

THE POCKLINGTON SCHOOL FOUNDATION

(Charity number 529834)

ANNUAL REPORT AND FINANCIAL STATEMENTS

for the year ended

31 August 2021

**HPH
Chartered Accountants
54 Bootham
York
YO30 7XZ**

THE POCKLINGTON SCHOOL FOUNDATION
REPORT AND FINANCIAL STATEMENTS

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ANNUAL REPORT OF THE TRUSTEE OF THE POCKLINGTON SCHOOL FOUNDATION **FOR THE YEAR ENDED 31 AUGUST 2021**

The Trustee presents its report and audited financial statements for the year ended 31 August 2021. The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Governor	Note	Remarks	1	2	3	4	5	6	7	8
Mr TA Stephenson MA FCA	9	Chair	*				*	C		
Mr JSL Burke BDS	11	Vice-Chair						*	C	
Mrs K Groves LLB	12	From December 2020, Vice-Chair from September 2021					*	*	*	
Mrs C Atkin	12								*	*
The Rev Dr JJ Belder		From December 2020							*	
Mr JC Bloom	13	Until December 2021		C	*		*			
Mr JL Burley BSc MRICS	14				C	*		*		
Mr DG Buttery MBE BA DL	12	Until December 2020		*	*				*	
Mr MJ Cargill BSc CEng MICE			C							
Mr AJ Clarke		From December 2020 until December 2021				*	*			
Mrs RH Cookson BA FRSA		From December 2020								*
Dr JPD Cooper MA DPhil FSA FRHistS		Representing the University of York until July 2021	*							
Cllr R M Cronshaw BSc		Representing Pocklington Town Council from December 2020			*					*
Mr JA Farmer FCA	10	Until December 2021					*	*		
Mrs DP Flint MA FCIPD	13		*	*						C
Mrs JD Good BA	13	Representing the Lord Lieutenant of the East Riding of Yorkshire, until July 2021		*		*	*			
Mr JJ Hargan LLB (Hons)							*		*	
Dr JR Hind MA MEd PhD			*							
Rt Hon Sir Greg Knight MP		MP for Yorkshire East								
Mr SWL Lunt LLB						*	*			
Mrs LE Masheder BSc DChA FCA	10						C			
Dr AM Nicholls PhD FSA FRHistS		Representing St John's College Cambridge	*							
Mrs CJ Peake BA						C				
Mrs L Rickatson LLB(Hons)				*	*			*		
The Rev LJ Slow BSc MSc		Representing the Archbishop of York.	*							
Mrs HL Smith BA		Until December 2021								*
Mr M Stathers		Representing the East Riding of Yorkshire Council, until July 2021				*				*
Mr DM Strachan MA			*			*				

COMMITTEES OF THE BOARD OF GOVERNORS AND GOVERNORS WITH SPECIAL RESPONSIBILITIES

- | | | | |
|----------------------------------|---|---------------------------------------|--------------------------------|
| 1. Education | 5. Finance | 8. Pocklington Prep | <i>Special Responsibility</i> |
| 2. Employment (until Dec 20) | 6. Nominations and Governance | | <i>for:</i> |
| 3. Estates and Project Oversight | 7. Pastoral and Safeguarding Children Oversight | 9. AGBIS Representative | 11. Child Protection |
| 4. External Relations | | 10. Fundraising – Financial Oversight | 12. Boarding |
| | | | 13. Teachers and Support Staff |
| | | | 14. Health and Safety |

ANNUAL REPORT OF THE TRUSTEE OF THE POCKLINGTON SCHOOL FOUNDATION
FOR THE YEAR ENDED 31 AUGUST 2021

LIFE PATRONS (retired Governors, who are no longer Directors, and other Supporters)

Mrs J Atkinson
Mrs JS Davies DL SSSJ
The Rt Hon DM Davis MP
Mr B Fenwick-Smith MA
Mr RE Haynes MA
The Rt Hon The Earl of Halifax JP DL
Mrs N Jennings
Mr JL Mackinlay DL FCA FCMA
Mr CM Oughtred MA DL
Dr AJ Warren MBE MA DPhil FRHS

OFFICERS

The Headmaster	Mr TDG Seth MA
The Bursar	Mr PS Bennett BSc FLS (until 31 October 2021)
	Mr RB Bloxwich MA FCA (from 1 November 2021)
Head of Pocklington Prep School	Ms S Ward LLB (from 1 September 2020)

REGISTERED ADDRESS

West Green
Pocklington
York, YO42 2NJ

AUDITOR

HPH
Chartered Accountants
54 Bootham
York, YO30 7XZ

BANKERS

National Westminster Bank plc
31 Market Place
Pocklington
York, YO42 2AS

INVESTMENT ADVISORS

Brewin Dolphin Ltd
34 Lisbon Street
Leeds
LS1 4LX

ANNUAL REPORT OF THE TRUSTEE OF THE POCKLINGTON SCHOOL FOUNDATION FOR THE YEAR ENDED 31 AUGUST 2021

THE POCKLINGTON SCHOOL FOUNDATION STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Pocklington School was founded in 1514. The Pocklington School Foundation comprises both Pocklington School and Pocklington Prep School. The Foundation is a registered charity, number 529834. The governing document is a Scheme of the Charity Commissioners dated 1 September 2008. A corporate trustee, Pocklington School Trustee Limited administers the charity – the directors are those listed on Page 2 and are known as Governors.

Governor Recruitment and Training

Co-Opted Governors. Governors are elected on the recommendations of the Nominations and Governance Committee. Criteria for selection for each vacancy are established by the Committee following an audit of existing skills and competence. Availability of suitable and willing candidates from the local community has not yet been an issue.

Ex-Officio Governors. The appointment of this group of Governors is self-explanatory.

Nominated Governors. The organisations entitled to nominate governors all have different methods of selecting representatives. The Nominations and Governance Committee negotiates with the head of each body to ensure that nominations assist the Governors in maintaining the breadth of experience and skills required.

Training. New Governors receive a full induction from the Chairman, the Headmaster and the Bursar. The Chairman uses courses organised by the Association of Governing Bodies of Independent Schools (AGBIS) and the Boarding Schools Association to develop trustee-specific skills relevant to the Foundation.

Organisational Management

The Trustee is legally responsible for the overall management and control of both Schools, and the Governors meet at least three times a year. The Board now has eight Governors' committees with formal responsibilities for oversight of defined aspects of school and charity life. The Nominations and Governance Committee meets when required, the other committees usually meet in the first half of each term and, additionally, the Finance Committee also meets to approve budgets and accounts. The Project Oversight Committee meets monthly to monitor building development during periods of intensive building work.

The day-to-day running of the Foundation is delegated to the Headmaster of Pocklington School, in accordance with *The Directions for the Conduct of the Charity*, supported by key management personnel who form the Foundation Planning Group. Every meeting of the Board or its committees is attended by the Headmaster or the Bursar, or by both. The Head of the Prep School and the Pocklington School Deputy Head also attend meetings of the full Board of Governors.

Other Relationships

The Headmaster is a member of the Head Masters' and Mistresses' Conference (HMC) and the Foundation also holds membership of the Association of Governing Bodies of Independent Schools, the Independent Association of Preparatory Schools, the Independent Schools' Bursars Association and the Boarding Schools' Association. All give the opportunity to share expertise, knowledge and experience across the independent school sector as well as appropriate representation to Government and regulators of the views of the sector.

**ANNUAL REPORT OF THE TRUSTEE OF THE POCKLINGTON SCHOOL
FOUNDATION
FOR THE YEAR ENDED 31 AUGUST 2021**

**THE POCKLINGTON SCHOOL FOUNDATION
AIMS, VALUES AND PRACTICE OF THE FOUNDATION**

Aim	To Inspire for Life
Confidence	We encourage individuals to be confident and considerate; fostering self-respect and self-belief.
Responsibility	Personal responsibility and service to others are expected; both have opportunity for expression within the school and beyond.
Achievement	In all areas of school life we seek to nurture talent and aspiration, to encourage perseverance and to prepare young people for the challenges of adult life.
Values	We achieve our aim through a strong working relationship between pupils, staff and families which is founded on the following values:
Trust	The Foundation's Christian ethos guides our caring and straightforward approach. We treat each other with respect and uphold our tradition as friendly and compassionate schools.
Truth	We value debate which is open, honest and informed to stimulate creativity, intellectual curiosity and initiative.
Courage	We challenge ourselves and each other to change for the better.
Practice	We provide a community to be proud of, where pupils can explore, make mistakes, learn and grow. In order to do this:
Support	We put the well-being of our pupils first, with excellent pastoral care.
Learning	We encourage successful learning through effective teaching and a commitment to a broad education.
Recognition	We recognise and reward success and commitment, progress and achievement.

The Foundation is an Equal Opportunities employer. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

The Foundation is a signatory to the Armed Forces Covenant.

The Foundation consults widely with staff and parents when drawing up each iteration of the strategic plan and staff are made aware of the financial and economic performance of the Foundation.

Communication with staff takes various forms including termly and weekly briefings and training, newsletters and e-mail correspondence to augment the usual cascade of information through normal management channels.

ANNUAL REPORT OF THE TRUSTEE OF THE POCKLINGTON SCHOOL FOUNDATION FOR THE YEAR ENDED 31 AUGUST 2021

THE IMPACT OF CORONAVIRUS (“COVID-19”) ON OPERATIONS

As with every school, this Academic Year has again been dominated by the impact of the COVID-19 pandemic on the delivery of the curriculum, public examinations and other activities. Throughout a year of careful re-openings and further lockdowns, bubbles and blended teaching and learning, we have maintained our delivery of education to the overall high satisfaction of parents and pupils as assessed by surveys and by the recent Independent Schools Inspectorate (“ISI”) inspection findings. The Pocklington School Foundation (“Foundation” or “Charity”) has been maintained its equilibrium and further enhanced its reputation, operating in accordance with the different Government guidelines which have evolved over the last 14 months, as have the Risk Assessments we have made. Throughout, the School has cared for the children of key workers. Additionally, some of our overseas boarders returned early to spend their two weeks of self-isolation with us in August 2020. Some were unable to return home for nearly 12 months, spending much of that time in our care.

An ad hoc COVID-19 Committee of the Board of Governors (“Board”) has overseen the innovative solutions of the Headmaster and other senior managers. The Board acknowledges the hard work of all employees throughout the period. A specific COVID-19 Risk Register was created to cover off the additional considerations necessary at this time.

The positive financial result for 2021 was achieved through a combination of: re-profiling budgets after stress testing various scenarios to produce a viable surplus; no fee increase - to help fee payers; helping parents by passing on savings to fee payers; pausing uncommitted capital projects; for those staff eligible, accessing the government furlough scheme; the provision of a special purpose fund of £150k established to cover extraordinary COVID-19 related expenses (staffing, sanitising, toilet facilities, IT, a testing centre, etc); collecting nearly all of the fees owing for the year; raising modest hardship and bursary support; awarding means-tested hardship bursaries; delivering a quality online product; taking advantage of our enhanced reputation as remote learning provision was well received, giving a recruitment bounce, (so that for the current year pupil numbers are much stronger); debtors under control; strong cash flow; repaying part of the bank loan for estate development as project spending has been paused, thereby saving loan interest. We initiated a special COVID-19 addendum to our safeguarding children policy and ended the year with healthy cash reserves. The year culminated in a successful ISI inspection in October 2021. Furthermore, we were able to undertake some overdue and important development work in the Prep School alongside the dining hall and kitchen.

Looking to 2021/22, the budget process was completed by Easter and produced a balanced budget, based on pupil projections in February and by considering longer-term re-organisation and savings, including the introduction of a new working week which will improve students' educational experience and be more attractive to the new generation of parents. The strength of the pupil roll across all areas at the beginning of September is early evidence that this may be having an effect already.

The Board is highly satisfied that the finances of the Foundation have shown the resilience required in exceptional circumstances, and with continued strong financial management and decision-making can be confident of the financial prospects of the Foundation.

ANNUAL REPORT OF THE TRUSTEE OF THE POCKLINGTON SCHOOL FOUNDATION **FOR THE YEAR ENDED 31 AUGUST 2021**

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

The object of the Charity is to advance education in particular by the provision and conduct, in or near the town of Pocklington, of a day and boarding school for boys and girls and by ancillary or incidental educational activities for the benefit of the community. The main beneficiaries are the pupils of the Pocklington School Foundation. Other beneficiaries include pupils at local state schools, who have access to facilities and our outreach programme, and young people who have regular access to our facilities through local and national clubs.

Our key aims remain those reflected in our Strategic Education Vision, namely to:

- Embed the Pocklington Values and Virtues into all that we do
- Broaden our pupils' horizons and elevate their ambitions
- Work and engage with families in educating their children
- Embrace innovation and be conscious of tradition
- Ensure our Foundation's future as a provider of excellent education

We will do this through the achievement of our stated objectives:

- Foster and deliver learning of the highest quality
- Retain and develop a first-class teaching and support staff
- Optimise our pupil recruitment
- Nurture a culture of giving back and increase accessibility to the school
- Enhance our efficiency and sustainability
- Seek national prominence for innovative practice
- Extend and deepen our links with our local, national and international community
- Develop our boarding provision in line with the highest of standards
- Use new technologies to their full potential and develop a digitally capable community
- Maintain excellence in our:
 - Pastoral care and provision for mental health and wellbeing
 - Programme of co-curricular activities

In setting these objectives, the Governors have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary guidance on advancing education and on fee-charging.

The Trustee exercises its stewardship of the permanent endowment of buildings and grounds (including the maintenance of art, artefacts and archive documents) as well as non-endowed trust funds for special purposes in connection with facilities and for scholarships, bursaries, prizes and other educational purposes.

The Foundation comprises Pocklington School, for pupils 11-18, and Pocklington Prep School for pupils 3-11. We welcome pupils of all backgrounds. For the academic year, the Foundation had an average of 703 pupils (2020: 721) of whom 190 (2020: 198) attended Pocklington Prep School and there were 69 boarders (2020: 80). The Pre-School had an average of 14 pupils (2020: 14) and 68% (2020: 81%) of the sessions were taken. Local demand remains solid but demographic trends are monitored closely, and the impact of the current economic climate remains uncertain.

ANNUAL REPORT OF THE TRUSTEE OF THE POCKLINGTON SCHOOL FOUNDATION FOR THE YEAR ENDED 31 AUGUST 2021

In setting the strategy for achieving the objectives, Governors are mindful of the need: to place the academic syllabus, teaching practices and examination results in the broader educational context including value-added analysis; to ensure the range of co-curricular activities is stimulating and challenging; to invest in infrastructure; and to continue to refine policy and practice for awarding bursaries to encourage wider access to pupils from all backgrounds. Where we can, and where it is wanted, we co-operate with several local primary and 11-16 schools. We offer an additional programme of support via Chatta, a novel learning application that has been developed to help young learners read and articulate ideas, and which is being demonstrated in several local schools.

We wish pupils to attain the highest academic achievements of which they are capable as well as to provide an extra-curricular programme which aims to develop life-long interests, helps to build self-confidence and instils a desire to contribute to the community. Every effort is made to further enhance standards, to improve facilities and to keep class sizes small. During the year the focus has switched to the delivery of our new 2020 Strategic Education Plan, although school closure due to the pandemic has created a hiatus in its full roll out: developing our curriculum, particularly at Sixth Form in response to changes at Advanced Level ("A-Level"); enhancing our pastoral provision, accounting for the evolution of the use of social media and extra-curricular provision. Parents are given regular information about their childrens' well-being and academic progress through parents evenings in addition to the traditional end-of-term and year-end reports. We maintain regular contact with parents throughout the year through formal and informal contacts, and through social media, letters, e-mails, magazines, bulletins and the website.

The Foundation is committed to safeguarding and promoting the welfare of our pupils and demands that all staff and volunteers share this commitment.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

We are extremely proud of our successful navigation and management of the past two years. The COVID-19 pandemic has brought about an unprecedented period of upheaval to all schools in the country and it has been no different at the Pocklington School Foundation.

We are particularly pleased to confirm that the ISI ("Independent Schools Inspectorate") inspection (completed October 2021) findings were highly successful. The Foundation was deemed to be fully compliant with the Independent Schools' Standards and Regulation, the National Minimum Standards for Boarding as well as the relevant requirements of the statutory framework for the Early Years Foundation Stage. Furthermore, pupils' achievement was deemed as good whilst their personal development was judged to be excellent.

The Foundation's online provision, management of the pandemic, communication with parents, support to children and families as well as staff and general approach to the last academic year has been outstanding. Evidence to support this lies in parent and pupil feedback, the increase in pupil numbers we have witnessed and the outcomes pupils achieved at the end of their General Certificate of Secondary Education ("GCSE") and A-level years.

In Michaelmas 2020, we successfully consulted widely with stakeholders on enhancing the classroom experience and gaining more teaching time resulting in the introduction of a new timetable over 5-days in September 2021; this has taken significant in-year preparation. Other highlights of the year include:

- Full online schooling (including co-curricular and pastoral opportunities)
- Launch of new bursary campaign
- A trial to prepare for our new Bring Your Own Device scheme

No external examinations took place in Summer 2021 due to the COVID-19 pandemic. Students received teacher-assessed grades, produced in line with Office of Qualifications and Examinations Regulation ("ofqual") guidance.

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GCSE Results

Year	% 9-7 grades	% 9-4 grades	% of pupils with 5 9-4 grades
2021	59.2%	97.9%	100.0%
2020	50.6%	97.6%	100.0%
2019	40.2%	92.4%	97.3%

A level and Business and Technology Education Council ("BTEC") results

Year	% A*/A grades	% A*-B grades	% A*-C grades	% A*-E grades
2021	54.5%	84.5%	96.4%	100.0%
2020	49.1%	75.0%	94.5%	100.0%
2019	32.2%	56.5%	79.2%	97.3%

Of particular note are the BTEC outcomes, in which all pupils achieve merit grades or higher, with 75% of Sport grades at Distinction ("D") or D*, and 100% of Information and Communication Technology ("ICT") grades at D or D*.

Of those students in the Universities and Colleges Admissions Service ("UCAS") system, 86% (2020: 81%) were accepted into their first-choice university and 12% (2020: 10%) into their insurance choice. The proportion of students who secured a place on an undergraduate degree course was 100% (2020: 96%). 51% (2020: 62%) of students in the UCAS system achieved places at Russell Group universities.

The Extended Project Qualification ("EPQ") continues to be a popular academic extension option at Sixth Form. In another year blighted by COVID-19, the 2020-2021 cohort have embodied the school's value of 'courage' to produce a range of fascinating projects from a short, dystopian film on the dangers of Big Data to an exploration of the various surgical interventions open to those suffering from obesity in the UK. The Higher Project Qualification ("HPQ") is in its 4th year. The project maintains very healthy numbers with the 2021 cohort achieving our strongest ever results. Both projects offer opportunities to extend the academically strong as well as providing a platform for developing independent learning.

We do not, though, assess achievement by examination results alone. Pocklington School subscribes to independently set and assessed base line tests at age 11, 14 and 16 which produces predictions of GCSE and A level results. Staff use these to assess value-added performance and to track and monitor pupil performance across each academic year.

Pupils have participated in a range of external extra-curricular competitions and events this academic year, despite the disruption caused by COVID-19 and its associated restrictions. Local trips were able to recommence, from First year pupils, who visited Pickering Castle and Rievaulx Abbey, through to Sixth Form geographers who completed data collection in the local area. Our Sixth Form symposium continued to run throughout the year, including lockdown, with speakers covering a range of topics from Project Trust Gap Years through to Dr Joanna Buckley from the Royal Society of Chemistry. In Chemistry, pupils participated in Olympiad and Analyst competitions while in English, they entered the BBC's 500 word short story competition. In Biology, pupils entered the Microbiology in Schools Advisory Committee ("MiSAC") mycological and climate change competition. Pupils also participated in the Young Enterprise programme, competing in the area final with a team producing sustainable garden furniture. Our languages department set up virtual exchanges with Alfeld, Germany, and La Salle in Zaragoza, Spain, as well as arranging for Sixth Form linguists to participate in the Anthea Pell Prize for Young Translators run by Oxford University. A number of First and Second year pupils have worked towards their Bronze and Silver Inspiring Digital Enterprise Award ("iDEA") whilst a Fifth year team participated in the Pearse Coding Challenge, placing joint 6th out of 350 teams from around the world. One pupil entered the United Kingdom Mathematics Trust ("UKMT") Maclaurin Olympiad, one of the hardest national competitions for the age group, placing in the top 100 pupils in the country and narrowly missing out on the top 50.

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We continue with the rollout of the 2020 strategic plan in the Pocklington Prep School ("Prep School"), using a version that has specific aims that fit the whole foundation objectives. We have developed the curriculum with a tailor-made programme entitled 'The Curiosity Project' which aims to foster investigation, independence, and excellence in academic provision and achievement. We have kept lines of communication with parents open, including both formal and informal feedback. Our provision is constantly evolving and evaluated and we are moving towards achieving excellence in all areas. Last academic year we identified reading as an area for improvement, believing that all children should be achieving above-average reading levels by the end of year Six. We have introduced a new reading programme to achieve this aim and, so far, it has proved successful.

Data collected, including year-on-year outcomes alongside National and Local Authority data, indicates that the provision in the Early Years Foundation Stage ("EYFS") at the Prep School continues to enable children to make excellent progress. In 2020/21, 90.9% of children in Reception achieved the Good Level of Development (a nationally recognised summative assessment measurement). Local and National data has not yet been published but has previously been significantly below this (between 71-74% of children locally and nationally, typically achieve the Good Level of Development). All pupils, including those children who have previously exceeded their Early Learning Goals, make outstanding progress in relation to their starting points as a result of the personalised learning provided, carefully planned curriculum and targeted interventions.

Broadly speaking, the academic ability of the majority of pupils within the Prep School is within the average range. Evidence shows that the longer the children are with us, the more progress they make. By year Six, value-added data demonstrates that children who have been with us for a number of years have made greater progress in relation to raw ability than those who join us later. This is very positive. All pupils leaving the Prep School at year Six gained entrance to either our senior school or the senior school of their choice. One child achieved an academic scholarship to the senior school.

The Foundation is very proud of the all-round opportunities provided for all pupils. A wide range of team and individual sport is encouraged, and it is exciting to regain the opportunity after such a prolonged period of absence due to COVID-19, to participate in external fixtures once again in rugby, hockey, and cross country.

We have several boys and girls representing the county or region at different age groups in rugby, netball, cross-country, tennis, and hockey and we hope this return to near normality will allow them all to display their extensive talents across such a wide range.

Domestic residential trips were reinstated in the summer term 2021, with successful Duke of Edinburgh ("DofE") expeditions taking place in Scotland and the Yorkshire Dales, as well as two Lower School House Camps running in Bamburgh, Northumberland. In the Michaelmas Term 2021, the Combined Cadet Force ("CCF") held successful overnight exercises in the local area and the residential Geography Field Trip was resumed. All trips met our COVID-19 protocols which included additional testing and risk assessments. Overseas trips are back on the agenda with the Sports Tour to the USA and the Namibia Expedition both scheduled to take place in July 2022. Unfortunately, the Classics Trip to Rome was postponed once again until October 2022, when we hope that travel within Europe will be more commonplace and the requirements to return to the UK from such trips will pose less of a risk to the travelling group. There have been no financial implications of this postponement.

The co-curricular life of the Prep School continues to be varied and fulfilling. Certain aspects are woven through the curriculum whereas others are promoted through lunch and after school clubs. The carefully constructed timetable allows for a wide variety of co-curricular opportunities, including Mind, Body & Soil, Forest School, art, drama, sport and craft. The lunch and after school clubs adapt to suit the needs and interests of the current cohort of pupils. The clubs are very well attended by all age groups.

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Music is central to life at the Foundation. All pupils are exposed to music through the curriculum, church services, assemblies and other whole school events. There is ample opportunity to become involved in a variety of ensembles aimed at different styles, ages and abilities. Ensembles continued throughout 2020/21 albeit in smaller bubble groups. The First Year choir is the major success story from this with a membership of 15. Concerts were released in recorded form due to audience restrictions and the inaugural Soloists' Competition took place digitally at the end of the Summer Term.

In Autumn 2021, the removal of restrictions enabled us to operate normally and the ensemble provision was refreshed to meet the current needs of the pupils. We now have the following groups rehearsing and performing: Junior Orchestra, Brass Group (new), Rock Band, Chamber Music (new), String Ensemble, Chamber Choir, Junior Choir, Musical Theatre Society and Swing Band.

At the time of writing, the first live music with an audience was performed at the Soloists' Concert in October, and the Department is gearing up for the usual Autumn Concert after half term, including the traditional songs from the entire First Year.

The curriculum has been re-written to give pupils a more robust progression to GCSE and the provision of Apple Macs has enabled composition work to flourish. We continue to host music examinations at the school for our pupils and we are happy to provide an examination centre for a handful of external pupils who are local to Pocklington.

In the Prep School, music continues to be a popular choice of activity. Many children opt to undertake individual music lessons, and extra-curricular activities are well attended. This year, the traditional 'Year 4 Scheme' was recast in a more imaginative way by providing a term of group tuition on orchestral instruments for the entire year group. This culminates in a concert at the start of December. It is hoped many of the pupils will wish to continue learning once the scheme comes to conclusion.

The co-curricular programme is back in full swing after the restrictions in place during the 2020/21 academic year. All students have been presented with the 'POCK Challenge' which encourages them to make the most of the broad range of activities on offer. The recent co-curricular survey indicated an improvement on last year in numbers committing to, and engaging with, our co-curricular activities. We are proud to have introduced a variety of more modern clubs and activities which appeal to the current generation of young people, such as Gaming, Dance and Cross Fit. These activities have been well attended, whilst maintaining a sound uptake of the more traditional clubs such as debating and chess.

We have a Self-Evaluation Policy, and a comprehensive series of evidence-gathering procedures underpin the process. The constant scrutiny of our policies and procedures by staff trained in regulatory compliance ensures that the school continues to be compliant with the current legislative and regulatory environment within which we operate.

The pastoral care of our pupils is a key focus of the Foundation. Each Pocklington School pupil has a tutor and is attached to one of the houses where the housemaster or housemistress has overall care of the well-being and academic progress of the pupil. Boarders also have a boarding houseparent who looks after them with a dedicated team of residential and non-residential staff in each of the four boarding houses. In addition to pastoral staff (tutors and house staff), pupils are further supported by the Wellbeing Service where children can access sessions with trained counsellors and/or independent clinical psychologists. Each pupil therefore has a large team of adults who are looking after them, all supported by the Head of Pupil Welfare, reflecting the importance of our pupils' welfare at Pocklington School. Personal, Social, Health and Economic education ("PSHE") has been developed in line with the Department for Education ("DfE") guidance. External speakers also visit the school to talk about a range of issues including sex and relationships, substance abuse, screen time and online safeguarding.

The Prep School's pastoral provision continues to be excellent. Form tutors form the basis of our provision, with different routes to escalate through if need be. The 'Chill and Chat Room', designed by year Five and Six children last year, continues to be a pastoral hub for all those in need. The new Library also provides a quiet space for children to go to at lunch times, if they need it.

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We have increased the quantity of Relationships and Sex Education (“RSE”) and PSHE taught across the Prep School by changing the structure of the timetable to allow more form tutor time. This is supported by our assembly structure which contains a moral, spiritual and cultural element as well as tackling pastoral issues within the Prep School as and when they arise.

Pupils have a wide range of leadership opportunities within the Prep School. This includes Heads of House, Games Captains, School Council members and Charity Reps. The pupils take a full role of appropriate decision making within the school.

There is an annual review of our Safeguarding Suite of policies by the Board. The Deputy Head (Pastoral) and the Head of Pupil Welfare present an annual report to Governors outlining any patterns of wellbeing-related concerns and an overview of challenges and initiatives. Regular review of our policies is undertaken by the pastoral team who also co-ordinate training, at least once a year, for all staff about *Keeping Children Safe in Education* as well as briefings and developments in best practice in schools and boarding. We continue to hold Prevent Education Team sessions with our local East Riding Safeguarding Children Partnership (“ERSCP”) and the Police for year Eight pupils. In early March 2020 a COVID-19 – Child Protection Policy Addendum was drawn up and circulated which was reinforced during our summer in-service training (“INSET”) by including familiarisation with the Addendum and the Remote Learning Policy. Throughout the lockdown pastoral virtual seminars were conducted by clinical psychologists and included training on supporting families and providing support over the telephone.

Over the last year, there has been a particular focus on issues concerning Equality, Diversity and Inclusion (“EDI”). We have also undertaken a process of reflection and education following the Everyone’s Invited campaign involving pupils, staff and parents. The Head of Prep School, supported by the Deputy Head (Pastoral) has begun work on a long term EDI strategy for the Foundation.

Boarding pupils have an induction programme and enjoy an ever-developing range of activities in the evenings and at weekends (note that this has required significant change and creativity during the ongoing pandemic). A new ‘enrichment programme’ is now available for those boarders who are not involved in sport on Saturdays. This includes a range of activities and opportunities for boarders of all ages. There is provision for boarders to be looked after at school during exeats and we expect to remain supportive of those unable to go home or to stay with guardians because of difficulties related to the current pandemic.

The Chaplain prepares candidates for confirmation and boarders have weekly services, in addition to the School services, in the School Chapel and at All Saints in Pocklington. The Foundation enjoys an excellent relationship with the latter which has enabled year group bubbles to continue to worship each week in the parish church on a rota basis. The Christian ethos of the school and our links with the Church of England and the local and wider community are very important to us as a Foundation.

Drama at Pocklington Foundation is taught by active practitioners and academics and remains a subject which demands and achieves high standards. Recent results have included several Level 9 grades at GCSE and several As at A Level. Studies include sound, lighting, and costume with excellent results in all. Exams are held throughout the year, meaning that approximately twenty performances would be staged each academic year and would normally be available for an audience to attend. 2020/21 presented significant challenges to the performing arts but we managed to produce a Senior School Film Production *The Green Room* which has since had over 1,700 views on YouTube. The Summer saw the staging of a Junior Drama Production *Extracts from Alice* which was filmed and shared with the community in the absence of a live audience. The November 2021 Senior Drama Production *Education, Education, Education* will benefit from the newly installed sound system in the Tom Stoppard Theatre (“TST”) and the associated radio microphones. The state-of-the-art system has transformed the capabilities of the theatre to professional level with a new mixing console, amplifier, speakers and microphones. Last summer the Drama department completed the examination of the existing London Academy of Music and Dramatic Art (“LAMDA”) candidates that were interrupted in taking their Speaking Verse & Prose or Acting last year. The Drama department is committed to making the TST a shared Foundation space and has carved out more protected time for the Prep School than ever before. The next phase of technical upgrade will be in theatre lighting technology and the ongoing switch from incandescent lanterns to LED units. The power saving will be significant but requires investment, replacing traditional 1,000W lanterns with 40W LEDs to achieve the same luminosity. A programme of

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upgrading the stage lighting infrastructure would follow the example set by commercial theatre, as the whole professional industry makes the transition to LEDs.

Our CCF has well over 100 years of history, and we are proud to be one of the biggest and most respected contingents in the North. After adapting well to the restrictions that COVID-19 threw our way, we returned to normal training energized and ready to develop our training programme even further. As the school timetable changed this year, CCF training was moved from within the school timetable and has become an after-school activity. It has also moved from being compulsory in Fourth year to being completely voluntary. However, thanks to the hard work of the Officers and two introductory off timetable days towards the end of last year for our new recruits, we have maintained numbers at over 130 across the army and RAF sections. Our Commissioned Officer team is 6 strong and we have 2 Officers in training. We held our first overnight blank firing exercise of the year at Driffield Training area in October and it was a great success. We plan for more across the year ahead. 48 Fifth and Sixth Form Cadets represented the Contingent as part of the Pocklington Town Remembrance Parade and they were a credit to themselves and their school. December will be equally busy as we look forward to welcoming Brigadier David Colthup who will carry out our Biennial Inspection. Adventurous Training, Summer Camp and the Fifth year end of year exercise are just a few of the events that we can look forward to in 2022. We are also supporting the school's outreach programme by providing shelter building, teamwork and adventure activities for a number of our local primary schools. It is a very busy time for our Combined Cadet Force.

The Community Action programme is back up and running for our Lower Sixth students. We currently have 55 students completing community action placements comprising of local primary schools, charity shops, serving hot food to the elderly at Scaife Garth and assisting Pocklington Rugby Club with their ground's maintenance. Four of our Lower Sixth students assist the Prep School staff with their Forest School provision on a Thursday afternoon. The programme has made a welcome return for both the personal development of our students as well as the organisations within the local community who benefit from our students' services.

The Prep School has been able to return to a normal run of performance opportunities this academic year. So far, 6C have presented their 'class assembly' to pupils and parents, a 'mini-music' concert and the Pre-Prep have performed their Harvest Festival. Next term there will be more class assemblies, the Pre-Prep nativity and the Prep Carol Concert. We anticipate the usual play productions for years Three to Six in the coming months.

The Foundation could not achieve its objectives without its teaching and support staff; their continued hard work, dedication and interaction with the pupils makes such a difference to the pupils' experience. This year has been more demanding than ever with our staff having to adapt to new ways of working, including remote teaching, working from home, attending work under new health & safety regimes and implementing new initiatives such as the furlough scheme and boarding quarantine. The furlough scheme brought its own challenges for those furloughed, and those still at work. This year it has been more important than ever to find ways to stay connected and keep our staff motivated. Line managers have been key in this, but so has the work undertaken by the senior management team and Human Resources in keeping the staff body updated and consulted on the many changes. Well-being has been, and remains, an issue to have at the forefront of our minds. The Pocklington School Health Committee will recommence its work shortly to look at the longer term view of how we address staff wellbeing and morale. Performance management has been delayed during this period, but is now being recommenced.

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FUTURE PLANS

As we exit the pandemic, our goal is to embed the changes we have introduced, with a particular focus on the changes to the working week. We are also focussed on increasing our diversity whilst also addressing the pastoral issues that have arisen from the “Everyone’s Invited” and “Black Lives Matter” movements. Finally, we remain eager to widen access to the Foundation through our bursary offering. These, along with other core objectives, are outlined in our Strategic Education Vision 2020-2025.

As mentioned above, from September 2021, we have introduced a new working week which is designed to maximise learning and teaching. This platform modernises our approach to the classroom and moves the school forward in the 21st century. Major elements include:

- Newly designed timetable and working week
- Roll-out of Bring Your Own Device to further year groups.
- New curriculum in both schools
- New catering provision
- New courses at Sixth Form level
- New boarding enrichment programme and boarding packages
- New pastoral tutor programme to support all pupils

DETAILS OF BURSARY AND SCHOLARSHIP AWARDS

Bursaries

This year the value of means-tested bursaries totalled £208,634 (2020: £195,085) representing 1.85% (2020: 1.82%) of gross tuition fees, including hardship support to families during the pandemic. This provided assistance to 17 (2020: 28) of our pupils including 5 pupils (2020: 4) who benefited from full remission of fees. In common with the experience in similar schools, the number of applicants continues to fall, and we are looking at how we prevent the initial steps necessary for joining the Foundation from appearing too daunting. Experience shows that once a pupil joins the school none leave before their school career is complete. The Foundation can also help pupils in receipt of 100% bursaries to meet some of the costs of educational trips, examination entrance fees and similar expenses. 24 children of servicemen and diplomats (2020: 23) received a discount on their boarding fees. The funds of the John Dolman Trust remain sufficient to fund one 100% bursary; the aim is to achieve a significant increase in bursary funding, depending on fundraising, legacies and investment performance.

Scholarships

In addition, the Foundation maintained scholarships and exhibitions to 64 pupils (2020: 69) including 11 (2020: 10) music scholarships, based on merit and potential, totalling £64,745 (2020: £70,015) and representing 0.58% (2020: 0.65%) of our gross fees, continuing the decline in non means-tested awards from 1.65% in 2011; this year-on-year reduction in the value of scholarships is helping to provide the funds for bursaries. The performance of pupils receiving scholarships is reviewed at least annually to ensure their progress is in line with their abilities. No scholarships were withdrawn in the year.

Review

The Governors review the bursary and scholarship policies regularly to ensure that able children can accept offers of places through the availability of means-tested fee assistance. The annual review informs the continued refinement of our policy and helps to achieve our ambition of even wider access.

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FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The Foundation's net incoming resources as shown in the Statement of Financial Activities were strong despite the on-going impact of the pandemic. The surplus has been achieved through rigorous planning, by maintaining revenue and through tight cost control. As a charity, the parents of our pupils have the assurance that all of our income is applied for educational purposes. We enjoy tax exemption on our educational activities (there is no VAT on fees) and on our investment income and gains, and we are also entitled to an 80% reduction on our business rates on the property we occupy. The financial benefits we receive from these tax exemptions are all applied for educational purposes. We are, though, unable to reclaim VAT input tax on our costs as we are exempt for VAT purposes. In addition to the very substantial benefits we bring to our pupils, to the local community and to society through the education we offer, our bursary programme and our community programme create a social asset without cost to local, regional or central government; although obviously somewhat constrained in recent months, we hope to recommence this outreach activity in 2021/22.

The Foundation has paused its investment in major infrastructure and development projects whilst assessing the impact of the pandemic. This will enable measured planning to take place on a five-year view. The Foundation's surplus is in line with the budget and at an acceptable level given the turmoil during the year. The consolidated financial statements include the Foundation, Pocklington School Enterprises Limited, Pocklington School International Limited (dormant) and various funds, the use of which is restricted by trusts (see note 16). Consolidated net incoming resources for the year, as set out in the Statement of Financial Activities on page 23, amounted to £157,154 (2020: £158,947 as restated), stated before gains on investments of £100,603 (2020: £56,742 loss) and after donations of £59,577 (2020: £76,180).

Gross fee income for the year increased to £11,249,880 (2020: £10,669,025) after gross fee income for 2020 was deliberately reduced to assist parents during the lockdown. Pocklington School Enterprises Limited, the trading subsidiary, continues to hire out the Foundation's facilities and has contributed £20,980 (2020: £30,585) to the operating surplus. Group total funds increased by £257,757 (2020: £102,205 as restated) for the year. Cash generation from operating activities increased by £1,102,580 (2020: £42,273 reduction) including donations. Capital expenditure amounted to £486,515 (2020: £327,668).

Free Reserves

At 31 August 2021, the total reserves of the Foundation amounted to £13,744,156 (2020: £13,486,399 as restated). Reserves comprise designated funds (fixed assets and associated bank borrowing) amounting to £12,544,493 (2020: £10,272,868); restricted funds (comprising donations for specific purposes, which are held within the cash balances of the Foundation and includes endowments) amounting to £855,341 (2020: £2,431,052); free reserves in other unrestricted funds of £334,153 (2020: £768,863 as restated). The Foundation continues to be dependent on annual cash generation to fund operating activities and loan repayments.

Governors believe that funding in place is sufficient for current purposes and to support the priorities of the Strategic Plan. The aim is to provide an excellent environment for pupils by improving facilities as funds allow, and this has not changed. The maintenance of existing buildings is funded from income and significant capital projects will continue to be funded through a mixture of fundraising, bank loans and income. The Governors' policy remains that of maintaining sufficient annual cash surpluses to meet operating and investment needs, in order for the Charity to meet its stated objectives. Governors continue to review the financial position of the Foundation in the light of the present economic uncertainties, and the budget process for the next 2-3 years will continue to be the central measure to control costs and to produce a viable surplus. At 31 August 2020 the Foundation had significant cash reserves, as such the Governors decided to pay down the loan in full and entered into a new loan of £1,000,000 to ensure sufficient funds were available to continue the Estate Development Plan.

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Reserves and Financial Health

The Governors regularly review the finances, budgets and performance against budget, together with cash flow analysis, as part of effective stewardship of the Foundation. The Governors have invested substantial sums in new buildings in recent years and have a continuing programme of refurbishment, development and investment to improve further the teaching facilities for our pupils. In the current circumstances, the Governors consider that, on the strength of the Foundation's trading result last year, the repayment of the loan in the year, the pause in capital investment and the three-year view they are now taking, the reserves are appropriate to the needs of the Foundation.

Remuneration Policy

Pay scales, allowances and terms and conditions of service are reviewed periodically and set by the Board. Responsibilities, pay and working hours have been compared to benchmarks in recent years alongside staff surveys which have also been considered. Terms and conditions have been reviewed and all employment policies updated. All staff are paid more than the National Living Wage and have a comprehensive range of benefits including access to a counselling service.

The Foundation aims to recruit, subject to experience, at the lower to medium point within any band to allow subsequent reward for the additional contribution which often depends on greater experience. Management and pastoral leadership roles are recognised. Except for two senior managers, setting an individual's pay is delegated to the Headmaster. The pay of staff is reviewed annually. The rewards of senior managers are benchmarked annually and set by the Board.

Trustees give of their time freely and no trustee remuneration was paid in year. Details of trustee expenses and related party transactions are at Note 24.

Grant Making Policy

Awards, scholarships, exhibitions, bursaries, grants and prizes made to pupils from restricted and unrestricted funds amounted to £740,571 (2020: £688,846). The Governors' policy and report is shown in the separate panel.

Fundraising

The Development Office has enhanced the ability of the Foundation to attract donations to the John Dolman Trust without having to resort to specialist external consultants and we do not use professional fundraisers to solicit gifts. We publicly launched an appeal for the bursary fund in March 2021 and have two vehicles to assist – the John Dolman Society for all donors and the 1514 Club for testators. Costs were £47,241 (2020: £54,632), being 79.3% (2020: 71.7%) of the £59,577 (2020: £76,180) raised; most of the donations received are the sums covenanted for the Art and Design campaign but the costs relate to the office and the new campaign. We usually hold a range of events to help those previously connected with the Foundation and recent donors remain as closely engaged as possible with the Foundation's charitable priorities, supplemented by bulletins and updates. Most gifts are solicited and agreed through one-to-one meetings or exchanges with members of staff, or through telephone calls made by staff or supporters. The Foundation is voluntarily subject to the Fundraising Regulator and subscribes to the Code of Fundraising Practice; it is unaware of any occasion in the reporting period upon which it has failed to comply with the Code. The Foundation has never received any complaints about its fundraising activities. Great care is taken in dealing with individuals evidencing any sort of vulnerability. No subsequent attempt to persuade is ever made following a negative response to a specific fundraising overture, and the person approached is always assured that he or she remain a valued member of our community irrespective of the response. Some electronic communications include information on how donations may be made but most are not marketing or 'solicitation' communications as they serve to inform the wider community about developments at their School. The Foundation records and assiduously adheres to both opt-in preferences concerning how people wish or do not wish to be contacted about fundraising, and communication preferences concerning e-mails, mail and telephone calls.

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Investment Policy and Objectives

The Governors are required to invest free monies in accordance with the standard investment criteria of the Trustee Act 2000. They are obliged to take especial regard of the suitability to the Foundation of any proposed investment whilst still providing a prudent spread of risk through diversity.

All free monies are invested for a reasonable overall rate of return in income and on capital. Governors have a moderate risk investment strategy and wish to generate income whilst preserving the real capital value of investments in line with a target return of 5% per annum on an anticipated long-term view of more than 10 years; this measurement will take account of growth and income. Having weighed advice from the Foundations investment advisors, Brewin Dolphin Limited, Governors use Brewin Dolphin Limited's discretionary service with set parameters 'Cautious with Risk – Income Return' to achieve these aims. When not offset against any borrowed funds, short-term monies, including fees in advance, are placed on Treasury Reserve at the beginning of each term.

Restricted funds not eligible for the investment strategy, noted above, and the cash reserves of the smaller subsidiary funds are deposited with the Foundation's unrestricted funds. All receive an agreed internal rate of interest on capital, usually base rate plus 1.5% (reviewed 2018).

The bursary funds of the John Dolman Trust ("Trust") are invested on the same basis as those of the Foundation. Funds held by the Trust for specific building projects are, by their very nature, relatively short term, and therefore invested to generate income and to preserve the capital. The trust deed allows the funds of the Trust to be applied to the benefit of the Foundation; so any short-term cash holdings may be used to offset any borrowing of the Foundation in return for an agreed rate of interest, usually base rate plus 1.5% (reviewed 2018) but without the capital leaving the Trust.

Investment decisions are reviewed regularly by the Finance Committee. At the end of the financial year, the Foundation's long-term investments had increased to £585,328 (2020: £479,256); £18,000 (2020: £18,000) was drawn to fund bursary support. Yield was 3.27% (2020: 3.7%). A further £7,618 (2020: £17,687) is held in cash within the portfolio, pending investment.

Group Structure and Relationships

The Charity has two wholly-owned non-charitable subsidiaries: Pocklington School Enterprises Limited, which performs trading functions such as lettings, oversight of the school shop and capital building works and Pocklington School International Limited, which was created in 2018, but has yet to trade. Pocklington School Enterprises Limited has paid a covenant of £20,980 (2020: £30,585) to the Charity in the year.

The Foundation actively supports the promotion of the highest standards in the Independent Schools sector. The Foundation participates in the spread of best practice through membership of the professional bodies engaged with the sector. We also co-operate with other local and national charities and organisations to widen access to the schooling we provide, to optimise the use of our sporting and cultural facilities and to ensure our pupils are aware of the social context of the all-round education they receive.

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Risk Management

The Governors are responsible for the management of the risks faced by the Foundation. The risks facing the Foundation are identified, categorised, assigned and systematically assessed, and recorded in the Risk Register. Mitigation is put in place throughout the year. Detailed considerations of risk have been delegated to the appropriate committee, assisted by the Foundation Planning Group. After a coherence check by the Nominations and Governance Committee, risk is reviewed by the whole Board each Michaelmas Term. The key controls used include:

- Formal agendas and minutes for all Committee and Board activity
- Detailed terms of reference for all Committees
- Comprehensive planning, budgeting and management accounting
- Established organisational structure and lines of reporting
- Formal written policies
- Clear authorisation and approval levels
- Vetting procedures as required by law for the safeguarding of children

During the pandemic, an additional specific COVID-19 Risk Register was created to help manage the risks posed. Through the risk management processes established by the Foundation, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary and where possible. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed. The Internal Financial Controls used by the Charity have been reviewed. The Trustee is permitted by its Articles of Association to maintain Governor and officer liability insurance. The major risks relate to the linked issues of future pupil numbers and charitable status.

Finances. The future of the Foundation is reliant on pupil numbers and income so the schools can function. Affordability and economic uncertainty affect recruitment. Mitigation is provided through active marketing, our reputation, demonstrating value for money, cash flow management, budget setting and in-year adjustment, contingencies, reserves, fundraising, prudent investment and borrowing decisions and access to short-term banking facilities.

Safeguarding and Reputation. Our success is secured by our reputation for an all-round education and excellent pastoral care. This is protected by our suite of safeguarding policies, investment in pastoral staff, safe recruitment procedures, academic rigour and enhancement, and active Health and Safety management and scrutiny (where much risk is attached, within sport and educational visits).

Academic Performance. The reaction we make to the changes in the A Level environment and how we develop our curriculum to attract the parents of younger children will be key to our continued success.

Political Context. The current uncertain political and economic climate, as well as the potential imposition of VAT on fees, the removal of mandatory business rates relief and the taxation of annual surpluses as well as the implications of further increases to the employer contribution to the Teachers' Pension Scheme are all threats that the Board is considering.

Serious Incidents. There were no serious incidents during the reporting period that should have been reported to the Charity Commission by the Trustee but were not.

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FOR THE YEAR ENDED 31 AUGUST 2021

ACCOUNTING AND REPORTING RESPONSIBILITIES

The Charities Act 2011 requires the Trustee to prepare accounts for each financial year which give a true and fair view of its financial activities during the year and of its financial position at the end of the year.

In preparing the accounts the Trustee follows best practice to:

- select suitable accounting policies and apply them consistently,
- make judgements and estimates that are reasonable and prudent,
- follow applicable accounting standards and the Charities SORP disclosing and explaining any departures in the accounts, and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Foundation will continue in operation.

The Trustee is responsible for keeping accounting records which are such as to disclose, with reasonable accuracy, the financial position of the Foundation at any time and to ensure that the accounts comply with charity law. The Trustee is also responsible for safeguarding the Foundation's assets and ensuring their proper application in accordance with charity law and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

Insofar as each of the Governors is aware at the time of the Board meeting when approval is given, there is no relevant information needed by the Foundation's auditor of which the auditor is unaware. Each Governor has taken all steps that he or she should have taken as a member of the Board of Governors to become acquainted with any relevant audit information and to establish that the auditor is aware.

Approved by the Trustee on 3 December 2021
and signed on its behalf by:



T A Stephenson
Chairman



L E Masheder
Governor

PUBLIC BENEFIT AND OUTREACH

State school partnerships and support

We support the development of pupils from local state primary and secondary schools in a variety of contexts.

Academic links

- Our Schools Outreach Programme aims to work with schools to help provide new opportunities and experiences for their pupils, to share best practice, to offer access to equipment/facilities and to help 'plug the gaps' in expertise. We have run activities including:
 - an annual Primary Schools Team Maths Challenge for up to 12 schools
 - a Strength and Conditioning Masterclass which was attended by pupils from 5 primary schools
 - a Science competition featuring STEM activities requiring teamwork and scientific know-how
 - DT workshops where pupils were shown how to make a moving vehicle
 - advice on curriculum structure and academic administration, plus attendance at a STEM fair
- We host and are the development partner of Chatta, an award-winning app which is making a significant impact on the communication skills of early years learners. In a new partnership with education charity SHINE, Hull City Council, Chatta Learning and a group of 12 local state schools, we hosted teachers and teaching assistants from the schools to launch the new initiative which will benefit early learners in their care.
- We hosted a Mock MMI interviews event for medicine and veterinary applicants, and attended mock GCSE results/post 16 choices events at a local secondary school
- Local secondary schools were invited to a range of symposiums on topics including 'Characteristics of Psychopaths'
- We shared a number of electronic resources with local primary and secondary schools during lockdown including Sixth Form transition materials, a 'curious questions' challenge and project learning resources for pupils across EYFS, Key Stages 1 and 2
- several members of staff are governors in maintained sector schools and sit on educational bodies such as ERS CP Education Liaison Group

Pastoral links

- We have been working with the Springboard Bursary Foundation to provide fully supported boarding places for students from September 2018.
- We actively promote Sixth Form fee assistance scheme, which pays up to 100% of the fees of students who would otherwise not be able to afford to attend. This scheme brings into the School students from a range of backgrounds, widening access to our school.

Extra-curricular links

- We hosted u13 and u15 rugby fixtures for a local secondary school and facilitated and hosted u9 and u11 football tournaments for eight local primary schools.
- We hosted the ESAA Cross Country Cup, welcoming 229 students from 12 schools to our grounds

Both the Schools Outreach Programme and our work with Chatta have contributed to us being shortlisted for the Educate North Community Engagement Award for Schools 2020.

Community Service

We are actively engaged in charitable work in the local and wider community in a variety of ways:

- On Thursday afternoons our sixth form students are involved in charity shops and taking a school lunch to elderly people in the local Community Centre. We also visit local care, children and MENCAP homes, visiting the elderly at home and reading poetry and tend war graves in the local cemetery.
- Sixth Form students worked with local group 'Greener Pocklington' to plant trees and build bird and bat boxes to distribute in the local area
- The school is an active fundraiser for local and international charities, which include church collections, cake sales for Macmillan Cancer Support and our annual Samaritans Christmas Present appeal. These run alongside the main charities the senior and prep school support each year that are chosen by the students and Charity Teams. These alter every year and have included a range of local, international, national and environmental charities.
- We performed a public lunchtime concert at Beverley Minster, plus recorded and made available a VE Day concert and a summer concert during lockdown. Our Director of Music played the organ for All Saints Market Weighton in their first public service after lockdown.
- Several coaches volunteer with Yorkshire Academy Rugby Coaching Programme and are closely involved with Pocklington Rugby Club
- Staff have assisted with Covid 19 community groups and fundraising activities and a team of staff volunteered to produce and deliver PPE to local clinical and care home settings
- Our Prep Schools Year Two children took part in a 'Litter Pick' at a local park

PUBLIC BENEFIT AND OUTREACH (continued)

Wider Community Initiatives

Pocklington School provides support to a wide range of groups in our local community.

- We operate a CCF in partnership with the MOD. The Pocklington School CCF buildings and equipment are shared with Pocklington town ACF. Additionally, we help the Pocklington town ACF by offering equipment, resources, expertise and the use of our grounds. We participate in the town's remembrance parade.
- Our Pre-Prep established a Parent and Toddler Group which is open to the local community, occurs on a weekly basis and is free of charge.
- We host courses, clubs and events that are open to the wider community including lifeguarding courses, public lectures, trampolining and Tai Chi. Many of our school productions and events are open to the wider community.
- We provided access to our archive and provided artefacts and display items for a local history society exhibition. We also have a staff member on the Pocklington and Wolds Gateway Partnership and the Pocklington Heritage Partnership.

Community Access

- We offer our facilities for wider community use to a variety of groups including local schools, local and national clubs (music, drama, historical, sports and youth groups), charities and church groups and make our water facilities available to the Town Council for events on West Green. We offer our facilities as a Council Emergency Evacuation Centre and to provide helicopter access during emergencies. We have offered tours of the School to local history groups, including York Civic Trust. 36 external students were due to use our facilities to sit 118 papers for public exams.

BURSARY POLICY

Widening Access

The Foundation seeks to benefit the public through the pursuit of its objects. Fees are set at a level to ensure the financial viability of the charity and at a level that supports the provision of a first-class education whilst acknowledging that the East Riding of Yorkshire is not the wealthiest area in the country, and that our rural location can also entail considerable travel expense.

Our schools welcome pupils from all backgrounds. We need to be satisfied that we will be able to educate and develop prospective pupils to the best of their potential; entrance interviews and assessments are undertaken to ensure that potential pupils can cope with the pace of learning and benefit from the education we provide. An individual's economic status does not form part of our assessment processes. We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination; we make reasonable adjustments to meet the needs of staff, parents or pupils who are or become disabled.

Our bursary scheme is important in helping to ensure children from families who would otherwise not be able to afford the fees can access the education we offer. Our bursary awards are available to all who meet our general entry requirements and are made solely on the basis of parental means or to relieve hardship where a pupil's education and future prospects would otherwise be at risk. In assessing means we take a number of factors into consideration including family income, investments, property and savings and family circumstances. Currently we are making a determined drive to encourage access to our Sixth Form and our efforts and funding are directed accordingly. However, we do not have a large endowment and in funding our awards we have to be mindful that we must ensure a balance between fee-paying parents, many of whom make considerable personal sacrifices to fund their child's education, and those benefiting from the awards. Currently, only after Sixth Form Bursaries have been awarded do we consider other applications from these limited funds.

The bursary awards cover up to 100% of the fees. We also supplement 100% bursary awards to pay for co-curricular activities and educational school trips. Information about fee assistance is provided to all applicants. We also advertise the awards in the local press and through local businesses, libraries and our website.

Promoting High Academic Standards

The purpose of our scholarship awards is to recognise high academic potential or the ability to excel in our co-curricular activities. Our scholarships are awarded on the basis of the individual's academic potential or evidence of exceptional abilities which will contribute to our co-curricular activities.

Newer scholarships and exhibitions are now rewarded with a 10% and 5% reduction in fees; previously fixed remission of £1,000 and £500 was awarded respectively thus maintaining our competitiveness and our ability to support means-tested bursaries. Where further assistance is required, scholarship awards may themselves be supplemented by a means-tested bursary. We advertise the availability of scholarships and exhibitions in all our marketing material in a similar manner to bursaries.

Sibling and Forces Discounts

To underline the value we place on continuity for, and equality within, families, we offer discounts where parents have more than two children within the Foundation. We also encourage the continuity of education for the children of servicemen, many of them non-commissioned officers, which assists in maintaining a thriving boarding community and its positive enhancement to our ethos.

Assistance for our staff

As part of our emphasis on attracting and retaining high calibre staff, we offer a discount scheme when staff members choose to educate their children at our schools, from Pre-Prep to A Levels.

HPH**Chartered Accountants**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
THE POCKLINGTON SCHOOL FOUNDATION**

Opinion

We have audited the financial statements of The Pocklington School Foundation ('the charity') and its subsidiaries ('the group') for the year ended 31 August 2021 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Parent Charity Balance Sheets, the Consolidated Cash Flow Statement and notes to the financial statements, including 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's and the parent charity's affairs as at 31 August 2021 and of the group's/its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's or the group'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 trustee is responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's 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.

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.

HPH

Chartered Accountants

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE POCKLINGTON SCHOOL FOUNDATION

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 requires 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
- sufficient and proper accounting records have not been kept by the parent charity; 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 trustees' responsibilities statement set out on page 18 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustee is responsible for assessing the group 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

HPH**Chartered Accountants****INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
THE POCKLINGTON SCHOOL FOUNDATION****Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011 together with the Charities SORP (FRS102) 2019. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity and the group for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent Schools Standards) Regulations 2014, Food Hygiene regulations, Health and Safety legislation, Employment legislation, Charity Commission regulations and General Data Protection Regulation (GDPR).

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the recognition of income and the override of controls by management. Our audit procedures to respond to these risks included sample testing on the posting of journals and reconciliation of income by proof in total. Reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

HPH

Chartered Accountants

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
THE POCKLINGTON SCHOOL FOUNDATION**

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 charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

HPH

.....

HPH
Statutory Auditor

54 Bootham
York
YO30 7XZ

3 December 2021

HPH is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THE POCKLINGTON SCHOOL FOUNDATION
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	Unrestricted Funds £	Restricted & Endowed Funds £	Total 2021 £	Total 2020 (as restated) £
Income and endowments from:					
Charitable activities					
School fees receivable	2	10,567,809	-	10,567,809	10,024,958
Ancillary trading income	3	36,811	-	36,811	31,072
Government grant income - CJRS		195,220	-	195,220	578,566
Other trading activities					
Non-ancillary trading income	23	41,996	-	41,996	38,838
Investments					
Investment income	6	338	24,480	24,818	33,640
Voluntary sources					
Donations and legacies		221	59,356	59,577	76,180
Total		10,842,395	83,836	10,926,231	10,783,254
Expenditure on:					
Raising funds					
Non-ancillary trading	23	18,446	-	18,446	6,151
Other income-generating activities		50,584	-	50,584	54,632
Financing costs		57,464	5,282	62,746	91,471
Total deductible costs		126,494	5,282	131,776	152,254
Charitable Activities					
Education and grant making		10,632,663	4,638	10,637,301	10,472,053
Total	4	10,759,157	9,920	10,769,077	10,624,307
Net income and net movement in funds before gains/(losses) on investments					
		83,238	73,916	157,154	158,947
Net gains/(losses) on investments	6	-	100,603	100,603	(56,742)
Net income		83,238	174,519	257,757	102,205
Transfers between funds	16, 17, 18	1,753,677	(1,753,677)	-	-
Net movement in funds		1,836,915	(1,579,158)	257,757	102,205
Reconciliation of funds:					
Total funds brought forward	25	11,041,731	2,444,668	13,486,399	13,384,194
Total funds carried forward		12,878,646	865,510	13,744,156	13,486,399

The notes on pages 29 to 46 form part of these financial statements

All income and expenditure in the year derives from continuing operations

A comparative statement of financial activities is shown at note 25 to these financial statements

THE POCKLINGTON SCHOOL FOUNDATION
BALANCE SHEETS
AS AT 31 AUGUST 2021

	Note	Consolidated 2021 £	2020 (as restated) £	Foundation only 2021 £	2020 (as restated) £
FIXED ASSETS					
Tangible fixed assets	5	13,616,160	13,577,849	13,703,160	13,664,849
Investments	6	585,328	479,256	-	-
		14,201,488	14,057,105	13,703,160	13,664,849
CURRENT ASSETS					
Stocks	7	10,301	1,595	10,301	1,595
Debtors	8	546,682	562,045	1,315,543	570,158
Cash at bank and in hand		3,374,706	5,061,726	2,371,011	3,117,823
		3,931,689	5,625,366	3,696,855	3,689,576
CREDITORS: amounts falling due within one year	9	(2,935,258)	(2,536,633)	(2,951,369)	(2,609,269)
		(2,935,258)	(2,536,633)	(2,951,369)	(2,609,269)
NET CURRENT ASSETS		996,431	3,088,733	745,486	1,080,307
TOTAL ASSETS LESS CURRENT LIABILITIES		15,197,919	17,145,838	14,448,646	14,745,156
CREDITORS: amounts falling due after more than one year	10	(1,422,159)	(3,624,562)	(1,422,159)	(3,624,562)
Provisions for liabilities	12	(31,604)	(34,877)	(31,604)	(34,877)
TOTAL NET ASSETS		13,744,156	13,486,399	12,994,883	11,085,717
REPRESENTED BY					
Unrestricted funds	18	12,878,646	11,041,731	12,858,277	10,946,396
Restricted funds	16	855,341	2,431,052	126,437	125,705
Endowed funds	17	10,169	13,616	10,169	13,616
		13,744,156	13,486,399	12,994,883	11,085,717

The notes on pages 29 to 46 form part of these financial statements

Approved by the Governors on 3 December 2021
and signed on their behalf by:


.....
T A Stephenson
Chairman


.....
L E Masheder
Governor

THE POCKLINGTON SCHOOL FOUNDATION
CONSOLIDATED CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £	2020 (as restated) £
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	15	1,063,517	(39,063)
Cash flows from investing activities:			
Dividends, interest and rents from investments		24,818	33,640
Purchase of property, plant and equipment		(486,515)	(332,888)
Proceeds from sale of property, plant and equipment		6,350	150
Proceeds from sales of investments		53,994	21,500
Purchase of investments		(59,463)	(15,988)
Net cash used in investing activities		(460,816)	(293,586)
Cash flows from financing activities:			
Finance costs paid		(74,975)	(97,741)
Repayments of borrowing		(3,233,314)	(200,001)
Cash inflows from new borrowing		1,021,875	-
Pension deficit payments		(3,307)	(3,210)
Net cash used in financing activities		(2,289,721)	(300,952)
Change in cash and cash equivalents in the reporting period		(1,687,020)	(633,601)
Cash and cash equivalents at the beginning of the reporting period		5,061,726	5,695,327
Cash and cash equivalents at the end of the reporting period		3,374,706	5,061,726

Charity law requires separate administration of the cashflows of endowed and other restricted funds of the charity. This constraint has not adversely affected group cashflows as stated above.

The notes on pages 29 to 46 form part of these financial statements

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1 ACCOUNTING POLICIES

Legal entity

The Pocklington School Foundation is regulated by the Charities Commission (529834). The registered address and principal place of business is Pocklington School, West Green, Pocklington, York, YO42 2NJ.

The School constitutes a public benefit entity as defined by FRS 102.

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

Basis of preparation

The financial statements have been prepared in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Accounting Practice.

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

The accounts are presented in UK Sterling pounds (£).

Basis of consolidation

The consolidated accounts include the results of The Pocklington School Foundation, Pocklington School Enterprises Limited, Pocklington School International Limited and the John Dolman Trust (formerly the Pocklington School Development Trust) managed by the Trustee, which are consolidated on a line by line basis. In accordance with the Charities SORP(FRS102), no separate Statement of Financial Activities (SOFA) has been presented for the Charity alone.

Going concern

As described in the Annual Report of the Trustee, special consideration has been given to the COVID-19 pandemic. The Governors have prepared financial projections, taking into consideration the current economic climate and its potential impact on the sources of income and planned expenditure. They have a reasonable expectation that adequate financial resources are available to enable the School to continue in operational existence for the foreseeable future, and have adequate contingency plans in the event that income streams are reduced. Consequently the financial statements have been prepared on the basis that the School is a going concern.

Fees and other income

Fees receivable, charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the Charity, but include contributions received from restricted funds for scholarships, bursaries and other grants. Fees received in advance of education to be provided in future years under an advance fee payment scheme are held as interest-bearing liabilities until either taken to income in the term when used or else refunded.

Donations

Donations receivable for the general purpose of the Charity are credited to unrestricted funds. Donations for purposes restricted by the wishes of the donor are taken to restricted funds where these wishes are legally binding on the School Governors, except that any amounts required to be retained as capital in accordance with the donor's wishes are accounted for instead as endowments - permanent or expendable according to the nature of the restriction. Income from legacies is accounted for on an accruals basis where amounts and timing of the receipt can be accurately ascertained.

Government grants

The government has made the Coronavirus Job Retention Scheme available to the charity which has been recognised as income using the accrual model.

Grant income is recognised when the conditions for receipt have been met and there is reasonable assurance that the grant will be received. It is then recognised in income on a systematic basis over the periods in which the entity recognises the related costs for which the grant is intended to compensate, except where the grant is compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the entity with no future related costs in which case it is recognised as income in the period in which it becomes receivable.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1 ACCOUNTING POLICIES (continued)

Expenditure

Expenditure is accounted for on an accruals basis. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year, either by reference to staff time or space occupied, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the Charity, including strategic planning for its future development, also external audit, any legal advice for the Trustee, and all the costs of complying with constitutional and statutory requirements, such as the costs of board meeting and preparing statutory accounts and satisfying public accountability.

Tangible fixed assets

Tangible fixed assets are depreciated over their expected useful lives at the following annual rates:

Buildings	over 50 years
Infrastructure investments and Re-locatable buildings	10% per annum straight line
Furniture, fixtures and fittings	20% per annum straight line
Motor vehicles	25% per annum reducing balance
Computer equipment	20% per annum straight line

Freehold land and assets under construction are held at cost and not depreciated.

Fixed asset investments

Quoted investments are included at market value on the balance sheet date. Unquoted investments are stated at cost less any permanent diminution in the value. Any gain or loss on revaluation is taken to the SOFA.

Stocks

Stocks are stated at the lower of cost and net realisable value.

Debtors

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

Cash at bank and in hand

Cash at bank and cash in hand includes cash and any short term deposit accounts with a maturity of three months or less from the date of opening.

Creditors and provisions

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

Where the School has received tuition fees in advance the amount is treated as deferred income until the pupil joins the School whereupon the fees for each school term are charged against the remaining balance and taken into income. Any shortfall is treated as a deduction from school fee income and any excess accrued is treated as additional school income.

The Charity has agreed to a deficit funding arrangement in respect of the ISPS pension scheme resulting in additional charges that are intended to equalise the pension scheme deficit, in relation to past services, by 2029. A liability for this obligation has been recognised in long term liabilities. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in note 12. The unwinding of the discount rate is recognised as a finance cost.

Financial instruments

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

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1 ACCOUNTING POLICIES (continued)

Funds Structure

Funds comprise unrestricted funds which have not been designated for other purposes, and are available for use at the discretion of the Governors in furtherance of the general objectives of the Charity; designated funds being funds designated as representing the written down value of fixed assets of the Foundation net of associated borrowing; and restricted funds the use of which by the Governors is restricted in some way, usually by wishes of the donor. Restricted funds include endowed funds, which comprise donations required to be retained as capital.

Pensions

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

All support staff may join a defined contribution scheme to which the School contributes.

	2021 £	2020 £
2 CHARITABLE ACTIVITIES - FEES RECEIVABLE		
The fee income comprised:		
Gross fees	11,249,880	10,669,025
Casual boarding fees	58,500	44,779
Less: Total bursaries, grants and allowances	(740,571)	(688,846)
	10,567,809	10,024,958

The above educational awards were made to 177 individuals (2020: 159).

3 CHARITABLE ACTIVITIES - OTHER INCOME

Other educational charitable activities

Registration fees	16,180	15,972
Sub-letting	20,631	15,100
	36,811	31,072

4 ANALYSIS OF EXPENDITURE

Total expenditure includes:

Auditor's remuneration:

for audit services	8,782	8,568
for other services	5,996	7,070

STAFF COSTS AND NUMBERS

Wages and salaries	6,568,902	6,553,160
Social security costs	599,441	598,841
Pension costs	1,039,629	1,038,236
	8,207,972	8,190,237

The key management personnel of the School comprise the Trustee (a corporate trustee of which the School governors are directors) and the Foundation Planning Group. The total employee benefits of the individuals who comprise the key management personnel were £766,535 (2020: £776,850).

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

4 ANALYSIS OF EXPENDITURE (continued)**2021****2020****Employees earning over £60,000 per annum**

£100,000 - £110,000

1**1**

£90,000 - £100,000

1**-**

£80,000 - £90,000

-**2**

£70,000 - £80,000

-**-**

£60,000 - £70,000

4**5**

The above employees have retirement benefits accruing under a defined benefit scheme.

The average monthly head count was 257 staff (2020: 263) and the average monthly number of full-time equivalent employees during the year were as follows:

Teaching

88**90**

Academic support

13**14**

Admin and clerical

23**23**

Premises

31**36**

Welfare

35**34****190****197**

	Staff costs	Other	Depreciation	Total 2021	Total 2020 (as restated)
	£	£	£	£	£
Cost of raising funds:					
Financing costs	-	62,746	-	62,746	91,471
Fund-raising for voluntary income	50,584	-	-	50,584	54,632
	50,584	62,746	-	113,330	146,103
Trading costs of the subsidiary	2,276	16,170	-	18,446	6,151
Total cost of raising funds	52,860	78,916	-	131,776	152,254
Charitable expenditure					
<i>Education and grant making</i>					
Teaching	5,676,016	198,837	18,083	5,892,936	6,028,227
Welfare	820,896	297,501	-	1,118,397	1,127,059
Premises	865,294	906,128	417,617	2,189,039	2,063,809
Support costs of schooling	792,906	625,808	-	1,418,714	1,229,360
Governance costs	-	18,215	-	18,215	23,598
Total charitable expenditure	8,155,112	2,046,489	435,700	10,637,301	10,472,053
Total expended - Group	8,207,972	2,125,405	435,700	10,769,077	10,624,307
Total expended - Charity	8,205,696	2,109,235	435,700	10,750,631	10,618,156

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

5 TANGIBLE FIXED ASSETS

	<i>Freehold Land and Buildings £</i>	<i>Furniture, Fixtures & Vehicles £</i>	<i>Total £</i>
Consolidated			
Cost:			
At 1 September 2020	18,249,551	761,963	19,011,514
Additions	346,259	140,256	486,515
Disposals	-	(55,290)	(55,290)
At 31 August 2021	<u>18,595,810</u>	<u>846,929</u>	<u>19,442,739</u>
Depreciation:			
At 1 September 2020	4,752,339	681,326	5,433,665
Disposals	-	(42,786)	(42,786)
Charge for the year	409,842	25,858	435,700
At 31 August 2021	<u>5,162,181</u>	<u>664,398</u>	<u>5,826,579</u>
Net book values:			
31 August 2021	<u>13,433,629</u>	<u>182,531</u>	<u>13,616,160</u>
31 August 2020	<u>13,497,212</u>	<u>80,637</u>	<u>13,577,849</u>
Foundation			
Cost:			
At 1 September 2020	18,336,551	761,963	19,098,514
Additions	346,259	140,256	486,515
Disposals	-	(55,290)	(55,290)
At 31 August 2021	<u>18,682,810</u>	<u>846,929</u>	<u>19,529,739</u>
Depreciation:			
At 1 September 2020	4,752,339	681,326	5,433,665
Disposals	-	(42,786)	(42,786)
Charge for the year	409,842	25,858	435,700
At 31 August 2021	<u>5,162,181</u>	<u>664,398</u>	<u>5,826,579</u>
Net book values:			
31 August 2021	<u>13,520,629</u>	<u>182,531</u>	<u>13,703,160</u>
31 August 2020	<u>13,584,212</u>	<u>80,637</u>	<u>13,664,849</u>

The net carrying amount of Furniture, Fixtures & Vehicles includes £34,100 (2020: £nil) in respect of assets held under hire purchase contracts.

Freehold land and buildings are carried at cost. The fair value as at 31 August 2021 was estimated at £60,756,600 which is based upon the replacement cost for insurance purposes of the properties concerned. All fixed assets are held for own use on direct charitable activities.

There is a difference of £87,000 between the consolidated and foundation land and buildings cost figure. This is as a result of the removal of the commission element of costs recharged by Pocklington School Enterprises Limited, in respect of a building project, on consolidation.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

6 FIXED ASSET INVESTMENTS

	Consolidated		Foundation	
	2021	2020	2021	2020
	£	£	£	£
Quoted investments (all United Kingdom)				
Market value at beginning of the year	479,256	541,510	-	-
Additions	59,463	15,988	-	-
Disposals	(53,994)	(21,500)	-	-
Net gains/(losses)	100,603	(56,742)	-	-
Market value at end of year	<u>585,328</u>	<u>479,256</u>	<u>-</u>	<u>-</u>
Historical cost at end of year	<u>453,116</u>	<u>486,320</u>	<u>-</u>	<u>-</u>

The Foundation owns 100 ordinary £1 shares in Pocklington School Enterprises Limited and 1 ordinary share of £1 in Pocklington School International Limited, companies incorporated in the United Kingdom.

Investment income analysed as follows:

Fixed asset investments	22,833	23,453	-	-
Cash at bank and pension scheme	1,985	10,187	338	8,589
	<u>24,818</u>	<u>33,640</u>	<u>338</u>	<u>8,589</u>

Investment income of £338 relates to unrestricted funds and £24,480 to restricted and endowed funds.

7 STOCKS

Raw materials and consumables	<u>10,301</u>	<u>1,595</u>	<u>10,301</u>	<u>1,595</u>
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8 DEBTORS

Fees receivable	234,518	125,642	234,518	125,642
Trade debtors	11,883	24,574	-	-
Amounts due from subsidiary	-	16,733	58,516	49,420
Loan to John Dolman Trust	-	-	722,228	-
Other debtors	67,848	4,023	67,848	4,023
Prepayments and accrued income	232,433	391,073	232,433	391,073
	<u>546,682</u>	<u>562,045</u>	<u>1,315,543</u>	<u>570,158</u>

THE POCKLINGTON SCHOOL FOUNDATION
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9 CREDITORS amounts falling due within one year

	Consolidated		Foundation	
	2021	2020	2021	2020
	£	£	£	£
Bank loans and overdrafts	100,000	200,001	100,000	200,001
Trade creditors	167,623	56,879	167,623	56,879
Fees received in advance	1,661,340	1,242,982	1,661,340	1,242,982
Taxation and social security	145,770	139,611	142,454	139,480
Loan from John Dolman Trust	-	-	-	53,389
Pension creditor	129,681	129,862	129,681	129,862
Other creditors	94,451	154,260	118,104	177,914
HP creditors	12,500	-	12,500	-
Returnable deposits	221,915	196,172	221,915	196,172
Accruals	138,729	103,129	134,503	98,853
	2,672,009	2,222,896	2,688,120	2,295,532
Advance fees (see note 11)	263,249	313,737	263,249	313,737
	2,935,258	2,536,633	2,951,369	2,609,269

10 CREDITORS amounts falling due after more than one year

Bank loan	866,667	2,999,980	866,667	2,999,980
HP creditors	9,375	-	9,375	-
Advance fees (see note 11)	546,117	624,582	546,117	624,582
	1,422,159	3,624,562	1,422,159	3,624,562

The £3,000,000 loan was repaid during the year by way of cash repayment and an additional loan of £1,000,000 which was drawn down in the year. Loan balances are secured against the assets of the Foundation.

11 ADVANCE FEE PAYMENTS

A limited number of parents may enter into a contract to pay to the Foundation up to the equivalent of nine years tuition fees in advance. The money may be returned subject to specific conditions on the receipt of one terms notice. Assuming pupils will remain in the school, advance fees will be applied as follows:

	2021	2020
	£	£
Within 2 to 5 years	381,234	389,514
Within 1 to 2 years	164,883	235,068
	546,117	624,582
Within 1 year	263,249	313,737
	809,366	938,319

The balance represents the accrued liability under the contracts.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

12 PROVISIONS FOR LIABILITIES

	Consolidated		Foundation	
	2021	2020	2021	2020
	£	(as restated)	£	(as restated)
		£		£
Pension provision	34,877	37,355	34,877	37,355
Remeasurements	(264)	340	(264)	340
Deficit contribution paid	(3,307)	(3,210)	(3,307)	(3,210)
Unwinding of the discount factor (interest expense)	298	392	298	392
	31,604	34,877	31,604	34,877

The discount rate applied to the provision is 1.09%. A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £149.4m, liabilities of £187.6m and a deficit of £38.2m. To eliminate this funding shortfall, The Pension Trust's Trustee has asked the participating employers to pay additional contributions to the scheme. The Pocklington School Foundation from 1 September 2019 has agreed to pay £3,210 per annum. These contributions will increase on the 1 September each year by 3% per annum compound. The School is committed to make these annual contributions to 31 August 2029. The present value of the provision is £31,604 (2020: £34,877). Further details are contained in Note 14.

13 BANK LOANS AND OVERDRAFTS

	Consolidated		Foundation	
	2021	2020	2021	2020
	£	£	£	£
Loans and overdrafts are repayable as follows:				
Within one year	100,000	200,001	100,000	200,001
Between one and two years	100,000	200,001	100,000	200,001
Between two and five years	300,000	2,701,584	300,000	2,701,584
In five years or more	466,667	98,395	466,667	98,395
	966,667	3,199,981	966,667	3,199,981

A loan with a carrying amount of £966,667 is denominated in £ with a nominal interest rate of 2.1% p.a. The final instalment is due on 31 March 2031.

14 PENSION SCHEMES

Teachers

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £847,385 (2020: £830,891) and at the year-end £104,656 (2020: £104,600) 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 POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

14 PENSION SCHEMES (continued)

Teachers

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.

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.

Support Staff

The Pocklington School Foundation participates in The Pensions Trust's Growth Plan (the Plan).

Series 3

Initially the Foundation's support staff were offered the Growth Plan Series 3 which included a capital guarantee. This capital guarantee produced a defined benefit element in a scheme which was funded and a potential deficit arose which was not the intention of the scheme when it was designed as a defined contribution vehicle. The estimated cost of withdrawal from this multi-employer pension plan is calculated at £69,354 (2020: £71,592) and this will crystallise when there are no longer any Pocklington staff who are active members of the Growth Plan Series 3 or Series 4. The Series 3 Plan is no longer offered to support staff, instead they are offered the Series 4 Plan, and there are therefore no active members of the Series 3 Plan at the Foundation.

Series 4

The defined contribution scheme now offered to support staff is the Growth Plan Series 4. This has no capital guarantee and the employer has no liability beyond its contributions to the fund. The Foundation paid contributions of £187,771 this year (2020: £187,066). Contributions of £25,025 were outstanding at the year-end (2020: £25,000).

The Pension Trust's Growth Plans Series 1 - 4 are classified as 'last-man standing arrangements'. Therefore, the Foundation is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the Plan's deficit following withdrawal from the Plan.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

14 PENSION SCHEMES (continued)

The Pensions Trust Retirement Solutions - Independent Schools' Pension Scheme (ISPS)

The Pocklington School Foundation also participates in The Pension Trust's Independent Schools' Pension Scheme, a multi-employer scheme which provides benefits to some 66 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the Foundation to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the Foundation is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme.

The Foundation's estimated buy-out debt on withdrawal from the scheme at the latest valuation date (being 30 September 2020) is £209,394 (2020: £183,514). The buy-out debt on withdrawal is the withdrawing employer's share of the difference between the scheme's assets and the scheme actuary's estimate of the amount that an insurance company would charge to take on responsibility for paying all of the benefits due from ISPS. Whilst the ISPS continues to be in operation, this buy-out debt will not trigger so long as the Foundation continues to employ an active member in either the defined contribution or defined benefit sections of the ISPS.

15 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	(as restated) £
Net income for the reporting period	257,757	102,205
Adjustments for:		
Depreciation charges	435,700	401,942
Finance charge on pension deficit	298	392
Remeasurement of pension deficit	(264)	340
Net (gains)/losses on investments	(100,603)	56,742
Dividends, interest and rents from investments	(24,818)	(33,640)
Financing costs	62,746	91,471
Loss on sale of assets	6,154	4,463
(Increase)/decrease in stock	(8,706)	6,823
Decrease/(increase) in debtors	15,363	(174,911)
Increase/(decrease) in creditors	419,890	(494,890)
Net cash provided by/(used in) operating activities	1,063,517	(39,063)

ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	3,374,706	5,061,726
Total cash and cash equivalents	3,374,706	5,061,726

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

15 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES (continued)

ANALYSIS OF CHANGES IN NET DEBT

	At 1 Sept 20 £	Cash-flows £	At 31 Aug 21 £
Cash	5,061,726	(1,687,020)	3,374,706
		(1,687,020)	
Loans falling due within one year	(200,001)	100,001	(100,000)
Loans falling due after more than one year	(2,999,980)	2,133,313	(866,667)
	<u>1,861,745</u>	<u>546,294</u>	<u>2,408,039</u>

16 RESTRICTED FUNDS

	Balance at 1 Sept 20 £	Income £	Expended £	Transfers £	Balance at 31 Aug 21 £
John Dolman Trust	2,320,347	182,516	(5,282)	(1,753,677)	743,904
CSU Prize Fund	2,500	44	-	-	2,544
Croft Prize Fund	2,706	47	(50)	-	2,703
William Arthurs Classics Fund	2,367	41	(25)	-	2,383
Joan Allen Science Fund	3,254	57	(100)	-	3,211
Pocklington Silvestri Fund	2,421	42	-	-	2,463
Dr Harold Williams Scholarship	18,405	322	(450)	-	18,277
D W Bagot Scholarship	24,331	426	-	-	24,757
Improvement Fund	2,790	-	-	-	2,790
Archive Fund	27,497	-	-	-	27,497
The Darrell Buttery Bursary Fund	21,981	385	-	-	22,366
Keith Applebee Scholarship	2,025	35	-	-	2,060
The Archbishop Zouche Prize	214	4	(25)	-	193
The Elliott Prize	214	4	(25)	-	193
	<u>2,431,052</u>	<u>183,923</u>	<u>(5,957)</u>	<u>(1,753,677)</u>	<u>855,341</u>

The transfer of £1,753,677 represents unrestricted bursary expenditure funded by the John Dolman Trust of £19,000, a loan repayment funded by the John Dolman Trust of £1,000,000 and prior years' capital expenditure funded by the John Dolman Trust of £734,677.

	Balance at 1 Sept 19 £	Income £	Expended £	Transfers £	Balance at 31 Aug 20 £
John Dolman Trust	2,301,412	98,746	(61,811)	(18,000)	2,320,347
Community Service Unit (CSU) Prize Fund	2,457	43	-	-	2,500
Croft Prize Fund	2,709	47	(50)	-	2,706
William Arthurs Classics Fund	2,351	41	(25)	-	2,367
Joan Allen Science Fund	3,296	58	(100)	-	3,254
Pocklington Silvestri Fund	2,379	42	-	-	2,421
Dr Harold Williams Scholarship	18,506	349	(450)	-	18,405
D W Bagot Scholarship	23,912	419	-	-	24,331
Improvement Fund	2,790	-	-	-	2,790
Archive Fund	26,835	662	-	-	27,497
The Darrell Buttery Bursary Fund	21,603	378	-	-	21,981
Keith Applebee Scholarship	2,000	25	-	-	2,025
The Archbishop Zouche Prize	235	4	(25)	-	214
The Elliott Prize	235	4	(25)	-	214
	<u>2,410,720</u>	<u>100,818</u>	<u>(62,486)</u>	<u>(18,000)</u>	<u>2,431,052</u>

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
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16 RESTRICTED FUNDS (continued)

John Dolman Trust

The Trust comprises a Bursary Account and a Development Account. The Bursary Account received a donation of funds from the Yorkshire Society in 2010; this £114,000 is invested with the rest of the funds and an annual income of base rate plus 1.5% is targeted at bursary support for applicants for the School's bursary scheme that were born in Yorkshire.

The Community Service Unit (CSU) Prize Fund

Mrs Winifred Bond bequeathed the sum of £1,000 in 1980 to the Community Service Unit in recognition of the kind attention shown by pupils to her husband and herself over a period of years. The income from the bequest is administered by the Master in charge of the CSU who awards grants to present or former Sixth Form pupils for specific Community Service assignments. No awards were made during the year.

The Croft Prize Fund

Mr Peter Croft, a late Governor of the School, made a donation of £1,000 in 1993, for the funding of prizes. No specific school subject conditions were attached to the gift, which, at the time was to be anonymous. Notional interest is added each year. This now supports a singing prize.

William Arthurs Classics Fund

Donated in 2001 to fund a prize to student or students leaving to read for a degree in classics.

Joan Allen Science Fund

Joan Allen donated £2,000 to the Charity to set up a prize fund to benefit students studying science.

Pocklington Silvestri Fund

The Pocklington Silvestri Fund provides for miscellaneous expenses to Romanian Students who become boarders at the School. Currently there are none.

Dr Harold Williams Scholarship

The School received £11,799 from the estate of the late Dr Harold Williams, an Old Pocklingtonian. The income from this bequest can provide a scholarship to assist a Pocklington pupil studying at a university in the United Kingdom.

D W Bagot Scholarship

Mr B Fenwick-Smith donated £25,000 as a travel scholarship in memory of his friend D W Bagot. The annual travel scholarship accumulates interest over time.

Improvement Fund

The School accepts small donations for the repairs, improvements and installation of items and artefacts of a historic nature.

Archive Fund

Funds were raised for the creation of the School Archive rooms. The balance is to be used for curating materials in the Archive including digitalisation.

The Darrell Buttery Bursary Fund

Mr Darrell Buttery, Governor and former teacher at Pocklington, made donations to establish a hardship fund to support outstanding pupils at Pocklington School who would otherwise have to leave on financial grounds. Mr Buttery intends that both capital and income can be used for this purpose. No awards were made during this year.

Keith Applebee Scholarship

A legacy was received from the estate of Keith Applebee (old Pocklingtonian and Governor of the school) to provide an annual prize to the pupil who is deemed by the Headmaster to have made the greatest contribution to the community life of the school.

The Archbishop Zouche Prize

Donated anonymously and will be awarded to a pupil who overcomes personal adversity.

The Elliott Prize

Donation by Mr Stephen Elliott, a former teacher and Governor, for the best contribution to wildlife study and nature conservation.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
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17 ENDOWED FUNDS

Nine small charities were amalgamated into one Scheme in 1987. They now comprise a Prize Fund, a Scholarship Fund, The Desmond Boulton Swimming Prize and the Isherwood and Allen Bursary Fund. These are a mixture of restricted and endowed funds.

	Balance at 1 Sept 20 £	Increases £	Decreases £	Balance at 31 Aug 21 £
Scholarship Funds	5,585	98	(100)	5,583
Prize Funds	4,824	362	(1,000)	4,186
Desmond Boulton Prize	408	7	(15)	400
Isherwood & Allen Bursary Fund	2,799	49	(2,848)	-
	<u>13,616</u>	<u>516</u>	<u>(3,963)</u>	<u>10,169</u>

	Balance at 1 Sept 19 £	Increases £	Decreases £	Balance at 31 Aug 20 £
Scholarship Funds	5,587	98	(100)	5,585
Prize Funds	4,764	160	(100)	4,824
Desmond Boulton Prize	416	7	(15)	408
Isherwood & Allen Bursary Fund	2,751	48	-	2,799
	<u>13,518</u>	<u>313</u>	<u>(215)</u>	<u>13,616</u>

18 UNRESTRICTED FUNDS

	Balance at 1 Sept 20 (as restated) £	Surplus/ (deficit) £	Transfer between funds £	Balance at 31 Aug 21 £
Free reserves	768,863	531,442	(966,152)	334,153
Designated funds				
- Fixed assets	10,272,868	(448,204)	2,719,829	12,544,493
Total for the group	<u>11,041,731</u>	<u>83,238</u>	<u>1,753,677</u>	<u>12,878,646</u>

	Balance at 1 Sept 19 £	Surplus/ (deficit) £	Transfer between funds £	Balance at 31 Aug 20 (as restated) £
Free reserves	813,422	470,330	(514,889)	768,863
Designated funds				
- Fixed assets	10,146,534	(406,555)	532,889	10,272,868
Total for the group	<u>10,959,956</u>	<u>63,775</u>	<u>18,000</u>	<u>11,041,731</u>

The transfer of £2,719,829 represents the value of fixed asset additions (£486,515) purchased with free reserves being transferred to the designated reserves, plus the loan repayments made this year (£3,233,314), less the new loan taken out in the year (£1,000,000). The transfer of £1,753,677 represents unrestricted bursary expenditure funded by the John Dolman Trust of £19,000, a loan repayment funded by the John Dolman Trust of £1,000,000 and prior years' capital expenditure funded by the John Dolman Trust of £734,677.

THE POCKLINGTON SCHOOL FOUNDATION
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19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible fixed assets £	Investments £	Net current assets £	Long term liabilities/ provisions £	Total £
2021					
Restricted Funds	-	585,328	270,013	-	855,341
Unrestricted funds	-	-	921,249	(587,096)	334,153
Endowed funds	-	-	10,169	-	10,169
Designated funds	13,616,160	-	(205,000)	(866,667)	12,544,493
Total for the group	<u>13,616,160</u>	<u>585,328</u>	<u>996,431</u>	<u>(1,453,763)</u>	<u>13,744,156</u>
2020 (as restated)					
Restricted Funds	-	479,256	1,951,796	-	2,431,052
Unrestricted funds	-	-	1,428,322	(659,459)	768,863
Endowed funds	-	-	13,616	-	13,616
Designated funds	13,577,849	-	(305,001)	(2,999,980)	10,272,868
Total for the group	<u>13,577,849</u>	<u>479,256</u>	<u>3,088,733</u>	<u>(3,659,439)</u>	<u>13,486,399</u>

20 CONTRACTS AND COMMITMENTS

Capital commitments at 31 August 2021 in relation to building works were £100,000 (2020: £nil).

21 OPERATING LEASES

As at 31 August 2021 the School had future minimum lease payments under non-cancellable operating as follows:

	Consolidated		Foundation	
	2021 £	2020 £	2021 £	2020 £
Equipment				
Within one year	37,373	45,661	37,373	45,661
Within one to two years	37,373	41,806	37,373	41,806
Within two to five years	30,822	20,959	30,822	20,959
	<u>105,568</u>	<u>108,426</u>	<u>105,568</u>	<u>108,426</u>

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

22 PRIOR PERIOD ADJUSTMENT

The School participates in the Independent Schools' Pension Scheme (ISPS) which is a defined benefit pension scheme. There is an agreed deficit funding arrangement in place for this scheme and accordingly the School is required to recognise a liability for this obligation in the financial statements. This liability has not been included in prior period financial statements and the comparative figures have therefore been restated as follows:

	As previously reported £	Prior period adjustments £	31 August 2020 restated £
<u>Balance Sheet</u>			
Provisions for liabilities	-	34,877	34,877
Unrestricted funds - free reserves	803,740	(34,877)	768,863
<u>Statement of Financial Activities</u>			
Education and grant making	10,474,531	(2,478)	10,472,053
Net income and net movement in funds before losses on investments	156,469	2,478	158,947
Net income	99,727	2,478	102,205
Net movement in funds	99,727	2,478	102,205
Total funds brought forward	13,421,549	(37,355)	13,384,194

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

23 INCOME FROM SUBSIDIARY'S TRADING ACTIVITIES

Pocklington School Enterprises Limited

The School owns Pocklington School Enterprises Limited (PSEL), which provides academic, sport and leisure courses, and the administration of a shop trading in uniforms, sports clothing and equipment. Its trading results extracted from its financial statements for the year ended 31 August 2021 were:

	2021 £	2020 £
Turnover	41,996	38,838
Cost of sales	(13,482)	(781)
Gross profit	28,514	38,057
Administrative expenses	(4,964)	(5,370)
Management fees	(2,570)	(2,103)
Operating profit	20,980	30,584
Other interest receivable and similar income	-	1
Profit before tax	20,980	30,585
Gift aid distribution to parent charity	(20,980)	(30,585)
Retained within/(withdrawn from) subsidiary	-	-
Net Assets	14,820	14,820

Pocklington School International Limited

The School owns Pocklington School International Limited (PSIL), which is currently dormant. Its trading results extracted from its financial statements for the year ended 31 August 2021 were:

	2021 £	2020 £
Turnover	-	-
Gross profit	-	-
Administrative expenses	(26)	-
Operating loss	(26)	-
Loss before tax	(26)	-
Gift aid distribution to parent charity	-	-
Retained within/(withdrawn from) subsidiary	(26)	-
Net Liabilities	(16,759)	(16,733)

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

24 RELATED PARTIES

Governors remuneration and benefits

The Governors did not receive any remuneration or benefits for their services.

Governors expenses

No travel expenses were paid to Governors during the year (2020: £113 to two Governors).

Governors other related parties

Four Governors (2020: two) have seven children (2020: two) enrolled at the school. Of these, one Governor (2020: none) receives sibling discounts towards the cost of their children's education. All fees are charged at the normal arm's length rate. No Governor or person connected with a Governor received any benefit from means-tested bursaries.

Due to the nature of the Foundation's operations and the composition of the Board of Governors (many being drawn from local public and private sector organisations) it is inevitable that transactions will take place with organisations in which a member of the Board of Governors may have an interest. All such transactions involving organisations in which a member of the Board of Governors may have an interest are conducted at arm's length and in accordance with the Charity's financial regulations and normal procurement procedures. No transactions were identified which should be disclosed under FRS 102.

Subsidiaries

The School wholly owns Pocklington School Enterprises Limited. Further details regarding this subsidiary can be found in note 23. At the year end the Company owed the School £41,757 (2020: £32,687). This loan is interest-free and without specific terms for repayment.

The School wholly owns Pocklington School International Limited. This subsidiary was dormant during the year. At the year end the Company owed the School £16,759 (2020: £16,733). This loan is interest-free and without specific terms for repayment.

John Dolman Trust

The John Dolman Trust (formerly the Pocklington School Development Trust) was established by Deed on 29th January 1969 as a Trust Fund and subsidiary charity of Pocklington School. The Trust comprises a Bursary Account and a Development Account. The Trustees determine the policy for the allocation of funds on the advice of the Headmaster.

At the year end the Trust owed the School £722,228 (2020: School owed Trust £53,389), comprising £792,884 in respect of capital projects, £34,344 in respect of the current account balance and a development trust loan creditor of £105,000 (2020: £51,611 in respect of the current account balance and a development trust loan creditor of £105,000). The loan is interest-free and without specific terms for repayment.

There are no other related parties or related party transactions.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

25 COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds (as restated) £	Restricted & Endowed Funds £	Total 2020 (as restated) £	Total 2019 £
Income and endowments from:				
Charitable activities				
School fees receivable	10,024,958	-	10,024,958	11,539,427
Ancillary trading income	31,072	-	31,072	43,642
Government grant income - CJRS	578,566	-	578,566	-
Other trading activities				
Non-ancillary trading income	38,838	-	38,838	84,502
Investments				
Investment income	8,589	25,051	33,640	54,739
Voluntary sources				
Donations and legacies	100	76,080	76,180	155,389
Total	10,682,123	101,131	10,783,254	11,877,699
Expenditure on:				
Raising funds				
Non-ancillary trading	6,151	-	6,151	38,917
Other income-generating activities	54,632	-	54,632	53,942
Financing costs	86,402	5,069	91,471	113,305
Total deductible costs	147,185	5,069	152,254	206,164
Charitable Activities				
Education and grant making	10,471,163	890	10,472,053	11,391,200
Total	10,618,348	5,959	10,624,307	11,597,364
Net income and net movement in funds before losses on investments	63,775	95,172	158,947	280,335
Net losses on investments	-	(56,742)	(56,742)	(10,018)
Net income	63,775	38,430	102,205	270,317
Transfers between funds	18,000	(18,000)	-	-
	81,775	20,430	102,205	270,317
Other recognised losses				
Pension scheme actuarial losses	-	-	-	(1,122,000)
Net movement in funds	81,775	20,430	102,205	(851,683)
Reconciliation of funds:				
Total funds brought forward	10,959,956	2,424,238	13,384,194	14,273,232
Total funds carried forward	11,041,731	2,444,668	13,486,399	13,421,549