teaching in the Sixth Form was introduced in September 2018, which enhances the preparation of our students for university and their future careers. Sixth Form students of Monmouth School for Boys and Monmouth School for Girls are taught at both sites in co-educational classes. This encourages a wider range of views in lessons and allows for more flexible subject combinations. Students also benefit from a wide-ranging enrichment programme including opportunities for volunteering, drama, sports leadership, academic courses and life skills. Pastoral care is delivered by their 'home' school, with Sixth Formers continuing to act as leaders and role models for younger pupils.

The boys' school was founded in 1614 by William Jones, a member of the Haberdashers' Company of London and has been independent since 1973. The school's rowing club celebrated its 150<sup>th</sup> anniversary with much success; two boys achieved representative honours with Team GB, with ten others representing Wales in the home internationals. In September 2020, the school roll was 498, of whom 138 were boarders (2019: 510 of whom 156 were boarders).

The girls' school was founded in 1892 and it has also been independent since 1973. In September 2020, 115 of its 464 pupils were boarders (2019: 479 of whom 135 were boarders).

The schools' strategic intentions are underpinned by dedicated and hardworking staff and all the schools focus on encouraging their staff to develop their professional skills during their period of employment.

Results in public examinations are consistently excellent (table below) and the vast majority of students take up places at their first choice universities and subsequently go on to make their mark in diverse areas including engineering, medicine, languages, business and the arts.

## **TRUSTEES' REPORT**

	A levels 2020		GCSE 2020
	Pass rate	A*-B grades	9-4 grades
Monmouth School for Girls	100%	86.8%	99.7%
Monmouth School for Boys	100%	86.8%	100%

The close relationship between the schools is apparent in the co-ordination of their objectives and strategies above, in their own sections of their joint website and in the range of activities available to both boys and girls, including a truly Combined Cadet Force, joint orchestras and joint trips. Alumni from both schools also joined together for the annual joint carol service in London which is now regarded as a 'city tradition'.

Faced with declining numbers of children of school age within our catchment area, the schools have developed strategies to maintain pupil numbers. Marketing is generally focused on the main entry points at Pre-Prep (Nursery and reception) and Years 3, 7, 9 and 12. Over recent years, the schools have developed their marketing strategy to maximise the potential of social media to reach parents and revolutionise our outreach to local schools. Admission to our schools is based on a child's potential as well as their performance in our formal assessments.

Although Covid-19 has impacted boarding, numbers are generally steady and include a large number of children from Forces families and a strong contingent from West Wales. When conditions allow, we will continue to target countries with a large expatriate community such as the United Arab Emirates, Saudi Arabia and Hong Kong, as well as developing links with emerging markets elsewhere.

Haberdashers' Monmouth Schools are affiliated to HMC (The Headmasters' and Headmistresses' Conference); Monmouth School for Girls is affiliated to GSA (The Girls' School Association); Monmouth School Boys' Prep, Monmouth School Girls' Prep and Monmouth Schools Pre-Prep and Nursery are all affiliated to IAPS (The Incorporated Association of Preparatory Schools). The Board of Governors is a member of AGBIS (Association of Governing Bodies of Independent Schools). The schools follow many of the guidelines and policies set by the above organisations, although these will sometimes be adapted to suit the schools' particular needs when they are written into the schools' own procedures. Standards set by other bodies operating in the independent sector are also relevant e.g. ISC (Independent Schools Council). For example, the schools follow the rules accepted in the sector on setting dates for entrance exams (so as not to gain unfair advantage over other schools) and on fee debt (not accepting a pupil who has outstanding debt at another school).

Monmouth Schools Pre-Prep and Nursery, Monmouth School for Boys/Monmouth School Boys' Prep and Monmouth School for Girls/ Monmouth School Girls' Prep were last inspected by Estyn (the Welsh Schools' Inspectorate) in 2013 (January), 2014 (March) and 2015 (December) respectively. The senior and prep schools have won the highest praise possible from Estyn, being awarded the "excellent" rating across the board under the inspection framework introduced in 2010. Estyn identified examples of sector-leading best practice at both schools which are cited on their website. All the reports, of which the schools are rightly proud, are available on the Estyn website. Boarding facilities are subject to inspection by the Care Inspectorate for Wales. Monmouth School for Boys boarding was last inspected in June 2019 and Monmouth School for Girls in February/March 2016. Both received positive reports, which are available on the Care Inspectorate Wales website.

All the schools have active Friends' Associations, which are run by parents on a voluntary basis, organising social and fundraising events. The schools benefit greatly from the commitment, enthusiasm and gifts provided by these associations as well as the considerable generosity and support of former pupils.

### **(b) Public Benefit**

Since the William Jones's Schools Foundation and Monmouth School were established over 400 years ago in 1614, the schools have been deeply committed to serving the local community, primarily through the provision of education, in accordance with the wishes of their founder. In addition, by providing affordable boarding facilities, they extend the facilities of the Schools to children from further afield who might not otherwise have access to such an education. The confidence, balance and achievements of pupils and former pupils as students, citizens and members of the wider community provide ample evidence of the direct benefit to be gained from time spent at the schools. The schools also recognise their further responsibilities as charitable institutions, as summarised below. Whilst activities were inevitably restricted

## **TRUSTEES' REPORT**

during the Summer term 2020 due to the pandemic, the schools made every effort to continue their educational partnerships, outreach and community service, either by using technology to connect online or in a Covid-safe way.

### **(i) Fee Support**

A core part of the ethos of the William Jones's Schools Foundation has been, and will continue to be, to provide an education for those who could not otherwise afford the fees. The schools also assist needy families in securing funding from other educational trusts for individual pupils who could not otherwise be at the schools. The Governors are committed to sustaining this level of awards as a proportion of school fees over the coming years.

#### **Bursaries**

In 2019/20 the value of means tested bursaries (including Assisted Places) totalled £1,474,000 (2018/19: £1,801,000) and represented 7.4% of gross fees. Although the absolute figure has fallen, the percentage of gross fees is identical, mirroring the decline in gross income due to Covid-19 fee concessions. The bursaries assisted 319 of our pupils (c.27% of total senior and prep aged pupils) of which 26 pupils (2018/19: 18) benefitted from a full remission of fees. A number of families required temporary help due to financial difficulties resulting from the pandemic. A proportion of this help came from a hardship fund established for this purpose.

#### **Scholarships**

In addition, the schools awarded scholarships to 232 pupils, based on their academic, sporting or creative ability and potential, totalling £414,000 and representing 2.1% of gross fees. Of this number, many also qualified for means-tested bursary support and are included in the figures relating to bursary awards.

### **(ii) Educational partnerships**

The schools sustain relationships and undertake joint activities with maintained local schools, with examples of such partnerships including:

- Joint Schools Council – regular meetings of pupils from each of Monmouth School for Boys, Monmouth School for Girls and Monmouth Comprehensive School. The JSC espouses "community, cooperation, collaboration".
- Monmouth School for Girls and Monmouth Comprehensive School both hosted talks on mental health awareness on World Mental Health Day, which were open to parents and staff from all the Monmouth Schools.
- The senior schools invite pupils from WyeDean School, Chepstow to attend MMI (multiple mini interview) as preparation for interview for Oxbridge and medical/dental/vet school.
- Year 12 pupils volunteer at Osbaston Junior School each Wednesday afternoon, helping More Able and Talented pupils in Year 6 with English and Maths. Others assist pupils with reading in other local primary schools.
- We help organise and provide the venue for Monmouth's Got Talent, involving pupils from Monmouth Comprehensive School and our senior pupils run Junior Monmouth's Got Talent, involving local primary schools.

### **(iii) Outreach Activities**

The schools offer a wide variety of outreach activities throughout the year, including the following examples:

- Monmouth Science Initiative entered its second decade in 2019/20, having supported over 550 A level scientists from both of the Monmouth Schools and pupils from local comprehensives and engaged them in STEM activities stretching beyond the confines of the exam syllabi. 'MSI-ers' have studied wide-ranging topics including astrophysics, robotics, DNA and forensics. Recognised as sector leading practice, this exciting venture is run by HMS staff, supported by Cardiff University and uses the facilities of the Haberdashers' Schools.
- Monmouth School for Boys' Computer Science department organises and hosts a 'WyeHack' event or workshop around twice per term open to anyone interested in using hardware and software to build an app, website or game.

## **TRUSTEES' REPORT**

- Monmouth School for Boys' Computer Science department hosted a Computer Science fair in November, which was open to pupils from other schools
- Monmouth School Boys' Prep hosts an annual science fair to promote innovation and presentation skills amongst Year 6 pupils. Raglan Primary school submits a team and has used this to extend project work within its school curriculum. This took place virtually during the first lockdown in the Summer term 2020.
- Over 1,000 pupils from local state primary schools were hosted in the Blake Theatre for exciting Chemistry workshops in three sessions tied in with the KS2 curriculum.
- Activity mornings were run by both Senior schools and open to all children in Year 6.

### **(iv) Community Service and Partnerships**

- Pupils are involved in a wide variety of community service activities, in many cases as part of the schools' Duke of Edinburgh Awards programme. Examples include: volunteering in charity shops, befriending the elderly and lonely, helping at Brownies and Scouts, working on allotments and assisting with coaching at local sports clubs.
- During the first lockdown, staff and pupils made hundreds of PPE masks which were donated to local hospitals.
- Pupils collect food in our schools for the Raven House Trust foodbank in Newport, South Wales, and visit the foodbank during service module afternoons to assist in the labelling and sorting of donated food as well as the assembly of food parcels.
- Pupils helped transfer and set up equipment and supplies between the local churches participating in a night shelter scheme for rough sleepers.
- Pupils record a newspaper for the blind every week.
- The schools support and provide facilities for annual town events such as the Remembrance service, Monmouth Mayor's Charity Concert, lantern parade and charity raft race.
- Our school Chaplain delivers assemblies at Osbaston Primary School and offers religious tutoring to pupils of primary schools in town.
- Monmouth Astronomical Research Society (MARS) is a joint venture between pupils at Monmouth School for Boys and members of the public drawn from a radius of 30 miles. The society membership is from 10 to 80 years of age and includes amateur astronomers, professionals and students. Monthly meetings involve lectures from experts, practical activities and observation work.
- A group of sixth form students volunteered at a local dementia care home from September 2019 to March 2020.
- MG hosted a Blood Donation session in November, at which pupils, staff, parents and members of the public could donate.
- Lending of equipment and staff time to support the annual charity Santa Fun Run, which is organised by Spirit of Monmouth running club.
- Fundraising events for local charities, e.g. Swim for Tom for Cancer Research Wales.
- Several members of academic staff serve as governors at local primary schools.

### **(v) Community Access**

The schools' facilities are well placed in Monmouth and are made available for a large number of community activities, including sports clubs, drama and music groups, and holiday activity programmes for local children. The sports facilities are used extensively by local primary schools and sports clubs each week. The performing Arts Centre and theatres are used regularly by amateur dramatics groups and musicians. Monmouth Pre-Prep and Nursery car parks are made available to church users for weekend functions and for visitors to other local events such as the Monmouthshire Show and Wye Swim. Regular events include:

- Monmouth Schools Pre-Prep and Nursery hosts a fortnightly baby group which is open to local families and includes soft play, activities and snacks. Over 40 families were registered in Lent 2020 when the activity temporarily closed due to the restrictions.
- Monmouth School for Girls hosted the regular Business Hub breakfast that brings local businesses into the school, allowing the girls to network.



## **TRUSTEES' REPORT**

- Monmouth School for Girls hosts several events during the annual Monmouth Women's Festival each March.
- Every second Tuesday the Physics Department hosts the Monmouth Astronomical Research Society in school.
- The WRU Exiles programme used Monmouth School for Boys pavilion and sports fields for rugby training in September 2019. The school has also hosted junior county cricket matches and a Welsh match during the summer.
- The schools regularly host the regional heats of school competitions and quizzes attended by local independent and maintained sector schools.
- Monmouthshire County Council makes use of the Conference Room at Monmouth School for Boys for occasional meetings.
- Use of the Blake Theatre at Monmouth School for Boys for public performances.
- The Music School is (in normal times) used twice weekly by outside community groups for rehearsals.

### **(c) Subsidiary companies**

Three non-charitable subsidiary companies are controlled by HMSL, to provide services for the benefit of the schools and to provide access for the local community to the schools' facilities.

Monmouth School Enterprises Limited and HMSG Enterprises Limited run school shops selling school uniform and sports equipment. Monmouth School Enterprises Limited also runs the Monmouth School Sports Complex and the Blake Theatre, which are used by both the school and the local community. The Enterprise Companies employ their own staff but receive administrative support from the Foundation Bursar's department.

Haberdashers' Monmouth Schools' Bus Company Limited provides an extensive transport service to enable pupils from a wide area to attend the schools.

The activities of the three subsidiary companies have been severely impacted by the Covid-19 pandemic. Monmouth School Enterprises Limited had to close the Blake Theatre and Sports Club, and all Easter and Summer lets were cancelled. Despite furloughing most staff, the company made a small loss for the year. HMSG Enterprises Limited also suffered a reduction in income due to cancelled letting arrangements but was able to cover its costs. The Bus Company was impacted by the closure of the schools and consequent cancellation of bus transport for all pupils in the Summer term. As the schools subsidise bus transport, the level of subsidy was lower than the previous year.

Further details of the subsidiaries and their financial activities are listed at note 16 to the accounts.

### **Connected charities**

Some pupils and activities at the schools receive financial support from the Haberdashers' Educational Foundation (HEF), registered charity number 1093108. HEF funds support bursaries, scholarships and prizes at the schools. In addition, a member of staff at the schools has been funded partly by a grant from the Haberdashers' Foundation, registered charity number 275067.

Because the activities of HEF and the Haberdashers' Foundation are related to those of William Jones's Schools Foundation and the Haberdashers' Company is trustee of two of these and controls HMEL, they are regarded as connected charities. None of the three foundations subordinates its interests to either of the others.

The Foundation's investment in the Haberdashers' Charities Investment Pool (Total Return), a common investment fund and subsidiary of the Haberdashers' Charities Investment Pool, registered charity number 1079691, represents 75% of the value of the Total Return Pool (2019: 73%). The Haberdashers' Company is trustee of both pools.

## **TRUSTEES' REPORT**

### **Investment powers, policy and performance**

HMEL's investment powers are set out in its Articles of Association. Supervision of Investment Managers is exercised by the Securities Committee of the Haberdashers' Company.

HMEL has adopted the total return approach to investing. Under the total return approach, all investment returns are received into the permanent endowment fund, whether in the form of income or realised or unrealised gains. With full regard to the overriding duty to maintain a fair balance between the interests of current and all future beneficiaries, HMEL then makes transfers out of the accumulated unapplied total return in the endowment fund to a 'trust for application' to meet grants and other costs formerly paid out of net income. The remaining unapplied total return is retained within the permanent endowment fund. Transfers to the trust for application are guided by a withdrawal rate of 3.5% of invested capital.

The base date for the total return approach was 31 August 1976, at which point the value of the endowment was £6.3 million and the Schools had just become independent, having been formerly direct grant grammar schools. Preservation of real value of the endowment fund is monitored by indexing the base value to the greater of the Retail Price Index or an index of salaries in the service sector, as a proxy for the rate at which costs increase at the Schools. At 31 August 2020, the value of endowment fund investment assets was £18.0 million more than the indexed base value (2019: £17.9 million).

The permanent endowment fund investment is a holding in the Haberdashers' Charities Investment Pool (Total Return), a common investment fund with the Haberdashers' Company as Trustee. The investment objective is to maximise total return subject to tolerable levels of volatility. The investments in the Total Return Pool are managed by Partners Capital LLP.

Both before and after adoption of the total return approach, stability of distributions to the schools has been maintained. Details of the movement on unapplied total return can be seen at note 8 to the accounts.

The Total Return Pool returned 2.6% in the year ended 31 August 2020 (2019: 5.6%). The long term total return objective is 4.5% above RPI, which amounted to 6.2% for the year ended 31 August 2020.

### **Fundraising**

The Trustees take their responsibilities under the Charities (Protection and Social Investment) Act 2016 seriously and have considered the implications on any fundraising activities. The Foundation does not carry out any fundraising activity in order to raise funds from the general public, nor does it work directly with commercial sponsors or engage professional fundraisers. The Trustees are not aware of any complaints made in respect of fundraising during the year.

### **Financial review**

The Foundation's consolidated net expenditure for the year before gains and losses amounted to £3,666,000 (2019: net income £461,000). Net gains on investments were £2,216,000 (2019: £3,374,000), primarily arising from continued good performance of investments within the Haberdashers' Charities Investment Pool (Total Return). Consolidated funds decreased by £1,365,000 to £122,523,000. See pages 13-14 for further details.

## **TRUSTEES' REPORT**

### **Reserves**

The Foundation's total reserves of £122,523,000 at the year-end included £119,691,000 endowment capital, £998,000 unspent restricted funds and £1,834,000 unrestricted funds.

The following reserves are held as designated funds for specific purposes:

Fund	Purpose	Balance at 31 August 2020 £'000
Schools' Cyclical Repair Funds	To provide for scheduled major cyclical maintenance	371
Assisted Places Reserve and Monmouth School for Girls Bursary Fund	To provide bursaries and assisted places	666
Governors' pension Reserve	To enable the Governors to maintain regular funding for the closed non-teaching staff pension scheme.	64
Prospectus and recruitment reserves	To provide for cyclical expenditure on these items	136

The Trustees consider that the level of unapplied total return in the endowment fund is sufficient to cover unexpected short term needs for which a reserve might otherwise be maintained. Therefore the Trustees are content for the schools to maintain no unrestricted general fund reserve.

Other policies for unrestricted general funds are as follows:

Fund	Policy	Balance at 31 August 2020 £'000
Schools' general funds	To maintain no reserve in these funds, subject to adequate cash flow for the schools' normal operations.	882
Foundation income fund	Net income is distributed to the Schools Governors during the year and the fund balance remaining at the year end represents prepaid expenditure.	124
Pension scheme fund	This reflects the trustees' best estimate of the deficit on the pension scheme at 31 August 2020. The deficit will be paid off over a number of years, in accordance with a recovery plan which has been agreed between the Foundation and scheme trustees following the completion of the triennial valuation as at 31 March 2018 (see note 12 for further details).	(408)

### **COVID-19 Impact**

During the 2019/20 academic year, the charitable activities were curtailed by the closure of the schools to all pupils except for the children of key workers and a small number of boarders on 20<sup>th</sup> March 2020. Throughout the Summer term 2020, teachers delivered a comprehensive programme of remote learning. Fees for the Summer term 2020 were set at 60% of the usual tuition fee for all pupils and all external lets were cancelled, resulting in a £3.9m reduction in Net Income. Wherever possible, operations were pared back to reduce costs, including reduced maintenance, administrative support, catering, bus operations and marketing. In addition, use of classroom/academic supplies was reduced and sports fixtures, concerts, Speech Days and school trips were cancelled. Almost 300 staff were furloughed from April to August 2020. Due to the uncertainty and pressures on cashflow, the charity took advantage of a £5m CBIL (Coronavirus Business Continuity Loan), to ensure normal operations of the schools could be financed.

## **TRUSTEES' REPORT**

Income for the academic year 2020/21 will also be adversely affected. A short lockdown in October was followed by a further closure of the schools from January to mid-March 2021 for most year groups. A 10% reduction in the tuition fee was given to all pupils for Lent 2021 and the boarding fee was waived for those not in residence. During 2020, the schools invested over £600k in IT enabling all teaching staff to deliver lessons from the classroom or at home. Staff have risen to the challenge and our remote learning provision has improved enormously since the first lockdown. During the Lent term 2021, all lessons have been delivered live by Microsoft Teams on the normal daily timetable.

The impact on boarding has been significant, and staff have been working relentlessly to ensure that the boarders who have been able to return have been looked after. A number of overseas boarders were unable or unwilling to return to the UK in September, but this was minimised due to the schools offering a quarantining facility for those returning in August 2020 and also prior to the start of the Lent and Summer terms in 2021. Exeat weekends have been cancelled and camps have been run every holiday for children unable to return home. Some children have been unable to return home since arriving in August 2020. Overall, pupil numbers fell by 82 in September 2020, but have since increased slightly due to recruitment.

It has been difficult to manage the situation for day pupils, but the need to cater for a mix of UK and overseas boarders has added to the complexity. Throughout this time, our priority has been to: provide the best possible experience to all pupils, whether learning in school or at home; keep our pupils and staff as safe as possible; keep operations running as efficiently and cost-effectively as possible; shore up our finances; and plan for the future.

The schools took considerable steps to reduce costs and improve the cash position wherever possible. Approximately 260 were furloughed on a flexible basis in early 2021. A small number of staff reductions have been implemented, including amongst senior management, and strong cost management will remain in place.

### **Risk management**

Each year, HMEL and HMSL examine the major risks faced by the Foundation, including those relating to the schools. The Governors are responsible for overseeing the identification and management of the risks faced by the schools. Detailed considerations of risk are delegated to the senior management of the schools. A formal review of the schools' risk management processes is undertaken on an annual basis by the Board and on an interim basis each term by the Finance & Estates Committee.

Risks have been identified and assessed across all areas of the schools. Systems and controls have been established to mitigate the risks. The process is managed through the regular review and updating throughout the year of a very detailed matrix which covers the headings of political, legal, economic, social, environmental, technological, governance, operational, academic, financial and human resources.

The main risks identified by the Trustees, the schools' management and Governors and the plans to manage those risks are:

- Breaches of statutory requirements e.g. health & safety. A serious breach of regulations could lead to fines or even closure. This risk is mitigated by having an extensive range of policies, clear job descriptions and regular staff training to help create a safe culture. We also commission external reviews of our practices, including unannounced visits by our Health & Safety advisers.
- Loss of reputation. The schools' success is built on their reputation for the education and well-being of our pupils. We manage this risk through safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and early intervention when problems are identified.
- Financial. Our ability to continue is reliant on maintaining pupil numbers and fee income which enables us to pay salaries and bills as they fall due. This risk is managed by marketing activity, having a reputation for educational excellence and active cash-flow management.
- Systems failure. The schools are operationally dependent on their computer networks. Good systems, network documentation and robust back up procedures are in place. Disaster recovery is practised regularly and firewalls are tested monthly by an external company.

## **TRUSTEES' REPORT**

Key controls applied by the Foundation include:

- An established organisational structure with clear lines of reporting and individual job descriptions for all staff.
- Terms of reference for the Board of Governors and its executive committees.
- Regular training for governors and staff.
- Robust vetting procedures and safer recruitment of staff to protect the vulnerable.
- Comprehensive strategic planning, budgeting and management reporting.
- Regular monitoring of financial, investment and professional performance.
- Formal written policies and a financial procedures manual which are reviewed regularly.
- Annual external audits of the schools' finances and health & safety procedures.
- Regular external reviews of our safeguarding policy and procedures.

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

In addition, the Governors established a 'Cobra' Committee at the start of the pandemic comprising four governors and Past Master Richard Glover from the Haberdashers' Company. The Committee has met regularly by video conference with the Principal and members of the Executive team to keep up-to-date with developments and to provide ongoing support as the schools navigate through the additional challenges caused by the pandemic and the steps being taken to mitigate the risks.

### **Going concern**

The Trustees have reviewed the Foundation's financial position including specific consideration of the impact of COVID-19 on the Foundation's cashflows, operations and future plans. With the CBIL facility in place, the Trustees are satisfied that there are sufficient resources to manage the identified operational and financial risks. They have a reasonable expectation that the organisation has adequate resources to continue operating for at least 12 months from the date of approval of the accounts. Therefore, the Trustees continue to adopt the going concern basis of accounting in preparing the annual report and accounts.

### **Future plans**

The Governors of the Haberdashers' Monmouth Schools review the overall strategy and objectives of the Schools on a regular basis. The aims and initiatives described below remain valid despite the implications of the coronavirus pandemic.

During 2020, the Principal undertook a comprehensive restructure of the senior management team, which will be fully effective from September 2021. The changes give the schools a really innovative structure with the majority of post holders at Deputy Head and Assistant Head level working across the schools. Whilst recognising that the two senior schools have different characteristics which need to be preserved, the changes will enable sharing of best practice and academic knowledge to the optimal benefit of all pupils. The new structure promotes the importance of professional development and best practice, digital learning and wellbeing. Long-standing staff will be encouraged to contribute more through the development of their skills and upcoming staff will have opportunities for career progression into a number of exciting leadership roles.

Further to the changes in the management structure, the Governors and Principal undertook a review of the committee structure in mid-2020 to support excellence in governance. From September 2020, functional committees have operated across the senior schools, ensuring a common, more streamlined approach to governance. A new Pastoral Committee has been created, expanding the remit of its predecessor, the Safeguarding Committee, to include wider pastoral matters, well-being and boarding. A non-executive joint Senior Schools Committee has been created to encourage governors to engage with, and spend time in, the schools. Individual governor roles will also be developed to encourage greater visibility and interaction with pupils and staff, once conditions allow.



## **TRUSTEES' REPORT**

In September 2020, the Governors announced the establishment of a fully co-educational Prep School for boys and girls aged three to 11 (combining our current Pre-Prep, girls' and boys' Prep Schools) from September 2021. This will be a refinement to our innovative system of education, known as the Monmouth Model. Day and boarding pupils will thrive and flourish with inspired and engaging subject-specialist teaching delivered across two sites. Based at Agincourt, children in Nursery to Year 2 will have easy access to beautiful, open spaces for learning and enrichment activities. The Grange will be home to pupils from Years 3 to 6 where enhanced outside areas will combine to create a dynamic and engaging environment. Pupils at Monmouth Prep School will be able to make the most of the outstanding facilities for science, languages, music, culture, sports and dance on offer at our family of schools. Led by Headteacher Neil Shaw (currently Head of the Boys' Prep), children will be motivated to learn with a sense of fun, enjoyment and excitement, both in and out of the classroom. There has already been a promising level of new enquiries and registrations, with a waiting list now in place for some year groups.

To achieve our strategic aims, the schools need committed, motivated and talented staff. We are looking at alternative Professional Development systems from inside and outside education with a view to implementing the very best system that demonstrates to our staff that we are the best employers.

The health and well-being, both physical and mental, of students and staff is imperative. We are investing in facilities and developing bespoke Health and Well-Being centres at both our senior schools. Staffed by qualified nurses and counsellors, these centres of excellence will deliver both care and education within our school community.

Maintaining a high standard of academic results is a constant aim. More importantly, however, the aim is to support every student individually to help them achieve the best outcomes whatever their innate ability. The Heads and senior staff continually review the curriculum to ensure that the educational qualifications offered remain appropriate for our pupils, helping them to develop intellectually, emotionally, physically and spiritually. When such activities are permitted, the schools will continue to provide an extensive range of co-curricular opportunities in sport, the performing arts, helping others and developing a wide range of skills. Sport and Performing Arts are key areas of focus, as we implement the findings of two independent reviews, to augment and further improve our programmes such that they become outstanding.

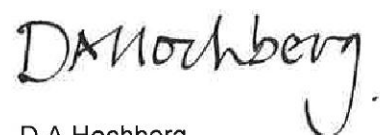
The schools wish to build on the experience of remote learning gained during the lockdowns to further develop new approaches to Teaching and Learning utilising technology. Staff have adapted rapidly to new ways of teaching using different technologies. The Development Office has initiated a project to develop ideas and formulate a development plan.

The Governors also intend to uphold their current strategy of maintaining the schools' position in a competitive market by continuing to provide an outstanding education for our pupils at an affordable price. Our bursary and scholarship awards are essential in widening access to the education our schools provide and the Governors are committed to sustaining the current level of awards as a proportion of school fees over the coming years.

Maintaining and, where necessary, developing the fabric and facilities of the schools are central to our strategy. Our planned programme of maintenance over a rolling 10 year period includes the upgrading of existing facilities to provide modern, safe and comfortable working, living and learning conditions for all.

Finally, the Schools recognise their position in the town of Monmouth and surrounding areas and intend to continue with an extensive range of outreach activities to local primary schools and the local community, as well as further extending our collaboration with Monmouth Comprehensive School.

For and on behalf of the Trustees



D A Hochberg  
Master of the Haberdashers' Company (Corporate Director of Haberdashers' Monmouth Estates Limited)

# **WILLIAM JONES'S SCHOOLS FOUNDATION**

## **INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES**

### **Opinion**

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

In our opinion the financial statements:

- give a true and fair view of the state of the group and parent charity's affairs as at 31 August 2020 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditors' report thereon. Our opinion on the financial statements does not cover the other information and, 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.

# **WILLIAM JONES'S SCHOOLS FOUNDATION**

## **INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES**

### **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:

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

### **Responsibilities of trustees**

As explained more fully in the Trustees' Responsibilities Statement set out on pages 4 to 5, 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 group's and the parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charity or to cease operations, or have no realistic alternative but to do so.

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

We have been appointed as auditors under the Charities Act 2011 and report in accordance with regulations made under that Act.

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

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

### **Use of our report**

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

  
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Date: 10 August 2021.

Saffery Champness LLP  
Chartered Accountants  
Statutory Auditors

71 Queen Victoria Street  
London, EC4V 4BE

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



**WILLIAM JONES'S SCHOOLS  
FOUNDATION**

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**Year ended 31 August 2020**

	Note	Unrestricted Funds Schools £'000	Foundation Income £'000	Restricted Funds £'000	Permanent endowment fund £'000	Total 2020 £'000	Total 2019 £'000
<b>Income and endowments from:</b>							
Donations		-	-	175	-	175	247
Charitable activities:							
School fees	3	17,304	-	-	-	17,304	20,662
Ancillary trading income		945	-	-	-	945	1,392
Other income - coronavirus job retention scheme		942	-	-	-	942	-
Other trading activities:							
Trading income		845	-	-	-	845	1,541
Investments:							
Investment income	2	88	15	22	-	125	1,082
FRS102 pension scheme interest	2	47	-	-	-	47	67
Other income		108	-	-	-	108	148
		<u>20,279</u>	<u>15</u>	<u>197</u>	<u>-</u>	<u>20,491</u>	<u>25,139</u>
<b>Expenditure on:</b>							
Raising funds:							
Loan interest		328	-	-	-	328	338
Fees in advance discount		49	-	-	-	49	51
Trading costs of subsidiaries		999	-	-	-	999	1,510
Charitable activities:							
Schools		21,470	204	146	904	22,724	22,698
FRS 102 pension scheme interest cost		57	-	-	-	57	81
	4	<u>22,903</u>	<u>204</u>	<u>146</u>	<u>904</u>	<u>24,157</u>	<u>24,678</u>
<b>Net (expenditure)/income before gains on investments</b>		(2,624)	(197)	51	(904)	(3,666)	461
<b>Net gains on investments</b>	7	<u>65</u>	<u>-</u>	<u>29</u>	<u>2,122</u>	<u>2,216</u>	<u>3,374</u>
<b>Net (expenditure)/income</b>		(2,559)	(189)	80	1218	(1,450)	3,835
<b>Transfers between funds</b>	5	864	200	(33)	(1,031)	-	-
<b>Other recognised gains/(losses):</b>							
Actuarial gains/(losses) on defined benefit schemes	12	<u>85</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>85</u>	<u>(219)</u>
<b>Net movement in funds</b>		(1,610)	11	47	187	(1,365)	3,616
<b>Reconciliation of Funds:</b>							
Total funds brought forward		<u>3,320</u>	<u>113</u>	<u>951</u>	<u>119,504</u>	<u>123,888</u>	<u>120,272</u>
<b>Total funds carried forward</b>	5	<u>1,710</u>	<u>124</u>	<u>998</u>	<u>119,691</u>	<u>122,523</u>	<u>123,888</u>

Net (expenditure)/income all arose from continuing activities.

The notes on pages 23 to 45 form part of these financial statements.

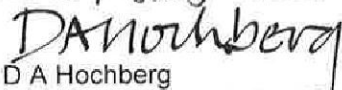
**WILLIAM JONES'S SCHOOLS  
FOUNDATION**

**BALANCE SHEETS  
As at 31 August 2020**

	Note	Group		Foundation	
		2020 £'000	2019 £'000	2020 £'000	2019 £'000
<b>Fixed assets:</b>					
Tangible assets	6	44,312	45,455	44,312	45,424
Investments	7	85,146	84,231	85,146	84,231
Unsecured loan to William Jones's Almshouses Charity		2	2	2	2
Unsecured loans to connected trading companies		-	-	62	62
		<u>129,460</u>	<u>129,688</u>	<u>129,505</u>	<u>129,719</u>
<b>Current assets:</b>					
Stocks		232	198	30	31
Debtors	9	1,049	1,355	1,190	1,586
Investments: cash on deposit		-	3,489	-	3,489
Cash at bank and in hand		10,603	3,855	10,500	3,692
		<u>11,884</u>	<u>8,897</u>	<u>11,720</u>	<u>8,798</u>
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	10	(5,172)	(5,448)	(5,052)	(5,391)
<b>Net current assets</b>		<u>6,712</u>	<u>3,449</u>	<u>6,668</u>	<u>3,407</u>
<b>Total assets less current liabilities</b>		<u>136,172</u>	<u>133,137</u>	<u>136,173</u>	<u>133,126</u>
<b>Creditors: amounts falling due after more than one year</b>	11	(13,241)	(8,700)	(13,241)	(8,700)
		<u>122,931</u>	<u>124,437</u>	<u>122,932</u>	<u>124,426</u>
Defined benefit pension scheme liability	12	(408)	(549)	(408)	(549)
<b>Total net assets</b>		<u>122,523</u>	<u>123,888</u>	<u>122,524</u>	<u>123,877</u>
<b>The Funds of the Charity:</b>					
Permanent endowment fund		119,691	119,504	119,691	119,504
Restricted funds		998	951	998	951
Unrestricted funds:					
Designated funds		1,237	1,242	1,237	1,242
General funds		1,006	2,729	1,006	2,729
Non-charitable trading funds		(1)	11	-	-
Pension scheme fund		(408)	(549)	(408)	(549)
<b>Total Charity Funds</b>	5	<u>122,523</u>	<u>123,888</u>	<u>122,524</u>	<u>123,877</u>

The notes on pages 23 to 45 form part of these financial statements.

These financial statements were approved and authorised for issue and signed on behalf of the Trustees on 29 July 2021

  
D A Hochberg

Master of the Haberdashers' Company (Corporate Director of Haberdashers' Monmouth Estates Limited).

**WILLIAM JONES'S SCHOOLS  
FOUNDATION**

**CONSOLIDATED CASH FLOW STATEMENT**  
**Year ended 31 August 2020**

	<b>2020</b> <b>£'000</b>	<b>2020</b> <b>£'000</b>	<b>2019</b> <b>£'000</b>	<b>2019</b> <b>£'000</b>
<b>Net cash used in operating activities</b>		(1,958)		(544)
<b>Cash flows from investing activities:</b>				
Investment income received	125		1,082	
Purchase of tangible fixed assets	(294)		(1,483)	
Proceeds from sale of fixed assets	-		6	
Purchase of investments	(450)		(47)	
Drawn from Charities Investment Pool (Total Return)	1,750		1,313	
<b>Net cash provided by investing activities</b>		1,131		871
<b>Cash flows from financing activities:</b>				
Repayments of borrowing	(914)		(931)	
Receipts of borrowing	5,000		-	
		4,086		(931)
<b>Change in cash and cash equivalents in the reporting period</b>		3,259		(604)
Cash and cash equivalents at the beginning of the reporting period		7,344		7,948
<b>Cash and cash equivalents at the end of the reporting period</b>		10,603		7,344

**WILLIAM JONES'S SCHOOLS  
FOUNDATION**

**CONSOLIDATED CASH FLOW STATEMENT  
Year ended 31 August 2020**

**NET CASH (USED IN)/PROVIDED BY OPERATING ACTIVITIES**

	<b>2020 £'000</b>	<b>2019 £'000</b>
Net movement in funds (per Statement of Financial Activities)	(1,365)	3,616
Adjustments for:		
Gains on investments	(2,216)	(3,374)
Investment income	(125)	(1,082)
Depreciation	1,437	1,420
Profit on disposal of fixed asset	-	(2)
Pension scheme adjustment	(141)	(143)
Increase in stocks	(34)	28
Increase/(decrease) in creditors and provisions	179	(709)
Decrease/(increase) in debtors	306	(216)
Decrease/(increase) in cash held for investment	1	(82)
	<u>1,958</u>	<u>(544)</u>
Net cash used in operating activities		

**ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<b>2020 £'000</b>	<b>2019 £'000</b>
Cash at bank	10,603	3,855
Investments	-	3,489
	<u>10,603</u>	<u>7,344</u>
Total cash and cash equivalents		

**ANALYSIS OF CHANGES IN NET FUNDS**

	<b>At 1 September 2019 £'000</b>	<b>Cash flows £'000</b>	<b>At 31 August 2020 £'000</b>
Cash in hand	3,855	6,748	10,603
Cash equivalents	3,489	(3,489)	-
Loans falling due within one year	(914)	24	(890)
Loans falling due after more than one year	(5,420)	(4,110)	(9,530)
	<u>1,010</u>	<u>(827)</u>	<u>183</u>
Total			

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**1. ACCOUNTING POLICIES**

**Basis of preparation**

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note to these accounts. The financial statements are prepared in accordance with the 'Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)', and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The accounts are prepared in sterling, which is the functional currency of the Foundation. Monetary amounts in these financial statements are rounded to the nearest £'000.

The Foundation constitutes a public benefit entity as defined by FRS 102. The Foundation is unincorporated. Its registered office is 18 West Smithfield, London, EC1A 9HQ.

The Trustees have reviewed the Foundation's financial position including specific consideration of the impact of COVID-19 on the Foundation's cashflows, operations and future plans. The Trustees are satisfied that there are sufficient resources to manage the identified operational and financial risks. They have a reasonable expectation that the organisation has adequate resources to continue operating for at least 12 months from the date of approval of the accounts. Therefore, the Trustees continue to adopt the going concern basis of accounting in preparing the annual report and accounts.

**Group accounts**

The financial statements consolidate the results of the Foundation and its three wholly-owned non-charitable subsidiary companies on a line-by-line basis. A separate Statement of Financial Activities (SOFA) for the Foundation is not presented because this is not considered to be materially different from the consolidated statement of financial activities (SOFA). Further information on the subsidiaries is disclosed at note 16.

The Schools' Governors appoint their own auditors and prepare separate financial statements for the Schools. The Trustees prepare financial statements for the Foundation which incorporates the results of the Schools, consolidated on a line by line basis.

**Funds structure**

A statement listing all funds is at note 5. The funds are categorised as follows:

**Permanent endowment fund:** Except to the extent permitted by the total return arrangements, this fund may not be expended and represents the land and buildings of the Foundation, plus investment assets used to generate income for application by the Schools' Governors.

**Restricted funds:** These funds were donated or created for specific purposes and may only be used for those purposes.

**Designated funds:** These are unrestricted funds set aside for particular purposes by the trustees but they are not subject to any formal restriction.

**Unrestricted general funds:** These funds are not subject to any restriction other than the objects of the Foundation and are applied in furtherance of the objects.

**Income recognition**

All income, including government grant income, is recognised when the Foundation is legally entitled to the income and there is reasonable assurance of receipt.

# **WILLIAM JONES'S SCHOOLS FOUNDATION**

## **NOTES TO THE ACCOUNTS Year ended 31 August 2020**

School fees receivable are accounted for in the period in which the service is provided. School fees are stated net of bursaries, scholarships and fee remission for children of school staff.

Dividend income is taken into account when dividends fall due for payment.

### **Expenditure recognition**

Resources expended are recorded on an accruals basis and include support costs which may be allocated direct or apportioned on the basis of staff time.

Raising funds: Costs incurred in raising funds including managing the Foundation's investment assets and servicing loans are recorded under this heading.

Charitable activities: Expenditure incurred directly in meeting the objects of the Foundation is recorded under this heading.

Termination costs: severance and redundancy payments are recognised in the period in which the payment becomes binding.

### **Allocation of support and governance costs**

Support costs have been allocated between governance costs and other support costs. These include salaries and service charges relating to specific staff involved directly in facilitating charitable activities.

Governance costs relate to expenditure incurred in the general running of the Foundation and include salaries and service charges for specific staff involved in compliance with constitutional and statutory requirements and audit fees.

### **Irrecoverable VAT**

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

### **Pension schemes**

The Schools contribute to the Teachers' Pension Scheme at rates set by the Scheme Actuary and advised by the Scheme Administrator. The Schools also contribute 10% of salary to a group personal pension plan for non-teaching staff.

The accounting policy adopted in respect of the closed defined benefit non-teaching staff pension scheme is that the amount charged to the statement of financial activities in respect of pension costs and other post-retirement benefits is the estimated regular cost of providing the benefits accrued in the year, adjusted to reflect variations from that cost. The expected return on scheme assets and the interest cost and interest on scheme liabilities are shown independently on the Statement of Financial Activities. Actuarial gains and losses arising from new valuations and from updating valuations to the balance sheet date are recognised in the statement of financial activities.

The assets of the scheme are held separately from the Foundation in trustee-administered funds. Full actuarial valuations, by a professionally qualified actuary, are obtained at least every three years, and updated to reflect current conditions at the balance sheet date. The pension scheme assets are measured at fair value. The pension scheme liabilities are measured using the projected unit method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency. A pension scheme asset is recognised in the balance sheet only to the extent that the surplus may be recovered by reduced future contributions or to the extent that the trustees have agreed a refund from the scheme at the balance sheet date. A pension liability is recognised to the extent that the group has a legal obligation to settle the liability.

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**Tangible fixed assets and depreciation**

The Foundation's functional land and buildings at the schools are vested in HMEL as Estates Governor. New school buildings form part of the Estates and are assets of the permanent endowment fund. Funding of new buildings from schools' funds is recorded as a transfer from unrestricted funds to the permanent endowment fund and depreciation of school buildings is treated as expenditure from the permanent endowment fund. HMEL is responsible for maintaining the buildings in a fit and useful condition and these costs are written off as incurred.

Land and buildings dating from before 1945 are not capitalised or depreciated as historical cost information is no longer available and no reliable values can be attributed. If it were possible to base a provision for depreciation on historical cost of pre-1945 buildings, it is probable that the amount would not be material.

An estimate of expenditure on buildings between 1945 and 1983 was capitalised in 1999 under the transitional provisions of Financial Reporting Standard 15. It is now treated as deemed historic cost.

Expenditure on buildings since 1983 has been capitalised at historical cost.

Depreciation is provided on fixed assets other than freehold land at rates calculated to write off the excess of cost over estimated residual amount evenly over the estimated useful economic lives of each class of asset, subject to annual review. These rates are currently as follows:

Buildings – remaining lives	8 to 50 years
Equipment and furnishings	3 to 10 years
Motor vehicles	5 years

Where estimated useful lives of buildings are in excess of 50 years, they are subject to an annual impairment review.

**Fixed asset investments**

**(a) Quoted securities**

Quoted securities comprise publicly quoted, listed securities including shares, bonds and units. Quoted securities are stated at market value at the balance sheet date. Investment shares and purchases are recognised at the date of trade.

**(b) Unquoted investments**

The vast majority of private equity and property fund investments are held through funds managed by private equity and property groups. No readily identifiable market price is available for these unquoted funds. These funds are included at the most recent valuations from their respective managers.

**Stock**

Stock is carried at the lower of cost or net realisable value.

**Financial instruments**

Financial instruments are recognised in the balance sheet of the Foundation when it becomes party to the contractual provisions of the instrument.

**(a) Financial assets**

Basic financial assets, which include trade and other debtors and cash and bank balances, are initially recognised at transaction price including transaction costs and are subsequently carried at amortised cost.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. The impairment losses are recognised in the Statement of Financial Activities.



**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

Other financial assets, including investments in equity instruments which are not subsidiaries, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value are recognised in the Statement of Financial Activities.

Financial assets are derecognised when:

- the contractual rights to the cash flows from the asset expire or are settled, or
- substantially all the risks and rewards of the ownership are transferred to another party, or
- control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

**(b) Financial liabilities**

Basic financial liabilities, which include trade and other creditors, bank loans, school fees in advance and confirmation deposits, are initially recognised at transaction price.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

**(c) Offsetting**

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**Critical accounting judgements and key sources of estimation uncertainty**

In the application of the Foundation's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in future periods where necessary.

The critical estimates and judgements made in preparing these accounts are explained in these accounting policies and relate particularly to:

- Valuation of unlisted investments
- The actuarial assumptions relating to the valuation of the pension deficit



**WILLIAM JONES'S SCHOOLS  
FOUNDATION**

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**2. INVESTMENT INCOME**

	Unrestricted Fund £'000	Restricted Fund £'000	Permanent Endowment Fund £'000	Total 2020 £'000	Total 2019 £'000
Interest from bank deposits	31	1	-	32	34
Income from listed investments	72	21	-	93	86
Distributions from Haberdashers' Charities Investment Pool (Total Return)	-	-	-	-	962
	<u>103</u>	<u>22</u>	<u>-</u>	<u>125</u>	<u>1,082</u>
FRS102 pension scheme interest	47	-	-	47	67
	<u>150</u>	<u>22</u>	<u>-</u>	<u>172</u>	<u>1,149</u>

**3. TUITION FEES**

	2020 £'000	2019 £'000
Gross Fees	20,042	23,988
Less		
Scholarships	(414)	(433)
Bursaries	(1,391)	(1,614)
Assisted places (a bursary scheme replacing a former State-funded scheme)	(83)	(187)
Staff fee remission	(850)	(1,019)
Commission	-	(73)
	<u>17,304</u>	<u>20,662</u>
Numbers of pupils benefiting from:		
Scholarships	232	229
Bursaries	311	271
Assisted places	8	13

**WILLIAM JONES'S SCHOOLS  
FOUNDATION**

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**4. TOTAL RESOURCES EXPENDED**

	Staff costs £'000	Other direct costs £'000	Depreciation £'000	Total 2020 £'000	Total 2019 £'000
<b>Raising funds:</b>					
Loan interest	-	328	-	328	338
Fees in advance discount	-	49	-	49	51
Trading costs of subsidiaries	105	894	-	999	1,510
	<u>105</u>	<u>1,271</u>	<u>-</u>	<u>1,376</u>	<u>1,899</u>
<b>Charitable expenditure:</b>					
Teaching costs	10,999	1,553	482	13,034	13,080
School welfare	1,250	817	34	2,101	2,068
School premises costs	1,457	2,461	904	4,822	4,828
Support costs	1,776	886	1	2,663	2,644
Governance costs	20	84	-	104	78
FRS102 pension scheme interest costs	-	57	-	57	81
	<u>15,502</u>	<u>5,860</u>	<u>1,421</u>	<u>22,781</u>	<u>22,779</u>
<b>Total resources expended</b>	<u>15,607</u>	<u>7,129</u>	<u>1,421</u>	<u>24,157</u>	<u>24,678</u>

	2020 £'000	2019 £'000
<b>Charitable expenditure includes:</b>		
Remuneration of Schools' auditors for audit services	34	34
Remuneration of Foundation's auditors for audit services	10	13
Payment to the Haberdashers' Company for service charges	<u>18</u>	<u>17</u>

Service charges are paid by the Foundation to the Haberdashers' Company and the Haberdashers Operating Company for accommodation and office facilities provided by and shared with those companies and with other connected charities. The service charges do not exceed the cost to those companies of providing the services.

Support costs include administration and grounds staff, establishment costs, professional fees, travel and general costs.

	2020 £'000	2019 £'000
<b>Staff costs comprised:</b>		
Wages and salaries	12,278	12,112
Social security costs	1,154	1,061
Pension contributions	2,064	1,521
Payment of Haberdashers' Company staff under paymaster arrangement	<u>112</u>	<u>110</u>
	<u>15,607</u>	<u>14,804</u>

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**4. TOTAL RESOURCES EXPENDED (continued)**

Under joint contracts of employment and a paymaster arrangement, salary costs for the Haberdashers' Company and its charities are paid by Haberdashers' Operating Company and allocated to the various entities on the basis of time spent.

No remuneration or reimbursed expenses were paid to the Trustees or to any of the Schools' Governors.

	2020 £'000	2019 £'000
Aggregate employee-benefits of key management personnel	1,066 =====	442 =====

The increase from 2019 to 2020 is due to a number of factors. In 2020, the number of staff classified as key management personnel increased as the Heads of the two Prep Schools, not previously included in the definition, were jointly responsible for the Pre-Prep and Nursery. A Principal was appointed for the first time from 1 September 2019. In addition, 2019 costs were lower than usual due to having an Acting Head at Monmouth School for Girls for two terms before the appointment of a permanent Head from 1 April 2020. See page 2 for the list of Key Management Personnel.

Termination payments of £230,369 (2019: £Nil), covering staff across the schools, were made in the year.

Average numbers of employees in the year were:

	2020 No.	2019 No.
Teaching staff	278	257
Other staff	286	313
	<u>564</u>	<u>570</u>

The numbers of higher paid employees earning in excess of £60,000 were:

	2020 No.	2019 No.
£60,001 to £70,000	5	6
£70,001 to £80,000	2	-
£100,001 to £110,000	2	2
£250,001 to £260,000	1	-
£270,001 to £280,000	1	-
	<u>11</u>	<u>8</u>

Nine higher paid employees were members of the defined benefit pension schemes detailed at note 12. Contributions of £15,951 were paid to defined contribution schemes for two higher-paid employees (2019: £15,794 – 2 employees).

**WILLIAM JONES'S SCHOOLS  
FOUNDATION**

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**5. STATEMENT OF FUND MOVEMENTS AND TRANSFERS**

(a) Fund movements	Balance 1 September 2019 £'000	Income £'000	Expenditure £'000	Other recognised gains/ (losses) £'000	Net Transfers £'000	Balance 31 August 2020 £'000
<b>Designated funds:</b>						
Schools cyclical repairs	252	1	(382)	-	500	371
Boys school capital projects	118	1	-	-	(119)	-
Girls school bursary fund	61	-	-	-	(61)	-
Leavers deposits	22	-	-	-	(22)	-
Assisted places reserve	603	2	-	-	61	666
Prospectus reserve	104	-	-	-	10	114
Recruitment reserve	2	-	-	-	20	22
Governors reserve	-	1	-	-	(1)	-
Pensions reserve	80	-	(41)	-	25	64
	<u>1,242</u>	<u>5</u>	<u>(423)</u>	<u>-</u>	<u>413</u>	<u>1,237</u>
<b>General funds – Foundation:</b>						
Schools	2,616	19,382	(21,424)	65	243	882
Foundation Income Fund	113	15	(204)	-	200	124
Pension scheme fund	(549)	47	(57)	85	66	(408)
	<u>2,180</u>	<u>19,444</u>	<u>(21,685)</u>	<u>150</u>	<u>509</u>	<u>598</u>
<b>Total unrestricted funds – Foundation</b>	<u>3,422</u>	<u>19,449</u>	<u>(22,108)</u>	<u>150</u>	<u>922</u>	<u>1,835</u>
Non-charitable trading funds	11	845	(999)	-	142	(1)
	<u>3,433</u>	<u>20,294</u>	<u>(23,107)</u>	<u>150</u>	<u>1,064</u>	<u>1,834</u>
<b>Total unrestricted funds – Group</b>	<u>3,433</u>	<u>20,294</u>	<u>(23,107)</u>	<u>150</u>	<u>1,064</u>	<u>1,834</u>
<b>Restricted funds</b>						
Schools scholarship funds	348	100	(79)	-	(49)	319
Pre-Prep & Nursery grant	8	-	(5)	-	-	3
Pre-Prep & Nursery bursary	-	7	(7)	-	-	-
Girls school other	-	17	-	-	16	33
Walker Memorial Fund	2	1	(3)	-	-	-
Covid Support Fund	-	52	(52)	-	-	-
Extraordinary repair fund	577	20	-	29	-	626
Stephenson awards	16	-	-	-	-	16
	<u>951</u>	<u>197</u>	<u>(146)</u>	<u>29</u>	<u>(33)</u>	<u>998</u>
<b>Total restricted funds</b>	<u>951</u>	<u>197</u>	<u>(146)</u>	<u>29</u>	<u>(33)</u>	<u>998</u>
<b>Permanent endowment fund</b>	<u>119,504</u>	<u>-</u>	<u>(904)</u>	<u>2,122</u>	<u>(1,031)</u>	<u>119,691</u>
<b>Total Funds</b>	<u>123,888</u>	<u>20,491</u>	<u>(24,157)</u>	<u>2,301</u>	<u>-</u>	<u>122,523</u>

**WILLIAM JONES'S SCHOOLS  
FOUNDATION**

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**5. STATEMENT OF FUND MOVEMENTS AND TRANSFERS (continued)**

<b>(a) Transfers between funds</b>	<b>Non- charitable trading funds £'000</b>	<b>Charitable unrestricted funds £'000</b>	<b>Designated funds £'000</b>	<b>Restricted funds £'000</b>	<b>Permanent endowment fund £'000</b>
Transfer from unapplied Total Return	-	1,950	-	-	(1,950)
Funding from schools for new buildings	-	(919)	-	-	919
Additions to cyclical maintenance reserves	-	(500)	500	-	-
Recruitment reserve	-	(20)	20	-	-
Leavers deposits	-	-	(22)	22	-
Capital projects reserve	-	118	(118)	-	-
Prospectus reserve	-	(10)	10	-	-
Scholarship awards	-	55	-	(55)	-
Provision for assisted places	-	(83)	83	-	-
Assisted places provision used	-	83	(83)	-	-
Addition to governors' general reserve	-	(23)	23	-	-
Bus company supplement	186	(186)	-	-	-
Trading companies payment under gift aid	(44)	44	-	-	-
	<u>142</u>	<u>509</u>	<u>413</u>	<u>(33)</u>	<u>(1,031)</u>

The permanent endowment fund at 31 August 2020 consisted of £6,314,000 base value of endowment at 31 August 1976, £76,965,000 unapplied total return and £36,412,000 land and buildings at the Schools, net of bank loans used to fund school buildings.

**NOTES TO THE ACCOUNTS**  
**Year ended 31 August 2020**

**6. TANGIBLE FIXED ASSETS**

Foundation and Group	Freehold land and buildings £'000	Equipment and furnishings £'000	Motor vehicles £'000	Charity total £'000	Subsidiary companies equipment £'000	Group Total £'000
<b>Cost</b>						
1 September 2019	57,116	4,750	330	62,196	126	62,322
Additions	6	286	-	292	2	294
Disposals	-	(120)	(31)	(151)	-	(151)
<b>31 August 2020</b>	<b>57,122</b>	<b>4,916</b>	<b>299</b>	<b>62,337</b>	<b>128</b>	<b>62,465</b>
<b>Depreciation</b>						
1 September 2019	14,386	2,127	259	16,772	95	16,867
Charge for year	904	486	31	1,421	16	1,437
Disposals	-	(120)	(31)	(151)	-	(151)
<b>31 August 2020</b>	<b>15,290</b>	<b>2,493</b>	<b>259</b>	<b>18,042</b>	<b>111</b>	<b>18,153</b>
<b>Net book value</b>						
<b>31 August 2020</b>	<b>41,832</b>	<b>2,423</b>	<b>40</b>	<b>44,295</b>	<b>17</b>	<b>44,312</b>
<b>31 August 2019</b>	<b>42,730</b>	<b>2,623</b>	<b>71</b>	<b>45,424</b>	<b>31</b>	<b>45,455</b>

Expenditure on buildings between 1945 and 1983 is capitalised at governors' valuation of £6,095,000.

Historical assets, being land and buildings dating from before 1945, are not capitalised. The value of non-capitalised buildings for insurance purposes is £18.6 million. Expenditure on refurbishing historical assets, amounting to £3,134,000 is included in fixed assets.

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**7. INVESTMENTS**

<b>Foundation and Group</b>	<b>2020 £'000</b>	<b>2019 £'000</b>
(a) Listed investments	2,816	2,272
(b) Haberdashers' Charities Investment Pool (Total Return)	82,247	81,875
(c) Investment cash	83	84
	<u>85,146</u>	<u>84,231</u>

**(a) Listed investments**

<b>Foundation and Group</b>	<b>Extraordinary repair fund £'000</b>	<b>Governors Investment fund £'000</b>	<b>Total £'000</b>
Market value at 1 September 2019	613	1,659	2,272
Acquisitions at cost	21	429	450
Net gain on revaluation	29	65	94
<b>Market value at 31 August 2020</b>	<u>663</u>	<u>2,153</u>	<u>2,816</u>

The extraordinary repair fund investments are held in the form of common investment funds.

**(b) Investment in Haberdashers' Charities Investment Pool (Total Return)**

<b>Foundation and Group</b>	<b>2020 £'000</b>	<b>2019 £'000</b>
Market value at 1 September 2019	81,875	79,894
Withdrawals	(1,750)	(1,313)
Net gain on revaluation	2,122	3,294
<b>Market value at 31 August 2020</b>	<u>82,247</u>	<u>81,875</u>

The units held by the Foundation in the Haberdashers' Charities Investment Pool (Total Return) represent 75.3% of the Pool units in issue.

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**8. MOVEMENT ON UNAPPLIED TOTAL RETURN**

Unapplied total return is calculated relative to the value of the trust for investment at 31 August 1976 (base value), that being the base date determined by the Trustee as appropriate for the Foundation's endowment fund. No new endowment gifts have been received since the base date.

	Trust for investment £'000	Unapplied Total Return £'000	Total 2020 £'000	Total 2019 £'000
Trust for investment at 1 September 2019	6,314	76,793	83,107	80,751
Investment returns:				
Investment income	-	-	-	962
Realised and unrealised investment gains	-	2,122	2,122	3,294
Transfer to trust for application	-	(1,950)	(1,950)	(1,900)
<b>Trust for investment at 31 August 2020</b>	<b>6,314</b>	<b>76,965</b>	<b>83,279</b>	<b>83,107</b>

**9. DEBTORS AND PREPAYMENTS**

	Group		Foundation	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Prepayments	383	222	383	222
Other debtors	242	428	220	428
School fees	424	697	424	697
Due from subsidiary companies	-	-	163	231
Debtors due after more than one year	-	8	-	8
	<b>1,049</b>	<b>1,355</b>	<b>1,190</b>	<b>1,586</b>

**10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	Group		Foundation	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Bank loans	890	914	890	914
School fees in advance and confirmation deposits	2,572	3,188	2,572	3,188
Taxation and social security	370	319	370	316
Other creditors	911	666	791	555
Accruals and deferred income	429	361	429	361
Due to subsidiary companies	-	-	-	57
	<b>5,172</b>	<b>5,448</b>	<b>5,052</b>	<b>5,391</b>



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**11. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	<b>Group</b>		<b>Foundation</b>	
	<b>2020</b>	<b>2019</b>	<b>2020</b>	<b>2019</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Bank loans	9,530	5,420	9,530	5,420
School fees in advance and confirmation deposits	3,711	3,280	3,711	3,280
	<u>13,241</u>	<u>8,700</u>	<u>13,241</u>	<u>3,200</u>
Maturity of debt:				
Between 1 and 2 years	2,467	1,568	2,467	1,568
Between 2 and 5 years	6,803	3,677	6,803	3,677
After 5 years	3,971	3,455	3,971	3,455
	<u>13,241</u>	<u>8,700</u>	<u>13,241</u>	<u>8,700</u>

Bank loans for school building projects, all unsecured, are:

- (i) £5.0 million from Lloyds Bank plc drawn in 2007/08, interest fixed at 4.75 repayable in March 2029
- (ii) £0.8 million from Lloyds Bank plc drawn in 2010/11, interest at variable rate, repayable over 15 years from September 2011.
- (iii) £3.0 million from Lloyds Bank plc drawn in 2011/12, interest at base rate plus 2.51% with 75% of the loan required to be at a fixed rate from July 2014, repayable over 15 years from July 2012.
- (iv) £1.5 million from Lloyds Bank plc drawn in 2012/13, interest fixed at 5.766%, repayable over 15 years from July 2013.

In addition, £5.0 million CBIL loan from Lloyds Bank was taken out in May 2020, at a rate of 1.21% over base with no interest in the first year. The loan is repayable in 2025.

Bank loan repayments of £890,000 due before 31 August 2021 are shown at note 10.

**12. PENSION COSTS**

**(a) Defined contribution schemes**

The Schools operate a defined contribution scheme for non-teaching staff. The assets of the non-teaching staff scheme are held separately from those of the Schools in a fund independently administered by Scottish Widows. Additional voluntary contributions for teachers are paid into a fund independently administered by the Prudential Assurance Company Limited. The pension cost charge represents contributions payable by the Schools to the funds and amounted to £317,195 (2019: £367,320).

**(b) Defined benefit scheme – teaching staff**

The Schools participate in the Teachers' Pension Scheme (England and Wales) ("the TPS"), for its teaching staff.

The pension charge for the year includes contributions payable to the TPS of £1,635,847 (2019: £1,140,353) and at the year-end £197,885 (2019: £Nil) was accrued in respect of contributions to this scheme.

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**12. PENSION COSTS (continued)**

The TPS is an unfunded multi-employer defined benefits pension scheme governed by the Teachers' Pensions Regulations 2010 (as amended) and, from 1 April 2014, the Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

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

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards.

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

Until a remedy to the discrimination conclusion has been determined by the Employment Tribunal it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

**(c) Defined benefit scheme – non-teaching staff**

Haberdashers' Monmouth Schools operate a defined benefit scheme in the UK administered by the Prudential Assurance Company Limited.

The triennial valuation performed as at 31 March 2018 resulted in a scheme deficit of £829k. The Schools' Governor and Pension Trustees agreed to the actuary's recommended recovery plan of paying a lump sum of £310k in March 2019 and continuing with annual contributions of £66k for the next eight years with a view to rectifying the deficit by 2026.

An actuarial valuation to meet the requirements of Financial Reporting Standard 102 (FRS 102) was carried out by the scheme's actuary, Quantum Advisory at 31 August 2020. This showed a net liability on the scheme of £408k.

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**12. PENSION COSTS (continued)**

The major assumptions used in valuing the liabilities are given below with earlier year comparatives:

<b>Assumptions</b>	<b>As at 31 August 2020</b>	<b>As at 31 August 2019</b>	<b>As at 31 August 2018</b>
Discount rate	1.6%	1.8%	2.7%
Inflation	3.4%	3.0%	3.3%
Increases to deferred pensions (statutory revaluation) before retirement	2.4%	2.0%	2.3%

**Mortality**

Based on the assumptions, on the balance sheet date the average future life expectancies at age 65 are summarised below:

		<b>As at 31 August 2020</b>	<b>As at 31 August 2019</b>
Life expectancy from age 65 years			
Retiring today	Male	22.2	22.1
	Female	24.2	24.1
Retiring in 20 years	Male	24.0	23.9
	Female	26.0	25.9

	<b>2020 £'000</b>	<b>2019 £'000</b>
<b>The amounts recognised in the statement of financial position</b>		
Present value of funded obligations (excluding provision for additional liabilities)	3,210	3,252
Fair value of plan funds	(2,802)	(2,703)
<b>Net defined benefit liability as recognised in the Balance Sheet</b>	<b>408</b>	<b>549</b>

	<b>2020 £'000</b>	<b>2019 £'000</b>
<b>The amounts recognised in the income statement</b>		
Net interest cost	10	14
Past service cost	-	-
<b>Total pension expense</b>	<b>10</b>	<b>14</b>

	<b>2020 £'000</b>	<b>2019 £'000</b>
<b>The amounts in the statement of other recognised gains and losses</b>		
Actuarial gain on plan assets	194	73
Actuarial loss on defined benefit obligation	(109)	(292)
<b>Total gain/(loss) in statement of other recognised gains and losses</b>	<b>85</b>	<b>(219)</b>

**WILLIAM JONES'S SCHOOLS  
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Year ended 31 August 2020**

**12. PENSION COSTS (continued)**

	2020 £'000	2019 £'000		
<b>Changes in the present value of the defined benefit obligation</b>				
Liabilities at the start of the period	3,252	3,097		
Interest cost	57	81		
Actuarial gain	109	292		
Benefits paid	(208)	(218)		
<b>Liabilities at the end of the period</b>	<b>3,210</b>	<b>3,252</b>		
	<b>2020 £'000</b>	<b>2019 £'000</b>		
<b>Changes in the fair value of plan assets</b>				
Fair value of plan assets at the start of the period	2,703	2,405		
Interest income	47	67		
Actuarial gain	194	73		
Contributions by the employer	66	376		
Benefits paid	(208)	(218)		
<b>Fair value of plan assets at the end of the period</b>	<b>2,802</b>	<b>2,703</b>		
	<b>2020 £'000</b>	<b>2019 £'000</b>		
<b>Analysis of return on plan assets</b>				
Interest income	47	67		
Actuarial gain on plan assets	194	73		
<b>Return on plan assets</b>	<b>241</b>	<b>140</b>		
<b>Major categories of plan assets as a percentage of total assets</b>				
	<b>Proportion of portfolio 31 August 2020 %</b>	<b>Value of assets 31 August 2020 £'000</b>	<b>Proportion of portfolio 31 August 2019 %</b>	<b>Value of assets 31 August 2019 £'000</b>
Equity	51.7	1,448	50.1	1,356
Property	-	-	1.5	40
Bonds	40.7	1,141	42.1	1,138
Alternative	3.3	92	2.7	72
Cash	4.3	121	3.6	97
<b>Total market value of assets</b>	<b>100.0</b>	<b>2,802</b>	<b>100.0</b>	<b>2,703</b>

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**12. PENSION COSTS (continued)**

	2020 £'000	2019 £'000
<b>Reconciliation of funds</b>		
Total funds excluding pension deficit	122,931	124,437
Pension deficit	(408)	(549)
	<u>122,523</u>	<u>123,888</u>
Total funds including pension deficit	<u>122,523</u>	<u>123,888</u>

**13. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS**

	Unrestricted Funds £'000	Restricted Funds £'000	Permanent Endowment Funds £'000	Total Funds £'000
Tangible fixed assets	2,480	-	41,832	44,312
Fixed asset investments	2,234	665	82,247	85,146
Loan to William Jones's Almshouse Charity	-	-	2	2
Net current assets	5,989	333	390	6,712
Creditors due after more than one year	(8,461)	-	(4,780)	(13,241)
Defined benefit pension scheme	(408)	-	-	(408)
	<u>1,834</u>	<u>998</u>	<u>119,691</u>	<u>122,523</u>

**14. RELATED PARTIES**

The Haberdashers' Company, a City Livery Company incorporated by royal charter, is the sole member of HMEL. HMEL is a Trustee of the Foundation. Details of transactions between the Foundation, the Haberdashers' Company and connected entities are set out below:

- The Haberdashers' Company and its subsidiary were reimbursed for certain expenses incurred in the year on behalf of the Foundation. Further details are set out in note 4.
- The Foundation's endowment funds are invested predominantly in the Haberdashers' Total Return Pool, a common investment fund which has the Haberdashers' Company as Trustee. Notes 2 and 7 provide further details of relevant transactions and balances.
- In the year, the Foundation received £34,000 of grant funding from the Haberdashers' Educational Foundation to primarily to support bursaries (2019: £39,000). The Haberdashers' Company is the Trustee of the Haberdashers' Educational Foundation.

Details of transactions and balances between the Foundation's schools and its subsidiaries are set out in notes 9, 10 and 16.

No remuneration or reimbursed expenses were paid to the Trustees or to any of the Schools' Governors.

**NOTES TO THE ACCOUNTS  
Year ended 31 August 2020**

**15. CAPITAL COMMITMENTS**

The value of capital expenditure contracted for but not yet incurred was £Nil (2019: £Nil).

**16. TRADING SUBSIDIARIES**

The Foundation owns the whole beneficial interest in the share capital of three non-charitable trading subsidiaries for which the results are summarised below. Taxable profits are donated to the Foundation by deed of covenant (DoC).

	Share capital £	Activities
Monmouth School Enterprises Limited (Company number: 01727038)	2	Sale of school clothing and sports equipment at Monmouth School for Boys. Running the Monmouth School Sports Centre.
HMSG Enterprises Limited (formerly Haberdashers' Monmouth Girls School Shop Limited) (Company number: 02219841)	2	Sale of school clothing and sports equipment at Monmouth School for Girls.
Haberdashers' Monmouth Schools Bus Company Limited (Company number: 03031536)	2	Provision of bus transportation for pupils of Monmouth School for Boys and Monmouth School for Girls.

A summary of trading results and balance sheets for the trading subsidiaries is shown below:

	MSEL		HMSGEL		Bus Company	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Turnover	457	875	156	350	231	316
Cost of sales	(286)	(366)	(87)	(146)	(413)	(593)
Administration expenses	(184)	(365)	(25)	(37)	(3)	(4)
Operating profit/(loss)	(13)	144	44	167	(185)	(281)
Subsidy from schools	-	-	-	-	185	281
Interest receivable	-	-	-	-	-	-
Transfer to the Foundation (DoC)	-	(144)	(44)	(167)	-	-
Retained profit for the year	(13)	-	-	-	-	-
Retained profit b/f	3	3	8	8	-	-
Retained profit c/f	(10)	3	8	8	-	-
Fixed assets	16	31	-	-	-	-
Current assets	186	346	147	265	4	5
Creditors falling due within one year	(212)	(374)	(77)	(195)	(4)	(5)
Unsecured loan	-	-	(62)	(62)	-	-
Net assets	(10)	3	8	8	-	-



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Year ended 31 August 2020**

**17. GROUP STATEMENT OF FINANCIAL ACTIVITIES  
YEAR ENDED 31 AUGUST 2019**

	Unrestricted Funds Schools £'000	Foundation Income £'000	Restricted Funds £'000	Permanent Endowment fund £'000	Total 2019 £'000
<b>Income and endowments from:</b>					
Donations	39	-	208	-	247
Charitable activities:					
School fees	20,662	-	-	-	20,662
Other educational income	44	-	-	-	44
Ancillary trading income	1,348	-	-	-	1,348
Other trading activities:					
Trading income	1,541	-	-	-	1,541
Investments:					
Investment income	95	4	21	962	1,082
FRS102 pension scheme interest	67	-	-	-	67
Other income	148	-	-	-	148
	<u>23,944</u>	<u>4</u>	<u>229</u>	<u>962</u>	<u>25,139</u>
<b>Expenditure on:</b>					
Raising funds:					
Loan interest	338	-	-	-	338
Trading costs of subsidiaries	1,510	-	-	-	1,510
Charitable expenditure:					
Schools	21,624	181	60	884	22,749
FRS 102 pension scheme interest cost	81	-	-	-	81
	<u>23,553</u>	<u>181</u>	<u>60</u>	<u>884</u>	<u>24,678</u>
<b>Net gains on investments</b>	<u>60</u>	<u>-</u>	<u>20</u>	<u>3,294</u>	<u>3,374</u>
<b>Net income/(expenditure)</b>	<u>451</u>	<u>(177)</u>	<u>189</u>	<u>3,372</u>	<u>3,835</u>
<b>Transfers between funds</b>	(29)	150	(143)	22	-
<b>Other recognised losses:</b>					
Actuarial losses on defined benefit schemes	(219)	-	-	-	(219)
<b>Net movement in funds</b>	<u>203</u>	<u>(27)</u>	<u>46</u>	<u>3,394</u>	<u>3,616</u>
<b>Reconciliation of Funds:</b>					
Total funds brought forward	<u>3,117</u>	<u>140</u>	<u>905</u>	<u>116,110</u>	<u>120,272</u>
<b>Total funds carried forward</b>	<u>3,320</u>	<u>113</u>	<u>951</u>	<u>119,504</u>	<u>123,888</u>

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Year ended 31 August 2020**

**18. INVESTMENT INCOME FOR THE YEAR ENDED 31 AUGUST 2019**

	Unrestricted Fund £'000	Restricted Fund £'000	Permanent Endowment Fund £'000	Total 2019 £'000
Interest from bank deposits	32	2	-	34
Income from listed investments	67	19	-	86
Distributions from Haberdashers'	-	-	962	962
Charities Investment Pool (Total Return)				
	99	21	962	1,082
FRS102 pension scheme interest	67	-	-	67
	166	21	962	1,149

**19. TOTAL RESOURCES EXPENDED FOR THE YEAR ENDED 31 AUGUST 2019**

	Staff costs £'000	Other direct costs £'000	Depreciation £'000	Total 2019 £'000
<b>Raising funds:</b>				
Loan interest	-	338	-	338
Trading costs of subsidiaries	249	1,261	-	1,510
	249	1,599	-	1,848
<b>Charitable expenditure:</b>				
Teaching costs	10,632	1,970	478	13,080
School welfare	890	1,140	38	2,068
School premises costs	1,440	2,504	884	4,828
Support costs	1,571	1,123	1	2,695
Governance costs	22	56	-	78
FRS102 pension scheme interest costs	-	81	-	81
	14,555	6,874	1,401	22,830
<b>Total resources expended</b>	<b>14,804</b>	<b>8,473</b>	<b>1,401</b>	<b>24,678</b>

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**20. STATEMENT OF FUND MOVEMENTS AND TRANSFERS YEAR ENDED 31 AUGUST 2019**

(a) Fund movements	Balance 1 September 2018 £'000	Income £'000	Expenditure £'000	Other recognised gains/ (losses) £'000	Net Transfers £'000	Balance 31 August 2019 £'000
<b>Designated funds:</b>						
Schools cyclical repairs	250	2	(264)	-	264	252
Boys school capital projects	117	1	-	-	-	118
Girls school bursary fund	61	-	-	-	-	61
Leavers deposits	18	4	-	-	-	22
Assisted places reserve	450	2	-	-	151	603
Prospectus reserve	103	1	-	-	-	104
Recruitment reserve	1	-	(49)	-	50	2
Governors reserve	-	2	-	-	(2)	-
Pensions reserve	125	-	(46)	-	-	80
	<u>1251</u>	<u>12</u>	<u>(358)</u>	<u>-</u>	<u>463</u>	<u>1,242</u>
<b>General funds – Foundation:</b>						
Schools	2,673	22,324	(21,604)	60	(837)	2,616
Foundation Income Fund	140	4	(181)	-	150	113
Pension scheme fund	(692)	67	(81)	(219)	376	(549)
	<u>2,121</u>	<u>22,395</u>	<u>(21,866)</u>	<u>(159)</u>	<u>(311)</u>	<u>2,180</u>
<b>Total unrestricted funds – Foundation</b>	<u>3,246</u>	<u>22,407</u>	<u>(22,224)</u>	<u>(159)</u>	<u>152</u>	<u>3,422</u>
Non-charitable trading funds	11	1,541	(1,510)	-	(31)	11
	<u>3,257</u>	<u>23,948</u>	<u>(23,734)</u>	<u>(159)</u>	<u>121</u>	<u>3,433</u>
<b>Total unrestricted funds – Group</b>	<u>3,257</u>	<u>23,948</u>	<u>(23,734)</u>	<u>(159)</u>	<u>121</u>	<u>3,433</u>
<b>Restricted funds</b>						
Schools scholarship fund	333	111	(47)	-	(49)	348
Pre-Prep & Nursery grant	5	9	(6)	-	-	8
Pre-Prep & Nursery bursary	-	7	(7)	-	-	-
Boys school science labs	13	-	-	-	(13)	-
Walker Memorial Fund	-	27	-	-	(25)	2
Merlin Music Piano Fund	-	20	-	-	(20)	-
Rowing Boat Fund	-	36	-	-	(36)	-
Extraordinary repair fund	538	19	-	20	-	577
Stephenson awards	16	-	-	-	-	16
	<u>905</u>	<u>229</u>	<u>(60)</u>	<u>20</u>	<u>(143)</u>	<u>951</u>
<b>Total restricted funds</b>	<u>905</u>	<u>229</u>	<u>(60)</u>	<u>20</u>	<u>(143)</u>	<u>951</u>
<b>Permanent endowment fund</b>	<u>116,110</u>	<u>962</u>	<u>(884)</u>	<u>3,294</u>	<u>22</u>	<u>119,504</u>
<b>Total Funds</b>	<u>120,272</u>	<u>25,139</u>	<u>(24,678)</u>	<u>3,155</u>	<u>-</u>	<u>123,888</u>

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**20. STATEMENT OF FUND MOVEMENTS AND TRANSFERS (continued)**

<b>(b) Transfers between funds</b>	<b>Non- charitable trading funds £'000</b>	<b>Charitable unrestricted funds £'000</b>	<b>Designated funds £'000</b>	<b>Restricted funds £'000</b>	<b>Permanent endowment fund £'000</b>
Transfer from unapplied Total Return	-	1,900	-	-	(1,900)
Funding from schools for new buildings	-	(1,922)	-	-	1,922
Additions to cyclical maintenance reserves-	-	(264)	264	-	-
Recruitment reserve	-	(50)	50	-	-
Science laboratories refurbishment fund	-	13	-	(13)	-
Walker Memorial fund	-	25	-	(25)	-
Merlin Music Piano fund	-	20	-	(20)	-
Rowing Boat fund	-	36	-	(36)	-
Scholarship awards	-	49	-	(49)	-
Provision for assisted places	-	(338)	338	-	-
Assisted places provision used	-	187	(187)	-	-
Addition to governors' pension reserve	-	2	(2)	-	-
Bus company supplement	280	(280)	-	-	-
Trading companies payment under gift aid	(311)	311	-	-	-
	<u>(31)</u>	<u>(311)</u>	<u>463</u>	<u>(143)</u>	<u>22</u>

**NOTES TO THE ACCOUNTS  
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**21. MOVEMENT ON UNAPPLIED TOTAL RETURN FOR THE YEAR ENDED 31 AUGUST 2019**

Unapplied total return is calculated relative to the value of the trust for investment at 31 August 1976 (base value), that being the base date determined by the Trustee as appropriate for the Foundation's endowment fund. No new endowment gifts have been received since the base date.

	Trust for investment £'000	Unapplied Total Return £'000	Total 2019 £'000
Trust for investment at 1 September 2018	6,314	74,437	80,751
Investment returns:			
Investment income	-	962	962
Realised and unrealised investment gains	-	3,294	3,294
Transfer to trust for application	-	(1,900)	(1,900)
<b>Trust for investment at 31 August 2019</b>	<b>6,314</b>	<b>76,793</b>	<b>83,107</b>

**22. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS  
YEAR ENDED 31 AUGUST 2019**

	Unrestricted Funds £'000	Restricted Funds £'000	Permanent Endowment Funds £'000	Total Funds £'000
Tangible fixed assets	2,725	-	42,730	46,455
Fixed asset investments	1,741	615	81,875	84,231
Loan to William Jones's Almshouse Charity	-	-	2	2
Net current assets/(liabilities)	2,796	336	317	3,449
Creditors due after more than one year	(3,280)	-	(5,420)	(8,700)
Defined benefit pension scheme	(549)	-	-	(549)
	<b>3,433</b>	<b>951</b>	<b>119,504</b>	<b>123,888</b>