

REGISTERED COMPANY NUMBER: 00796794 (England and Wales)  
REGISTERED CHARITY NUMBER: 527611

REPORT OF THE TRUSTEES AND  
AUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021  
FOR  
ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED

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FOR THE YEAR ENDED 31 AUGUST 2021

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**ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED**

**REFERENCE AND ADMINISTRATIVE DETAILS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**TRUSTEES**

R D J Bussell - Acting Chairman  
L J Mason  
T J Bogg  
Mrs C M Twigg  
W M Phelan  
A E Langsdale  
Mrs J C Vincent  
Mrs E C Would  
Dr R M Sharpe (appointed 9.11.20)  
I R Tyler (appointed 9.11.20)  
S D Herring (resigned 30.11.20)

**REGISTERED OFFICE**

Cromwell Avenue  
Woodhall Spa  
Lincolnshire  
LN10 6TQ

**REGISTERED COMPANY NUMBER**

00796794 (England and Wales)

**REGISTERED CHARITY NUMBER**

527611

**INDEPENDENT AUDITORS**

Wright Vigar Limited  
15 Newland  
Lincoln  
Lincolnshire  
LN1 1XG

**BANKERS**

Barclays Bank plc  
35 High Street  
Horncastle  
Lincolnshire  
LN9 5HS

**ACCOUNTANTS**

Duncan & Toplis Limited  
18 Northgate  
Sleaford  
Lincolnshire  
NG34 7BJ

## **ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2021. The trustees have adopted the provisions of 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) (effective 1 January 2019).

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

The charity's objectives are to carry on and develop St Hugh's Preparatory School at Woodhall Spa for charitable educational purposes. These objectives are carried out in accordance with the company's Articles of Association.

This is achieved, not only by promoting academic excellence but by providing a happy and stimulating environment in which pupils can develop spiritually, mentally, and physically. To this end, St Hugh's School offers a broad and balanced academic curriculum, fully supported by a wide range of extra-curricular activities and the highest possible standard of pastoral care. Children of all religions and races aged from 2-13yrs are welcome at this co-educational day and boarding school.

In furtherance of these objectives a policy of sound financial management is adopted, ensuring the availability of the necessary funds to enable the school to continue its development and there has been no change in this policy during the year. No trustee has a beneficial interest in the company or has any shares in the company; their liability being limited by guarantee.

##### **Public benefit**

Having considered the operation, achievements, performance and finances of the school, the trustees are satisfied that public benefit has been provided in accordance with the Charities Act 2011 and the guidance published by the Charity Commission.

The School continues to work closely with the local community to ensure it is bringing public benefit to the community as a whole. Local groups, primary schools, sports clubs and organisations use some of the School's facilities such as the sports hall, Forbes hall, swimming pool and sports pitches and the school is always keen to develop the additional use of its facilities by external groups.

Despite the context of the pandemic, fundraising continues to play an important role in school life at St. Hugh's. The school's Remembrance Service, held once more in school, was attended by the whole school community, raising money for the Royal British Legion through the sale of poppies. St Peter's Church provided a venue for an Autumn Concert, as well as for a Harvest Festival and both events raised funds for both the church and the Nomad Trust, a local charity supporting the homeless in Lincoln and the surrounding area. Charity days within the school years support charities including MacMillan Cancer, Nottingham Hospitals charity, Mind and the Matt Hampson Foundation.

#### **STRATEGIC REPORT**

##### **Achievement and performance**

##### **Ethos**

St. Hugh's School aims to provide a caring, family atmosphere allowing each child to develop their independence and individuality. St Hugh's equips your child for life!

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 AUGUST 2021**

**STRATEGIC REPORT**

**Achievement and performance**

**Educational aims**

- > To offer a broad, stimulating curriculum that helps each and every child to develop and to fulfil their potential, both within and beyond the classroom.
- > To provide a happy and stimulating environment in which every child feels safe, valued and cared for.
- > To encourage the traditional values of courtesy, honesty, and hard work, together with a sense of responsibility and consideration for others.
- > To promote an inclusive environment based on core British values and a Christian ethos.
- > To prepare children successfully for transfer to a wide range of senior schools.

The high standards of academic achievement continue and delivered significant success for those taking the 11+ examination for Lincolnshire Grammar Schools.

In spite of the restrictions in place due to the pandemic, there was a concerted effort by all staff to overcome any impact on the effect on the delivery of education during the spring term and throughout the summer term. Once again, a detailed and comprehensive Remote Learning programme was implemented and Key Worker / Vulnerable children were able to attend school (subject to very strict criteria from the Department for Education). This programme remained in place throughout the Spring term for all children and accommodated their educational needs whether they were in school or at home, without differentiating between the level of provision for either group - the offering in place was equally comprehensive for both groups. Nonetheless, the relief felt across the school when we reopened fully was palpable and this was especially the case due to the social opportunities presented by spending time with their peers before the summer break which in turn alleviated any negative wellbeing experiences.

Year 8 (the senior pupils) were extremely successful in their final term. Common Entrance examinations were sat in school and successfully passed, allowing them to transfer to the senior schools of their choice with 5 scholarships also being awarded for academic prowess, sport and music.

Sporting enjoyment and achievement is high on St Hugh's agenda and current facilities include an indoor heated swimming pool, extensive sports pitches, including an all-weather pitch, a sports hall and theatre. Once more, teams and individual pupils have competed at local, regional, and national levels with some notable successes in swimming and hockey in particular. Every child from Year 3 - 8 has represented the School at some stage during the year in all major sports and a key aspect of the school's sporting provision is to ensure that opportunities are in place for everyone, including opportunities to perform in a competitive environment in sport. Children are encouraged to do so out of school with notable successes including one Year 8 boy representing Lincolnshire at cricket and a number of girls playing for the local area in cricket.

Within the school, there is a thriving, well-equipped music department with over 70% of eligible pupils learning a musical instrument. These lessons are available to those who are novices as well as those who are more accomplished musicians. Supported by a team of peripatetic teachers, this is a key area of the school's co-curricular provision and is an area of focus moving forward. Groups, Orchestras, ensembles and choirs have performed at many concerts both in School and out in the wider community. These include regular services at our local parish church.

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 AUGUST 2021**

**STRATEGIC REPORT**

**Achievement and performance**

Provision for Art and Drama is excellent with the Nativity and the Junior and Senior plays being very popular highlights on the School calendar. A broad range of trips and activities have taken place through the year including residential trips to France for pupils in Year 7. The traditional residential for Year 5 to France was again cancelled due to the pandemic, and the Year 8 Outward Bound trip was also cancelled. Despite this, a programme for year 8 in their last week was put in place. This gave them leadership and adventurous opportunities and allowed them to round off their time as pupils at St. Hugh's in a positive and well-received fashion. An increased number of day trips took place during the year for all age groups to compensate for any experiences missed the previous year, including a trip to a chocolate factory for year 3, a sculpture workshop to Burghley for year 8, visits for the various year groups to a mosque and a mandir and a geography trip to Snipe Dales. The cost of all curriculum related trips is incorporated into the school fee and this is a very welcome aspect of our fees provision.

St Hugh's benefits from the generosity and hard work of a thriving parent body. Although interrupted by the pandemic, the Parents' Association continues to arrange events which provide social opportunities for parents, staff and children also raises important revenue for medium level projects. The support of such a positive body of parents does much for the school and underpins the sense of community that is prevalent at St Hugh's.

**Financial review**

**Financial position**

Despite the pandemic, there has been an increase in pupil numbers in the last year, the average number of pupils registered with the School was 162. The circumstances of the pandemic had an immediate impact on the parent body at St. Hugh's. As with much of the country, the period immediately following the start of the first lockdown was unsettling for all and a number of parents were supported through this period.

Through a combination of careful financial management and an excellent teaching provision, the finances of the school remain stable. The school produced a deficit for the year of £4,317 compared to a surplus in 2020 of £98,096. The main reason for this deficit is due to the additional expenditure incurred as result of the necessary measures to make the school site COVID19 secure; this included additional PPE, cleaning materials and resources for classrooms and minibuses. The trustees continue to work with the Head and staff of the School to plan how the surplus from 2020 should be reinvested back into the school to improve the facilities and amenities available to the pupils.

**Principal funding sources**

The principle funding source for the school are school fees.

## **ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 AUGUST 2021**

#### **STRATEGIC REPORT**

##### **Financial review**

##### **Reserves policy**

The unrestricted funds stood at £1,506,269 in 2021 (2020 - £1,510,586) as at the year end, which was all deployed as part of the school premises and equipment.

The trustees consider that free reserves of three months' expenditure would be ideal in order to cover the risks and uncertainties of operating as an independent educational establishment. This figure is calculated excluding the school's land and buildings. At present excluding the charity's land and buildings would leave the schools reserves below this level.

The school buildings are shown in the balance sheet at their historical cost. The actual market value is believed to be considerably higher than this, but a revaluation is not considered appropriate as it is felt that this would distort the balance sheet and give a false impression of the reserves available to the school.

The policy is therefore to continue building up reserves out of annual operating surplus until this level is reached, subject to prior demands of further capital expenditure to equip the school with up to date facilities needed to maintain the standard of educational services currently provided.

It is considered that the school's current financial position is sufficient for it to continue to meet its objectives for the foreseeable future. The board keep the school's activities under review, particularly with regard to any major risks that may arise from time to time. They also monitor the effectiveness of the system of internal controls and other viable means, including insurance cover, where appropriate, by which those risks already identified can be mitigated.

##### **Principal risks and uncertainties**

The trustees examine the major risks that the school faces each financial year when preparing and updating the strategic plan. The charity continually develops systems to monitor and control these risks to mitigate any future impact on the school. A major risk to financial stability is the number of pupils attending the school and detailed records of pupil numbers are maintained in order to monitor fluctuations and promote appropriate reaction in a timely manner. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and close monitoring of the charity's budgets during the year.

##### **Future plans**

The School plans to continue with the activities shown in the SOFA. In addition:

- > Once again, in particular following the pandemic, the School will look to continue to offer and expand the age range of the holiday club provision. This reflects the change to family working habits, many of whom have dual working parents.
- > The school is committed to updating the estate to bring the quality of the accommodation and facilities into line with the educational aims of the school and with the school's ambition to be a pioneering Prep school.
- > The Visible Learning programme continues to support the children and staff and enhances the academic provision throughout the School and the appointment of new staff is central to this philosophy.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 AUGUST 2021**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Recruitment and appointment of new trustees**

The Governing Body embodies a group of trustees from a cross section of professional disciplines relevant to the long term running of the School. Trustees are appointed with educational, financial, legal and other commercial experience including at least one representative from parents of current pupils at the School and ensuring strong relationships with all related parties e.g. parents, staff, prospective parents, senior schools and the local business community. Under the Articles of Association, trustees must not number fewer than seven.

Prospective new trustees are proposed by the Board for their professional experience and qualifications and are invited to attend a Board Meeting as observers and to meet other trustees in order to gain an understanding of the School and its ethos. Provided this process is mutually successful they are put forward for election at a full trustees' meeting. New trustees are inducted into the workings of the School and also of the Company as a registered charity and are instructed in the expectation of the Governing Body. An initial visit affords the opportunity to meet the Head, the staff and the pupils and observe the School at work. A number of internal and external training courses are available to trustees to ensure they keep updated on current developments.

The trustees meet as a Board at least three times a year to determine the general policy of the School and review its overall management and control for which they are legally responsible. Finance, Education, Health & Safety and Marketing sub committees meet termly and report any progress to the Governing Board. Certain trustees also hold specific roles i.e. responsibility for safeguarding and boarding. Trustees learn first-hand how the school operates on pre-arranged visits to specific areas of the School. This ensures that they are more aware of the School's needs and are well equipped to support them. The day to day running of the School is delegated to the Headmaster, supported by members of the Senior Leadership Team and together this group are the Key Management Personnel.

**Key management remuneration**

Staff remuneration is set by the trustees, with the policy objective of providing appropriate incentives to encourage enhanced performance and of rewarding fairly and responsibly individual contributions to the school's success. The appropriateness and relevance of the remuneration policy is reviewed annually and ensures that the school remains sensitive to the broader issues of pay and employment conditions elsewhere. Delivery of the school's charitable vision and purpose is primarily dependent in its personnel and staff costs are the largest single element of its charitable expenditure.

**Senior leadership team**

The trustees delegate day to day management of the charity to the Senior leadership team. This team is made up of:

- Mr J Wyld, Headmaster
- Mr G Sinnott, Director of Studies
- Mr R Goodhand, Head of Pastoral care
- Mrs N Wallis, Head of Pre-prep

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of St. Hugh's School (Woodhall Spa) Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 AUGUST 2021

**STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued**

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

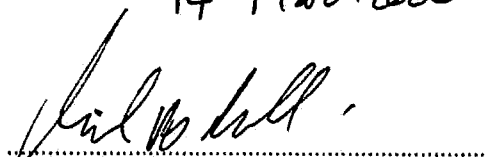
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**AUDITORS**

The auditors, Wright Vigar Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 14<sup>th</sup> March 2022 and signed on the board's behalf by:



R D J Bussell - Trustee

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED**

### **Opinion**

We have audited the financial statements of St. Hugh's School (Woodhall Spa) Limited (the 'charitable company') for the year ended 31. August 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

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

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED**

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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 financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the 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 Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED**

**Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our work is performed to include an assessment of the susceptibility of the entity's financial statements to material misstatement, including the risk of fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

In identifying and assessing risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We plan our work to gain an understanding of the significant laws and regulations that are of significance to the entity and the sector in which they operate. We perform our work to ensure that the entity is complying with its legal and regulatory framework.
- We obtained an understanding of how the company is complying with those legal and regulatory frameworks by making inquiries to the management and people charged with governance.

We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:

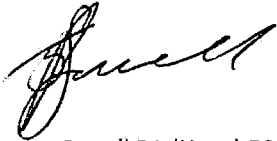
- Substantive procedures performed in accordance with the ISAs (UK).
- Challenging assumptions and judgments made by management in its significant accounting estimates.
- Identifying and testing journal entries, in particular material journal entries and an assessment of year end journals.
- Assessing the extent of compliance with the relevant laws and regulations.

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 Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED**

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



James Sewell BA (Hons) FCA CTA (Senior Statutory Auditor)  
for and on behalf of Wright Vigar Limited  
15 Newland  
Lincoln  
Lincolnshire  
LN1 1XG

Date: 14th March 2022

ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED

STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	9,737	-	9,737	83,547
<b>Charitable activities</b>	5				
School fees receivable		1,711,695	-	1,711,695	1,600,678
Other educational income		262,407	-	262,407	247,967
Other trading activities	3	26,118	-	26,118	22,505
Investment income	4	7,690	-	7,690	16,205
Other income		1,490	-	1,490	6,879
<b>Total</b>		<b>2,019,137</b>	<b>-</b>	<b>2,019,137</b>	<b>1,977,781</b>
<b>EXPENDITURE ON</b>					
Raising funds	6	22,756	-	22,756	21,043
<b>Charitable activities</b>	7				
Teaching costs		63,309	-	63,309	93,482
Staff costs		1,445,983	-	1,445,983	1,356,983
Support and welfare costs		272,645	-	272,645	185,112
Premises costs		173,927	-	173,927	175,567
Financing costs		8,027	-	8,027	7,978
Depreciation costs		36,807	-	36,807	39,520
<b>Total</b>		<b>2,023,454</b>	<b>-</b>	<b>2,023,454</b>	<b>1,879,685</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(4,317)</b>	<b>-</b>	<b>(4,317)</b>	<b>98,096</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		1,510,586	-	1,510,586	1,412,490
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>1,506,269</b>	<b>-</b>	<b>1,506,269</b>	<b>1,510,586</b>

The notes form part of these financial statements

ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED

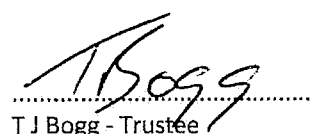
STATEMENT OF FINANCIAL POSITION  
31 AUGUST 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	13	1,669,000	-	1,669,000	1,690,283
<b>CURRENT ASSETS</b>					
Stocks	14	32,517	-	32,517	31,229
Debtors	15	559,283	-	559,283	495,399
Cash at bank and in hand		170,727	-	170,727	140,546
		<u>762,527</u>	<u>-</u>	<u>762,527</u>	<u>667,174</u>
<b>CREDITORS</b>					
Amounts falling due within one year	16	(844,650)	-	(844,650)	(767,599)
<b>NET CURRENT ASSETS</b>		<u>(82,123)</u>	<u>-</u>	<u>(82,123)</u>	<u>(100,425)</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		1,586,877	-	1,586,877	1,589,858
<b>CREDITORS</b>					
Amounts falling due after more than one year	17	(80,608)	-	(80,608)	(79,272)
<b>NET ASSETS</b>		<u>1,506,269</u>	<u>-</u>	<u>1,506,269</u>	<u>1,510,586</u>
<b>FUNDS</b>	20				
Unrestricted funds				1,506,269	1,510,586
<b>TOTAL FUNDS</b>				<u>1,506,269</u>	<u>1,510,586</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 4<sup>th</sup> March 2022 and were signed on its behalf by:



R D J Bussell - Trustee



T J Bogg - Trustee

The notes form part of these financial statements

**ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2021**

	Notes	2021 £	2020 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	58,935	57,078
Interest paid		-	(164)
Interest element of hire purchase payments paid		(2,054)	(1,861)
Net cash provided by operating activities		<u>56,881</u>	<u>55,053</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(15,525)	(38,064)
Sale of tangible fixed assets		-	4,000
Interest received		207	517
Net cash used in investing activities		<u>(15,318)</u>	<u>(33,547)</u>
<b>Cash flows from financing activities</b>			
Hire purchase repayments in year		(11,382)	3,244
Net cash (used in)/provided by financing activities		<u>(11,382)</u>	<u>3,244</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u>30,181</u>	<u>24,750</u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>140,546</u>	<u>115,796</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>170,727</u></u>	<u><u>140,546</u></u>

The notes form part of these financial statements

ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED

NOTES TO THE STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2021

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(4,317)	98,096
Adjustments for:		
Depreciation charges	36,808	39,520
Profit on disposal of fixed assets	-	(4,000)
Interest received	(207)	(517)
Interest paid	-	164
Interest element of hire purchase and finance lease rental payments	2,054	1,861
(Increase)/decrease in stocks	(1,288)	3,593
Increase in debtors	(63,884)	(46,118)
Increase/(decrease) in creditors	89,769	(35,521)
Net cash provided by operations	<u>58,935</u>	<u>57,078</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.20 £	Cash flow £	At 31.8.21 £
<b>Net cash</b>			
Cash at bank and in hand	<u>140,546</u>	<u>30,181</u>	<u>170,727</u>
	<u>140,546</u>	<u>30,181</u>	<u>170,727</u>
<b>Debt</b>			
Finance leases	<u>(37,838)</u>	<u>11,382</u>	<u>(26,456)</u>
	<u>(37,838)</u>	<u>11,382</u>	<u>(26,456)</u>
<b>Total</b>	<u>102,708</u>	<u>41,563</u>	<u>144,271</u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**Income**

Fees receivable are accounted for in the year in which the service is provided after deducting bursaries, scholarships and other remissions granted by the school.

The school invoices pupils termly in advance. These invoices are deferred until the start of the term to which they relate.

Donations are recognised and accounted for when received or when the contractual obligation to pay arises. Donations subject to specific wishes of the donors are carried to restricted funds. Donations received for the general purpose of the School are credited to unrestricted funds.

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Allocation and apportionment of costs**

Expenditure is allocated to expense headings on direct cost basis except for central costs, which are apportioned on the basis of management estimates of time spent on the relevant function.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life or, if held under a finance lease, over the lease term, whichever is the shorter.

Freehold property	- 1% on cost
Plant and machinery	- 15% on reducing balance
Motor vehicles	- 15% on cost

**Stocks**

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2021

1. ACCOUNTING POLICIES - continued

**Hire purchase and leasing commitments**

Assets obtained under hire purchase contracts or finance leases are capitalised in the Statement of Financial Position. Those held under hire purchase contracts are depreciated over their estimated useful lives. Those held under finance leases are depreciated over their estimated useful lives or the lease term, whichever is shorter.

The interest element of these obligations is charged to the Statement of Financial Activities over the relevant period. The capital element of the future payments is treated as a liability.

Asset acquired under hire purchase contracts are capitalised in the statement of financial position. The assets are depreciated over their expected useful life. The interest element of payments is charged to the profit and loss account over the relevant period. The capital element of future payments is treated as a liability in the balance sheet.

**Pension costs and other post-retirement benefits**

The company operates a defined contribution scheme for the benefit of its non-teaching employees. The costs of contributions are written off against profits in the year they are payable.

Retirement benefits to teachers of the School are provided by the Teachers' Pension Scheme ('TPS'). This is a defined benefit scheme contracted out of the State Earnings-Related Pension Scheme ('SERPS'), and the assets are held separately from those of the school. The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the school in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in the notes to the financial statements, the TPS is a multi-employer scheme and the school is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

**Going concern**

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for the next 12 months. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Specifically in connection with the current economic climate, the trustees have considered the impact of COVID-19 on the school and they are satisfied that there is sufficient financial headroom to continue operating for at least the next twelve months. For this reason the financial statements have been prepared on a going concern basis.

ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2021

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	109	-
Grants	9,628	83,547
	<u>9,737</u>	<u>83,547</u>

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Coronavirus Job Retention Scheme	<u>9,628</u>	<u>83,547</u>

3. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Shop income	<u>26,118</u>	<u>22,505</u>

4. INVESTMENT INCOME

	2021	2020
	£	£
Rents received	7,483	15,688
Deposit account interest	207	517
	<u>7,690</u>	<u>16,205</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021	2020
		£	£
Boarding pupils	School fees receivable	230,123	74,465
Day pupils	School fees receivable	1,481,572	1,526,213
Pupils extras	Other educational income	108,009	102,106
Nursery	Other educational income	54,486	62,082
Early years funding	Other educational income	46,567	57,918
SEN funding	Other educational income	53,345	25,861
		<u>1,974,102</u>	<u>1,848,645</u>

ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2021

6. RAISING FUNDS

Other trading activities

	2021	2020
	£	£
Purchases	<u>22,756</u>	<u>21,043</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 8) £	Totals £
Teaching costs	63,309	-	63,309
Staff costs	1,445,983	-	1,445,983
Support and welfare costs	249,777	22,868	272,645
Premises costs	173,927	-	173,927
Financing costs	2,054	5,973	8,027
Depreciation costs	36,807	-	36,807
	<u>1,971,857</u>	<u>28,841</u>	<u>2,000,698</u>

8. SUPPORT COSTS

	Finance £	Governance costs £	Totals £
Support and welfare costs	-	22,868	22,868
Financing costs	5,973	-	5,973
	<u>5,973</u>	<u>22,868</u>	<u>28,841</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Auditors' remuneration	5,370	5,460
Depreciation - owned assets	23,974	23,305
Depreciation - assets on hire purchase contracts and finance leases	12,834	16,215
Surplus on disposal of fixed assets	-	(4,000)
Accountancy fees	<u>10,188</u>	<u>10,526</u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2021

## 10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2021 nor for the year ended 31 August 2020.

## Trustees' expenses

	2021	2020
	£	£
Trustees' expenses	59	370
	<u>59</u>	<u>370</u>

Expenses were reimbursed to one trustee during the year for travel expenses.

## 11. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	1,185,805	1,089,179
Social security costs	99,344	89,364
Other pension costs	160,834	178,440
	<u>1,445,983</u>	<u>1,356,983</u>

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

	2021	2020
Teaching staff	34	35
Domestic staff	16	15
Administration staff	5	4
	<u>55</u>	<u>54</u>

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

	2021	2020
£60,001 - £70,000	1	1
	<u>1</u>	<u>1</u>

Pension contributions for the member of staff amounted to £15,392 (2020: £15,392).

Redundancy and termination payments totalling £Nil (2020: £Nil) were paid to members of staff during the year.

The aggregate remuneration and benefits received by key management personnel was £267,718 (2020: £267,039). Key management personnel are the senior leadership team.

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2021

## 12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	83,547	-	83,547
<b>Charitable activities</b>			
School fees receivable	1,600,678	-	1,600,678
Other educational income	247,967	-	247,967
Other trading activities	22,505	-	22,505
Investment income	16,205	-	16,205
Other income	6,879	-	6,879
<b>Total</b>	<b>1,977,781</b>	<b>-</b>	<b>1,977,781</b>
<b>EXPENDITURE ON</b>			
Raising funds	21,043	-	21,043
<b>Charitable activities</b>			
Teaching costs	93,482	-	93,482
Staff costs	1,356,983	-	1,356,983
Support and welfare costs	185,112	-	185,112
Premises costs	175,567	-	175,567
Financing costs	7,978	-	7,978
Depreciation costs	39,520	-	39,520
<b>Total</b>	<b>1,879,685</b>	<b>-</b>	<b>1,879,685</b>
<b>NET INCOME</b>	<b>98,096</b>	<b>-</b>	<b>98,096</b>
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	1,412,490	-	1,412,490
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>1,510,586</b>	<b>-</b>	<b>1,510,586</b>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2021

## 13. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Motor vehicles £	Totals £
<b>COST</b>				
At 1 September 2020	1,863,212	557,177	85,559	2,505,948
Additions	15,525	-	-	15,525
At 31 August 2021	1,878,737	557,177	85,559	2,521,473
<b>DEPRECIATION</b>				
At 1 September 2020	281,843	511,535	22,287	815,665
Charge for year	17,127	6,847	12,834	36,808
At 31 August 2021	298,970	518,382	35,121	852,473
<b>NET BOOK VALUE</b>				
At 31 August 2021	1,579,767	38,795	50,438	1,669,000
At 31 August 2020	1,581,369	45,642	63,272	1,690,283

Fixed assets, included in the above, which are held under hire purchase contracts are as follows:

	Motor vehicles £
<b>COST</b>	
At 1 September 2020 and 31 August 2021	85,559
<b>DEPRECIATION</b>	
At 1 September 2020	25,668
Charge for year	12,834
At 31 August 2021	38,502
<b>NET BOOK VALUE</b>	
At 31 August 2021	47,057
At 31 August 2020	59,891

ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2021

14. STOCKS

	2021	2020
	£	£
Stocks	<u>32,517</u>	<u>31,229</u>

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	520,214	454,052
Other debtors	-	13,819
Prepayments and accrued income	<u>39,069</u>	<u>27,528</u>
	<u>559,283</u>	<u>495,399</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Hire purchase (see note 18)	11,114	11,382
Trade creditors	25,727	44,268
Social security and other taxes	26,257	26,867
Accruals and deferred income	<u>781,552</u>	<u>685,082</u>
	<u>844,650</u>	<u>767,599</u>

17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2021	2020
	£	£
Hire purchase (see note 18)	15,342	26,456
Accruals and deferred income	<u>65,266</u>	<u>52,816</u>
	<u>80,608</u>	<u>79,272</u>

Deferred income represents the fees in advance scheme. This is cash received in advance for fees which will be applied against fees chargeable in the future.

	2021	2020
	£	£
Opening balance	4,091	16,961
New deposits	-	-
Fee payments	-	(12,870)
Closing balance	<u>4,091</u>	<u>4,091</u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2021

## 18. LEASING AGREEMENTS

Minimum lease payments fall due as follows:

	Hire purchase contracts	
	2021	2020
	£	£
Net obligations repayable:		
Within one year	11,114	11,382
Between one and five years	15,342	26,456
	<u>26,456</u>	<u>37,838</u>
	Non-cancellable operating leases	
	2021	2020
	£	£
Within one year	8,445	19,315
Between one and five years	7,774	18,378
	<u>16,219</u>	<u>37,693</u>

## 19. SECURED DEBTS

The following secured debts are included within creditors:

	2021	2020
	£	£
Hire purchase contracts	<u>26,456</u>	<u>37,838</u>

The hire purchase liability is secured on the underlying assets.

## 20. MOVEMENT IN FUNDS

	At 1.9.20	Net movement in funds	At 31.8.21
	£	£	£
Unrestricted funds			
General fund	1,510,586	(4,317)	1,506,269
	<u>1,510,586</u>	<u>(4,317)</u>	<u>1,506,269</u>
TOTAL FUNDS			
	<u>1,510,586</u>	<u>(4,317)</u>	<u>1,506,269</u>

ST. HUGH'S SCHOOL (WOODHALL SPA) LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2021

20. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	2,019,137	(2,023,454)	(4,317)
<b>TOTAL FUNDS</b>	<u>2,019,137</u>	<u>(2,023,454)</u>	<u>(4,317)</u>

Comparatives for movement in funds

	At 1.9.19 £	Net movement in funds £	At 31.8.20 £
<b>Unrestricted funds</b>			
General fund	1,412,490	98,096	1,510,586
<b>TOTAL FUNDS</b>	<u>1,412,490</u>	<u>98,096</u>	<u>1,510,586</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,977,781	(1,879,685)	98,096
<b>TOTAL FUNDS</b>	<u>1,977,781</u>	<u>(1,879,685)</u>	<u>98,096</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.9.19 £	Net movement in funds £	At 31.8.21 £
<b>Unrestricted funds</b>			
General fund	1,412,490	93,779	1,506,269
<b>TOTAL FUNDS</b>	<u>1,412,490</u>	<u>93,779</u>	<u>1,506,269</u>

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2021

## 20. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	3,996,918	(3,903,139)	93,779
<b>TOTAL FUNDS</b>	<u>3,996,918</u>	<u>(3,903,139)</u>	<u>93,779</u>

## 21. EMPLOYEE BENEFIT OBLIGATIONS

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £160,834 (2020: £171,176) and at the year-end £13,475 (2020: £13,869) was accrued in respect of contributions to this scheme.

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

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

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

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

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. The consultation closed to response on 19 August 2021 and the Government is currently analysing the responses.

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 AUGUST 2021

21. EMPLOYEE BENEFIT OBLIGATIONS - continued

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

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

**Defined contribution scheme**

The company operates a defined contribution pension scheme for non-teaching employees. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £9,497 (2020: £7,157). Contributions totalling £805 (2020: £1,456) were payable to the fund at the year-end and are included in creditors.

22. RELATED PARTY DISCLOSURES

The charity is controlled by the trustees, who are also the directors for the purposes of company law.

During the financial year, £14,820 (2020: £22,340) for marketing consultancy work was paid to Mrs C Twigg. At the year end, £Nil (2020: £440) was outstanding.

