

THE POCKLINGTON SCHOOL FOUNDATION

(Charity number 529834)

ANNUAL REPORT AND FINANCIAL STATEMENTS

for the year ended

31 August 2022

**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 2022**

The Trustee presents its report and audited financial statements for the year ended 31 August 2022. 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
Mr TA Stephenson MA FCA	8	Chair				*	C		
Mr JSL Burke BDS	10	Vice-Chair					*	C	
Mrs K Groves LLB	11	Vice-Chair from September 2021	C				*	*	
Mrs C Atkin	11							*	*
The Rev Dr JJ Belder								*	
Mr JC Bloom		Until December 2021		*		*			
Mr JL Burley BSc MRICS	13			C					
Mr MJ Cargill BSc CEng MICE		Until March 2022	C						
Mr AJ Clarke		Until December 2021			*	*			
Mrs RH Cookson BA FRSA									*
Cllr R M Cronshaw BSc		Representing Pocklington Town Council		*					*
Mr JA Farmer FCA		Until December 2021				*	*		
Mrs DP Flint MA FCIPD	12		*						C
Mr JJ Hargan LLB (Hons)								*	
Dr JR Hind MA MEd PhD		Until April 2022	*						
Rt Hon Sir Greg Knight MP		MP for Yorkshire East until December 2021							
Mr SWL Lunt LLB					*	*			
Mrs LE Masheder BSc DChA FCA	9					C			
Dr AM Nicholls PhD FSA FRHistS		Representing St John's College Cambridge until September 2022	*						
Mrs CJ Peake BA					C				
Mrs L Rickatson LLB (Hons)				*					
The Rev LJ Slow BSc MSc		Representing the Archbishop of York until June 2022	*						
Mrs HL Smith BA		Until December 2021							*
Mr CJD Mairs		From December 2021	*						
Mr DM Strachan MA			*		*				
Mr N Minns		From December 2022		*	*				
Mr NJ Robson BA (Hons) FCCA		From December 2022				*			*

COMMITTEES OF THE BOARD OF GOVERNORS AND GOVERNORS WITH SPECIAL RESPONSIBILITIES

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

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

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FOR THE YEAR ENDED 31 AUGUST 2022

OFFICERS

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

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

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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 1 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.

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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 2022**

The Trustee presents its report and audited financial statements for the year ended 31 August 2022. These comply with the Charities Act 2011, the Charitable Scheme and the 'Accounting and Reporting by Charities: Statement of Recommended Practice ("SORP") applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)'.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

The object of the Pocklington School Foundation ("Foundation" or "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 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 Plan ("SEP"), 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; and
- 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 our 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; and
- Maintain excellence in our:
 - Pastoral care and provision for mental health and wellbeing; and
 - 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 ("School"), for pupils aged 11-18, Pocklington Prep School ("Prep School"), for pupils aged 4-11, and the Pre-School at Pocklington Prep School, for pupils aged 3-4. We welcome pupils of all backgrounds. For the academic year, the Foundation had an average of 750 pupils (2021: 703) of whom 210 (2021: 190) attended Pocklington Prep School and 82 (2021: 69) were boarders. The Pre-School had an average of 12 pupils (2021: 14) and 84% (2021: 68%) 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 2022

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 secondary 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. Since 2021, we have been focussed on the delivery of our 2020 SEP, although the pandemic has slowed progress in some areas: fully developing our curriculum maximising the benefits from our changed timetable, establishing ourselves as a centre of pastoral excellence are some examples. Equally, certain areas have accelerated over the past two years: our use of digital technology and our ability to adapt and embrace change have both improved.

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 pandemic. This last year has been more normal in terms of pandemic management and has enabled some progress against our SEP from 2020.

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 Regulations, the National Minimum Standards for Boarding as well as the relevant requirements of the statutory framework for the Early Years Foundation Stage ("EYFS"). 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 Advanced Level ("A-level") years.

The start of this year saw the introduction of a new timetable over 5-days, following significant preparation. The full embedding of this change is a key priority for next year.

The summer of 2022 saw a return to public examinations for the first time since the onset of the COVID-19 pandemic. Students sat a full suite of A-level, Business and Technology Education Council ("BTEC"), International General Certificate of Secondary Education ("IGCSE")/GCSE and Cambridge National examinations.

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GCSE results

Year	% 9-7 grades	% 9-4 grades	% of pupils with 5 x 9-4 grades
2022	59.0%	96.0%	98.7%
2021	59.2%	97.9%	100.0%
2020	50.6%	97.6%	100.0%
2019	40.2%	92.4%	97.3%

A-level and BTEC results

Year	% A*/A grades	% A*-B grades	% A*-C grades	% A*-E grades
2022	50.2%	73.7%	93.2%	100%
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 achieved merit grades or higher, with 80% (2021: 75%) of Sport grades at Distinction ("D") or D*, and 100% (2021: 100%) of Information and Communication Technology ("ICT") grades at D or D*.

Of those students in the Universities and Colleges Admissions Service ("UCAS") system, 88% (2021: 86%) were accepted into their first-choice university and 10% (2021: 12%) into their insurance choice. 26% (2021: 51%) of students in the UCAS system achieved places at Russell Group universities including 3 students who successfully achieved places at Cambridge University.

Students taking the Extended Project Qualification ("EPQ") as an academic extension option at A-Level have always impressed with their ability to problem-solve independently and develop essential research skills to further their studies at school and beyond, culminating in original and thought-provoking projects. The 2021-22 cohort were no exception. Project topics included an analysis of the economic impact of streaming services on the music industry; an exploration about why stigmas exist around menstruation; and a piece exploring different portrayals of love in Victorian literature. The Higher Project Qualification ("HPQ") continues to be popular as an academic extension opportunity and platform for developing independent learning. Our 2021-22 cohort have shown dedication and resilience to the trials imposed by COVID-19 yet again. Project topics have included illustrating a child's book to whether science and Christianity can coincide, this highlights the HPQ's nature of freeing pupils to purpose topics of their own personal interest in an academic format.

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, as a wider range of opportunities have become available following the lifting of COVID-19 restrictions. Sixth Form artists visited the Royal Academy Summer show, while Spanish students visited the Teatro Cervantes in London and Music students enjoyed a West End performance of Wicked The Musical. Literature students visited Pontefract Castle to support their studies. Two of our Lower Sixth pupils achieved success in a national poetry writing competition, with their poems now featuring in the published work 'Empowered 2022 – Future Voices'. Language pupils enjoyed participating in the Poesia International Foreign Poetry and Art competition, with winners in several categories out of over 250 schools worldwide.

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In the inaugural year of our BTEC Enterprise and Entrepreneurship course, pupils participated in the Young Enterprise company competition with their company Spocks and, at the Area finals, they were successful in winning the award for their high quality customer service. Our second team, Bosh, were the overall winners at the area finals and achieved the Most Creative Company award at the regional finals. Geographers were able to recommence their programme of fieldwork visits, with sixth form students completing their residential visit to the Lake District and GCSE pupils visiting Flamborough. In Biology, one of our Lower Sixth pupils, the Microbiology in Schools Advisory Committee ("MiSAC") national competition winner, won the Commendation for Science and Design Award for her presentation on the effect of climate change on fungi. Mathematics students continue to participate in United Kingdom Mathematics Trust's ("UKMT") range of challenges with students achieving gold, silver and bronze certificates in the Senior, Intermediate and Junior challenges, and 2 students awarded a Merit for their outstanding achievement in the Senior UKMT Kangaroo. 1 student achieved a distinction in Round 1 of the Maths Olympiad Round 1, placing 24th out of over 1,500 participants nationally.

Sixth Form Chemistry students participated in the Schools' Analyst Competition, and the Cambridge Olympiad. Our team of Middle School pupils participated in the Royal Shakespeare Company's ("RSC") Top of the Bench competition, placing 7th in the Yorkshire region. Sixth Form Physicists entered the Senior Physics Challenge, with two students achieving a silver award, three achieving bronze and two achieving a commendation from over 6,000 of the strongest pupils from across the country. Lower down the School, pupils participated in the Junior Physics Challenge, with all 21 pupils gaining an award, including 5 who achieved the prestigious gold certificate.

We continue with the rollout of the 2020 SEP in 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. This has now been in operation for a year and is subject to ongoing evaluation and improvement. The curriculum has been nominated for an Independent Schools Award for Innovation.

Our provision continues to evolve and we are moving towards achieving excellence in all areas. Following the implementation of the Accelerated Reader scheme, reading attainment and enjoyment has improved beyond recognition. This year, we turn our focus to the development of creative arts and Science, technology, engineering, and mathematics ("STEM") subject areas. We have renovated and updated our facilities over the course of the summer and the Prep School now has some of the best facilities in the local area.

Data collected, including year-on-year outcomes alongside National and Local Authority data, indicates that the provision in the EYFS at the Prep School continues to enable children to make excellent progress. In 2021/22, 85.7% (2021: no comparative data available) 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 with additional needs, make outstanding progress in relation to their starting points. The high quality in-house Pre-School experience, which the majority of our Reception children now enjoy, has a significant part to play in the excellent progress our children make. Across the EYFS, personalised learning, a carefully planned curriculum and targeted interventions all contribute to the childrens outcomes.

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. Two children achieved a music scholarship, one an academic scholarship and one an academic exhibition.

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Our Prizegiving was changed to a 'Celebration', including a number of wonderful and moving performances. The new format worked incredibly well and the feedback from all involved was positive. We saw the event as an opportunity to showcase developing talent across the Prep School and emphasise the value that a Prep education offers.

The Foundation is very proud of the all-round opportunities provided for all pupils. A wide range of team and individual sport is encouraged.

The return to sport this year has been a breath of fresh air for both students and staff alike, the ability to just be able to train on the same pitch with a different year group is something that we will never again take for granted.

We have several boys and girls representing the county or region at different age groups in rugby, netball, cross-country, and hockey. We have also seen more equestrian success in the Hickstead Eventers' Championship in May, where several girls qualified to represent East, South and West Yorkshire.

We have seen both girls' and boys' cricket back in full flow, tennis has seen record numbers on the courts, and we enjoyed sending our very best down to Eton for the Schools Championship.

In Athletics we had outings to Hull, York, and Middlesbrough, where the Junior & Inter Girls made it through the Humberside Round to get through to the Regional Finals in Middlesbrough.

It has been a successful year for our Co-Curricular events with travel back within our capabilities. Educational day trips have taken place across a range of core subjects and complemented the student's knowledge and understanding of various topics. Those participating in the Duke of Edinburgh Award ("DofE") have resumed their comprehensive programme of expeditions, travelling to North Yorkshire and Scotland to undertake their qualifications across the three levels. The Combined Cadet Force ("CCF") have travelled to Driffield (Army) and Boscombe Down (RAF) respectively for their annual summer camps. The ever-popular annual House Camp was a success once again as the first year students travelled Bamburgh. Two further significant trips took place over the 2022 summer holidays; 15 students and two staff travelled to Namibia in order to complete a charity project, and the Hockey and Rugby tour to California, involving 53 students and 6 members of staff was a huge success, both on and off the sports field.

The Trips Programme for 2022-24 was published to all parents within the senior School. The quantity and quality of the trips listed are reflective of a desire across both the curriculum and co-curricular staff to enhance the student's educational experience within their subject. The long-awaited Classics Trip to Rome travelled in October 2022, the History and Politics Trip resumed to the East Coast of the USA and the Modern Foreign Languages ("MFL") Department will be running a Sixth Form Trip to Barcelona, a Spanish Experience to Cadiz and a French cultural trip to Nice in the Lent Term of 2023. Our first Lower School Ski Trip is also on the agenda for April 2023, with 45 students signed up to attend.

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. We have greatly expanded our After School provision for the forthcoming academic year. There is now a choice of two 'in-house' and one 'paid' club each evening (with the exception of Fridays, when there are often fixtures). The aim of these clubs is to expand opportunity and engagement. Our carefully constructed timetable allows for a wide variety of co-curricular opportunities, including Mind, Body & Soul, 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, with every child in the Prep School from Year 1 upwards attending at least one co-curricular opportunity per week.

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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 Foundation events. There is ample opportunity to become involved in a variety of ensembles aimed at different styles, ages and abilities. The current set up of musical ensembles consists of: Choir, Swing Band, String Group, Brass Group, Woodwind Group, Guitar Group and Rock Group. The Swing Band have tackled some challenging repertoire successfully and were able to showcase their efforts at Prizegiving in July. Choir membership has exploded to 49 pupils, supported by staff. All ensembles will continue to be nurtured and developed in the forthcoming year.

There were three soloists' concerts throughout the year, including an inaugural concert just for the Lower School. The three main concerts held in the Tom Stoppard Theatre ("TST") were very successful in terms of musicianship and participation, and we were joined by the Prep School for a joint Summer Concert, which was very positive. Smaller concerts are also happening, with the twice termly "Rush Hour" Concerts, aimed at giving pupils performance opportunities in a more intimate and less intimidating environment and our run of lunchtime concerts at All Saints' Pocklington. These have also been successful with a growing audience and a genuine appreciation for our efforts in addition to providing further performance opportunities for our pupils. One of our pupils, Alexis Jagger, started studies at the Royal Academy of Music in September 2022.

The curriculum continues to evolve and aims to give an academic and enjoyable progression to GCSE. We continue to host music examinations at the Foundation 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, the Year 4 Scheme was a success with a good uptake of instrumental lessons at the scheme's conclusion. This took place against the backdrop of the recent ending of COVID-19 restrictions and we hope that parents and pupils will have greater confidence to take up instrumental studies in forthcoming years. Furthermore, use of the Associated Board of the Royal Schools of Music ("ABRSM") Music medals has just been implemented in the Prep School. This encourages collaboration in music making between pupils and gives greater and more frequent recognition of pupils' achievements. We have had a number of performance opportunities this year, including new 'informal' concerts. A particular highlight was the Year 4 performance earlier in the year. We had changed our musical curriculum to give every child the opportunity to learn an instrument of their choice. They then engaged in a performance at the end of the term. The scheme had an incredibly positive impact and a large number of children continue with their chosen instrument through private in-school lessons.

All students have been presented once again with the 'POCK Challenge'; a vehicle to encourage them to make the most of the broad range of activities on offer and in turn, widen their skill set. The recent co-curricular survey indicated an improvement again on last year in numbers committing to, and engaging with, our co-curricular activities however, there is still improvements to be made in engaging the Middle School pupils with the clubs and activities programme. The variety of more modern clubs and activities (such as Wrestling Society, Gaming, Dance and Crossfit) which were introduced last academic year continue to grow in popularity. Gymnastics, Baking Club and Girls' Football are further additions to the activities programme for the 2022-23 academic year. The more traditional clubs such as Debating, Photography and Chess continue to be well attended by a core of students from across the age groups.

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 Foundation continues to be compliant with the current legislative and regulatory environment within which we operate.

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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 Student Wellbeing and Safeguarding, 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 continues to be a pastoral hub for all those in need. The Library also provides a quiet space for children to go to at lunch times, if they need it.

This year, we have had the benefit of working with a trainee 'Play Therapist' for one day per week and this will continue for the next academic year. She is an incredible asset and has made a huge difference to the pastoral care within the Prep School. We hope that we will be able to make a Play therapist a permanent part of our Prep School care team going forward.

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 Prep School. The House System has been overhauled by the Pastoral Lead, Suzie Rogers, and there is now a highly structured set of competitions and opportunities to earn house points in place.

The play equipment and structures at break and lunch time have also been vastly improved. Suzie Rogers has worked tirelessly to create more resources to encourage creative and innovative play. Her work will impact positively on pupil relationships, which were impacted by COVID-19.

There is an annual review of our Safeguarding Suite of policies by the Board of Governors ("the Board"). The Deputy Head (Pastoral) and the Head of Student Wellbeing and Safeguarding 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 2021 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.

Over the last year, there has been continued focus on issues concerning Equality, Diversity and Inclusion ("EDI"). We are in the process of appointing a designated EDI lead. Following the Everyone's Invited campaign, we have continued in our work with pupils and staff through student-led focus groups to get a better sense of the issues facing our pupils and to foster a culture of openness and confidence.

Boarding pupils have an induction programme and enjoy an ever-developing range of activities in the evenings and at weekends. A new 'enrichment programme' has been established for those boarders who are not involved in sport on Saturdays, which 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.

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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 and long-standing relationship with the local parish team. The Christian ethos of the Foundation and our links with the Church of England and the local and wider community are very important to us as a Foundation.

Drama at the Foundation is taught by active practitioners and academics and remains a subject which demands and achieves high standards. At the centre, drama is rooted in the recognition, encouragement and development of creativity in our pupils. In today's world, creativity, innovation and the ability to present will be at the heart of what any workplace requires, and we aim to provide our pupils with the opportunities to develop these skills. Recent results have included several Level 9 grades at GCSE and several A's 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.

2021/22 was perhaps less challenging in immediate terms than 2020/21, but still presented significant challenges to the performing arts. We were fortunate to be able to take advantage of the brief window before Christmas where audiences were allowed to attend live theatre and were able to produce a Senior School drama production *Education, Education, Education*. The show ran for three nights and sold out on two of those occasions. The overwhelming response from parents, colleagues, Governors and pupils alike was that it was a phenomenal success, and a fitting way to welcome live audiences back to the TST. The summer saw the staging of a Junior drama production *Treasure Island* which was filmed and shared with the community in the absence of a live audience. Both major drama productions benefited enormously from the newly installed sound system in the TST and the associated use of radio microphones. This state-of-the-art system has transformed the capabilities of the theatre to professional level with a new mixing console, amplifier, speakers and microphones. The final week of the year saw the Drama department complete the examination of the existing London Academy of Music and Dramatic Art ("LAMDA") and we are excited to be making the changeover to offer a new program of Trinity College London Acting Qualifications that will run with a similar peripatetic model to music lesson, led by the brilliant Nicola Holbrough. The Drama department is also committed to making the TST a shared Foundation space and has carved out more protected time for the Prep School than ever before, where they have enjoyed regular Friday assembly performances, as well rehearsal slots during four Senior School afternoon lesson times, amounting to 3.5 hours of weekly rehearsal time. This has allowed the Prep School the space to stage three major productions throughout the year; a Nativity for the early years pupils, *Bee Happy* for the Year 3 and 4 pupils, and *Olivia* for the Year 5 and 6 pupils. It was particularly pleasing to see so many pupils involved in the Technical & Creative Design and Stage management roles. This was a feature of all Foundation productions and an area ripe for further development. The Prep School have introduced one-to-one privately paid drama lessons into the Prep School, as well as a drama club. We are anticipating one small performance per term for those involved and look forward to seeing success with the 'Trinity' board drama grades later in the year.

It was brilliant to see pupils choosing to move on to study Drama and Acting for Higher Education. With assistance and guidance from Drama staff, Georgie Taylor prepared, recorded and submitted audition tapes for several Drama schools, succeeding in making the later live rounds in most cases, culminating in a final audition held at Mountview in London after which she was subsequently offered a place on their foundation course to study Actor Musicianship.

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The Pocklington CCF Contingent continues to be highly respected and competitive, and we have been proud and delighted to offer advice and support to schools developing new CCF Contingents as part of the cadet expansion program this year. We continue to provide engaging and challenging training to ensure our cadet volunteers attend regularly despite our training now being after school. Our Contingent started at 130 strong in September 2021 and was 95 strong prior to the departure of our Upper Sixth and Fifth year cadets in May 2022. In December we were delighted to welcome Brigadier David Colthup as our Inspecting Officer. He enjoyed a Guard of Honour parade, full afternoon of training and a regimental dinner in the evening. He spoke very highly of our Contingent and his report was hugely positive too. In April, 30 cadets attended our adventurous training residential week, and our cadets made the most of their Summer Camps at Beckingham Army Training Camp and RAF Boscombe Down. We have an impressively strong team of Senior Cadets this year and we all look forward to further training opportunities such as Ex Black Rat, shooting training on the Dismounted Close Combat Trainer ("DCCT") and our lunchtime air rifle shooting club.

A total of 55 Lower Sixth students completed 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 in 2021/22. Four of our Lower Sixth students assisted the Prep School staff with their Forest School provision. The programme will resume in the 2022/23 academic year, with the additional partnerships between the School and Local Sustainability Shops 'I Love Zero' and 'Root, Pocklington' as well as 'Dementia Forward.' The programme continues to enhance our student's personal development as well as benefit and strengthen our relationships with the organisations within the local community.

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. After a turbulent year for our staff, it is pleasing to report a positive and buoyant start to the 2022/23 academic year. Teaching staff have shown an outstanding desire for Continued Professional Development in particular, with demand far outstripping the year 2021/22. This is often a key indicator of professional engagement and personal development. Work continues on developing a new appraisal system and there has been a renewed focus on teaching and learning with Laura Powell and Gareth Hughes observing all academic departments in the second half of Michaelmas term and giving feedback to Head of Department ("HODs") on key School teaching targets.

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. How we address equality, diversity and inclusion is a vital goal for next year. 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 Plan 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 Foundation 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; and
- New pastoral tutor programme to support all pupils.

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DETAILS OF BURSARY AND SCHOLARSHIP AWARDS

Bursaries

This year the value of means-tested bursaries totalled £223,260 (2021: £128,304) representing 1.73% (2021: 1.14%) of gross tuition fees, including hardship support to families during the pandemic. This provided assistance to 18 (2021: 17) of our pupils including 6 pupils (2021: 5) 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 School from appearing too daunting. Experience shows that once a pupil joins the School none leave before their school career is complete. The School can also help pupils in receipt of 100% bursaries to meet some of the costs of educational trips, examination entrance fees and similar expenses. 20 children of servicemen and diplomats (2021: 24) 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 School maintained scholarships and exhibitions to 61 pupils (2021: 64) including 10 (2021: 11) music scholarships, based on merit and potential, totalling £75,663 (2021: £64,745) and representing 0.59% (2021: 0.58%) 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.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The Foundation's net income as shown in the Statement of Financial Activities were strong. The surplus has been achieved through rigorous planning, by maintaining income and through tight cost control but also through the increase in pupil numbers in the year. 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 in 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.

The Foundation has yet to restart its investment in major infrastructure and development projects following the pandemic, however some redevelopment of the Prep School in particular was undertaken in the summer of 2021/22. Given the increased pupil numbers, the Foundation's surplus is in excess of the budget which will help the Foundation to manage the ongoing geopolitical issues currently affecting the world. 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 income for the year, as set out in the Statement of Financial Activities on page 26, amounted to £624,203 (2021: £157,154), stated before loss on investments of £26,492 (2021: £100,603 gain) and after donations of £13,115 (2021: £59,577).

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Gross fee income for the year increased to £12,851,307 (2021: £11,249,880) after gross fee income for 2021 was deliberately reduced to assist parents during the lockdown of the previous year. Pocklington School Enterprises Limited, the trading subsidiary, continues to hire out the Foundation's facilities and has contributed £42,848 (2021: £20,980) to the operating surplus. Group total funds increased by £597,711 (2021: £257,757) for the year. Cash generation from operating activities increased by £123,007 (2021: £1,102,580) including donations. Capital expenditure amounted to £849,635 (2021: £486,515).

Free Reserves

At 31 August 2022, the total reserves of the Foundation amounted to £14,341,867 (2021: £13,744,156). Reserves comprise designated funds (fixed assets and associated bank borrowing) amounting to £13,100,796 (2021: £12,544,493); restricted funds (comprising donations for specific purposes, which are held within the cash balances of the Foundation and includes endowments) amounting to £909,774 (2021: £855,341); free reserves in other unrestricted funds of £321,338 (2021: £334,153). 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 SEP. 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.

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 buildings 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 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 the Headmaster and Bursar, 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 £766,692 (2021: £740,571). The Governors' policy and report is shown in the separate panel.

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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. 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 not aware 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 the Foundation. 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.

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 Foundation's 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% (reviewed 2022).

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% (reviewed 2022) 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 decreased to £550,957 (2021: £585,328); £18,000 (2021: £18,000) was drawn to fund bursary support. Yield was -1.40% (2021: 3.27%). A further £10,564 (2021: £7,618) is held in cash within the portfolio, pending investment.

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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 £42,848 (2021: £20,980) 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.

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, this has now been absorbed into the overall Risk Register. 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 are all threats that the Board is considering.

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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.

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 24 March 2023
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. Due to the pandemic we were unable to run our normal programme of activities. We were able to distribute pre-recorded assemblies via YouTube, featuring our Foundation Chaplain, to local infant and junior schools, which were very popular.
- 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. We continue in partnership with education charity SHINE (Support and Help IN Education), Hull City Council, Chatta Learning and a number of local state schools to benefit children in their care.
- Several members of staff are governors in maintained sector schools and sit on educational bodies such as East Riding Safeguarding Children Partnership ("ERSCP") Education Liaison Group.
- A member of staff is a voluntary coach for an inexperienced Computer Science teacher through a 'Computing at School' scheme.

Pastoral links

- We share electronic resources with local primary and secondary schools, which this year included a training video 'The 5P's approach for providing wellbeing support'.
- We have been working with the Springboard Bursary Foundation to provide fully supported boarding places for students from September 2021. There were two students with us on this scheme, which is significantly supported by the Foundation's bursary fund.
- 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. Applications for fee assistance have increase sevenfold in the last year and whilst we were not able to attend post 16 choices events or assemblies at local schools, we have maintained positive links and shared online information with them.

Both the Foundation's Outreach Programme and our work with Chatta contributed to us being named winner of 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. The pandemic severely restricted the activity we could undertake in this academic year, however we did do the following:

- The Foundation is an active fundraiser for local and international charities, although this year we focused on raising funds for one charity, Peasholme Charity for the Homeless, with a non-uniform day, charity week and Christmas jumper day. Pupils also took part in the Salvation Army Shoebox Christmas present appeal, the Selby Winter Coat charity appeal and the Pocklington Area Foodbank appeal.
- A number of staff have raised money this year for charities including St Leonard's Hospice and Blue Cross Caring for Animals.
- Our Director of Music played the organ for All Saints Market Weighton, Bridlington Priory and Hull Charterhouse.
- A number of Fourth Year students volunteered for an hour's weekly litter collection around Pocklington through the summer term, as part of their Duke of Edinburgh Award programme.
- Several coaches volunteer with Yorkshire Academy Rugby Coaching Programme and one is a volunteer coach for Dunnington U8 football team.
- Staff have volunteered for COVID-19 community groups, assisted at vaccine clinics and at the local People's Pantry. One chairs a local Parish Council and one is a Voluntary Trustee at the Pocklington's 'Young People Count' initiative, attending meetings and hosting events.

PUBLIC BENEFIT AND OUTREACH (continued)

Wider Community Initiatives

The Foundation provides support to a wide range of groups in our local community.

- We operate a CCF in partnership with the Ministry of Defence ("MOD"). The Pocklington School CCF buildings and equipment are shared with Pocklington town Army Cadet Force ("ACF"). Additionally, we help the Pocklington town ACF by offering equipment, resources, expertise and the use of our grounds. We normally participate in the town's remembrance parade.
- Our Pre-Prep held its Parent and Toddler Group which is open to the local community, occurs on a weekly basis and is free of charge. We also introduced Forest School, which comprised six free sessions for local children held in the Foundation's grounds.
- Normally we host many courses, clubs and events that are open to the wider community. This year only those that took place outdoors were able to run, which comprised netball, hockey and cricket sports camps.
- We provided access to our archive for our local history society and have a staff member on the Pocklington and Wolds Gateway Partnership and the Pocklington District Heritage Trust ("PDHT"). One of our students was commissioned to design a new logo and website for PDHT, and we produced and issued the publicity surrounding its launch to the local community.
- Our Head of Drama delivered an online lecture entitled 'The Power of Play', as part of the 2021 York Festival of Ideas, coordinated by the University of York. To date this has had 550 views.

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.
- Pocklington Town Council used our Sports Hall for the Town Council Meeting in June.

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 Foundation welcomes 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 2022 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 2022 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 reconciliation of income by proof in total, sample testing on the posting of journals, investigating the rationale behind significant or unusual transactions, 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

26 May 2023

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 2022

	Note	Unrestricted Funds £	Restricted & Endowed Funds £	Total 2022 £	Total 2021 £
Income and endowments from:					
Charitable activities					
School fees receivable	2	12,133,599	-	12,133,599	10,567,809
Ancillary trading income	3	47,503	-	47,503	36,811
Government grant income - CJRS		-	-	-	195,220
Other trading activities					
Non-ancillary trading income	23	93,745	-	93,745	41,996
Investments					
Investment income	6	1,512	22,759	24,271	24,818
Voluntary sources					
Donations and legacies		500	12,615	13,115	59,577
Total		12,276,859	35,374	12,312,233	10,926,231
Expenditure on:					
Raising funds					
Non-ancillary trading	4	44,694	-	44,694	18,446
Other income-generating activities		50,770	-	50,770	50,584
Financing costs		51,776	5,625	57,401	62,746
Total deductible costs		147,240	5,625	152,865	131,776
Charitable Activities					
Education and grant making		11,515,475	19,690	11,535,165	10,637,301
Total	4	11,662,715	25,315	11,688,030	10,769,077
Net income and net movement in funds before (losses)/gains on investments					
		614,144	10,059	624,203	157,154
Net(losses)/gains on investments	6	-	(26,492)	(26,492)	100,603
Net income/(expenditure)		614,144	(16,433)	597,711	257,757
Transfers between funds	16, 18	(70,656)	70,656	-	-
Net movement in funds		543,488	54,223	597,711	257,757
Reconciliation of funds:					
Total funds brought forward	25	12,878,646	865,510	13,744,156	13,486,399
Total funds carried forward		13,422,134	919,733	14,341,867	13,744,156

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 2022

	Note	Consolidated		Foundation only	
		2022	2021	2022	2021
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	5	13,967,463	13,616,160	13,967,463	13,703,160
Investments	6	550,957	585,328	500	-
		14,518,420	14,201,488	13,967,963	13,703,160
CURRENT ASSETS					
Stocks	7	18,433	10,301	18,433	10,301
Debtors	8	446,551	546,682	603,757	1,315,543
Cash at bank and in hand		3,579,500	3,374,706	3,174,370	2,371,011
		4,044,484	3,931,689	3,796,560	3,696,855
CREDITORS: amounts falling due within one year	9	(3,087,745)	(2,935,258)	(3,105,541)	(2,951,369)
		(3,087,745)	(2,935,258)	(3,105,541)	(2,951,369)
NET CURRENT ASSETS		956,739	996,431	691,019	745,486
TOTAL ASSETS LESS CURRENT LIABILITIES		15,475,159	15,197,919	14,658,982	14,448,646
CREDITORS: amounts falling due after more than one year	10	(1,092,981)	(1,422,159)	(1,092,981)	(1,422,159)
Provisions for liabilities	12	(40,311)	(31,604)	(40,311)	(31,604)
TOTAL NET ASSETS		14,341,867	13,744,156	13,525,690	12,994,883
REPRESENTED BY					
Unrestricted funds	18	13,422,134	12,878,646	13,385,422	12,858,277
Restricted funds	16	909,774	855,341	130,309	126,437
Endowed funds	17	9,959	10,169	9,959	10,169
		14,341,867	13,744,156	13,525,690	12,994,883

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

Approved by the Governors on 24 March 2023
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 2022

	Note	2022 £	2021 £
Cash flows from operating activities:			
Net cash provided by operating activities	15	1,158,430	1,063,517
Cash flows from investing activities:			
Dividends, interest and rents from investments		24,271	24,818
Purchase of property, plant and equipment		(821,867)	(486,515)
Proceeds from sale of property, plant and equipment		3,060	6,350
Proceeds from sales of investments		181,996	53,994
Purchase of investments		(174,117)	(59,463)
Net cash used in investing activities		(786,657)	(460,816)
Cash flows from financing activities:			
Finance costs paid		(52,160)	(74,975)
Repayments of borrowing		(111,413)	(3,233,314)
Cash inflows from new borrowing		-	1,021,875
Pension deficit payments		(3,406)	(3,307)
Net cash used in financing activities		(166,979)	(2,289,721)
Change in cash and cash equivalents in the reporting period		204,794	(1,687,020)
Cash and cash equivalents at the beginning of the reporting period		3,374,706	5,061,726
Cash and cash equivalents at the end of the reporting period		3,579,500	3,374,706

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 2022

1 ACCOUNTING POLICIES

a) Legal entity

The Pocklington School Foundation is regulated by the Charities Commission, Charity Number 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

b) 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 (£).

c) 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 School alone.

d) Going concern

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.

e) 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 School, 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.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1 ACCOUNTING POLICIES (continued)

f) Donations

Donations receivable for the general purpose of the School 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 Trustee, 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.

g) Grant income

The government has made the Coronavirus Job Retention Scheme (CJRS) available to the School 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.

h) 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 School, 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 meetings and preparing statutory accounts and satisfying public accountability.

i) 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.

j) Fixed asset investments

Quoted investments are included at market value (bid price) 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.

k) Stocks

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

l) 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.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1 ACCOUNTING POLICIES (continued)

m) Cash at bank and in hand

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

n) Creditors and provisions

Creditors and provisions are recognised where the School 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 School 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 2031. 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.

o) Financial instruments

The School 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.

p) Funds Structure

Funds comprise unrestricted funds which have not been designated for other purposes, and are available for use at the discretion of the Trustee in furtherance of the general objectives of the School; 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 Trustee 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.

q) Pensions

The School 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.

The School also contributes to the Independent Schools' Pension Scheme (ISPS). The scheme is a multi-employer defined benefit pension scheme but 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.

r) Leases

Assets purchased under finance leases are capitalised as fixed assets. Obligations under such agreements are included in creditors.

Rentals payable under operating leases are charged to the SOFA evenly over the period of the lease.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

	2022 £	2021 £
2 CHARITABLE ACTIVITIES - FEES RECEIVABLE		
The fee income comprised:		
Gross fees	12,851,307	11,249,880
Casual boarding fees	48,984	58,500
Less: Total bursaries, grants and allowances	(766,692)	(740,571)
	12,133,599	10,567,809

The above educational awards were made to 188 individuals (2021: 177).

3 CHARITABLE ACTIVITIES - OTHER INCOME		
Other educational charitable activities		
Registration fees	20,200	16,180
Sub-letting	27,303	20,631
	47,503	36,811

4 ANALYSIS OF EXPENDITURE

Total expenditure includes:

 Auditor's remuneration:

for audit services	9,954	8,782
for other services	5,490	5,996
	15,444	14,778

STAFF COSTS AND NUMBERS

Wages and salaries	6,865,342	6,568,902
Social security costs	667,903	599,441
Pension costs	1,045,808	1,039,629
	8,579,053	8,207,972

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 £711,690 (2021: £766,535).

During the year the School made termination payments under settlement agreements totalling £30,000 (2021: £nil) in respect of one (2021: no) former employee.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

4 ANALYSIS OF EXPENDITURE (continued)

2022

2021

Employees earning over £60,000 per annum

£110,000 - £120,000	1	1
£100,000 - £110,000	-	-
£90,000 - £100,000	-	1
£80,000 - £90,000	-	-
£70,000 - £80,000	1	-
£60,000 - £70,000	4	4

One of the above employees has retirement benefits accruing under a defined benefit scheme.

The average monthly head count was 266 staff (2021: 257) and the average monthly number of full-time equivalent employees during the year were as follows:

Teaching	88	88
Academic support	15	13
Admin and clerical	21	23
Premises	33	31
Welfare	33	35
	190	190

	Staff costs	Other	Depreciation	Total 2022	Total 2021
	£	£	£	£	£
Cost of raising funds:					
Financing costs	-	57,401	-	57,401	62,746
Fund-raising for voluntary income	50,770	-	-	50,770	50,584
	50,770	57,401	-	108,171	113,330
Trading costs of the subsidiary	-	44,694	-	44,694	18,446
Total cost of raising funds	50,770	102,095	-	152,865	131,776
Charitable expenditure					
<i>Education and grant making</i>					
Teaching	5,954,585	452,172	58,762	6,465,519	5,892,936
Welfare	899,368	468,907	-	1,368,275	1,118,397
Premises	878,151	823,588	437,609	2,139,348	2,189,039
Support costs of schooling	796,179	743,981	-	1,540,160	1,418,714
Governance costs	-	21,863	-	21,863	18,215
Total charitable expenditure	8,528,283	2,510,511	496,371	11,535,165	10,637,301
Total expended - Group	8,579,053	2,612,606	496,371	11,688,030	10,769,077
Total expended - School	8,579,053	2,567,912	583,371	11,643,336	10,750,631

Prior year expenditure includes staff costs of £8,207,972, other costs of £2,125,405 and depreciation of £435,700.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

5 TANGIBLE FIXED ASSETS

	<i>Freehold Land and Buildings</i>	<i>Furniture, Fixtures & Vehicles</i>	<i>Total</i>
	£	£	£
Consolidated			
Cost:			
At 1 September 2021	18,595,810	846,929	19,442,739
Additions	566,303	283,332	849,635
Disposals	-	(365,753)	(365,753)
At 31 August 2022	<u>19,162,113</u>	<u>764,508</u>	<u>19,926,621</u>
Depreciation:			
At 1 September 2021	5,162,181	664,398	5,826,579
Disposals	-	(363,792)	(363,792)
Charge for the year	423,557	72,814	496,371
At 31 August 2022	<u>5,585,738</u>	<u>373,420</u>	<u>5,959,158</u>
Net book values:			
31 August 2022	<u>13,576,375</u>	<u>391,088</u>	<u>13,967,463</u>
31 August 2021	<u>13,433,629</u>	<u>182,531</u>	<u>13,616,160</u>
Foundation			
Cost:			
At 1 September 2021	18,682,810	846,929	19,529,739
Additions	566,303	283,332	849,635
Disposals	-	(365,753)	(365,753)
Impairment	(87,000)	-	(87,000)
At 31 August 2022	<u>19,162,113</u>	<u>764,508</u>	<u>19,926,621</u>
Depreciation:			
At 1 September 2021	5,162,181	664,398	5,826,579
Disposals	-	(363,792)	(363,792)
Charge for the year	423,557	72,814	496,371
At 31 August 2022	<u>5,585,738</u>	<u>373,420</u>	<u>5,959,158</u>
Net book values:			
31 August 2022	<u>13,576,375</u>	<u>391,088</u>	<u>13,967,463</u>
31 August 2021	<u>13,520,629</u>	<u>182,531</u>	<u>13,703,160</u>

The net carrying amount of Furniture, Fixtures & Vehicles includes £25,575 (2021: £34,100) in respect of assets held under hire purchase contracts.

Freehold land and buildings are carried at cost. The fair value as at 31 August 2022 was estimated at £75,720,750 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.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

6 FIXED ASSET INVESTMENTS

	Consolidated		Foundation	
	2022	2021	2022	2021
	£	£	£	£
Quoted investments (all United Kingdom)				
Market value at beginning of the year	585,328	479,256	-	-
Additions	174,117	59,463	500	-
Disposals	(181,996)	(53,994)	-	-
Net gains/(losses)	(26,492)	100,603	-	-
Market value at end of year	550,957	585,328	500	-
Historical cost at end of year	484,122	453,116	1,000	-

The Foundation owns 100 ordinary £1 shares in Pocklington School Enterprises Limited, 1 ordinary share of £1 in Pocklington School International Limited and 96 ordinary shares in Mr Andrews Online Limited, companies incorporated in the United Kingdom.

Investment income analysed as follows:

Fixed asset investments	19,506	22,833	-	-
Cash at bank	4,765	1,985	1,512	338
	24,271	24,818	1,512	338

Investment income of £1,512 (2021: £338) relates to unrestricted funds and £22,759 (2021: £24,480) to restricted and endowed funds.

7 STOCKS

Raw materials and consumables	18,433	10,301	18,433	10,301
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8 DEBTORS

Fees receivable	183,461	234,518	183,461	234,518
Trade debtors	33,482	11,883	-	-
Amounts due from subsidiaries	-	-	106,937	58,516
Loan to John Dolman Trust	-	-	83,751	722,228
Other debtors	2,833	67,848	2,833	67,848
Prepayments and accrued income	226,775	232,433	226,775	232,433
	446,551	546,682	603,757	1,315,543

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

9 CREDITORS amounts falling due within one year

	Consolidated		Foundation	
	2022	2021	2022	2021
	£	£	£	£
Bank loans and overdrafts	100,000	100,000	100,000	100,000
Trade creditors	160,395	167,623	160,395	167,623
Fees received in advance	1,880,621	1,661,340	1,880,621	1,661,340
Taxation and social security	166,550	145,770	162,758	142,454
Pension creditor	132,694	129,681	132,694	129,681
Other creditors	94,888	94,451	118,541	118,104
HP creditors	10,462	12,500	10,462	12,500
Returnable deposits	224,090	221,915	224,090	221,915
Accruals	118,296	138,729	116,231	134,503
	2,887,996	2,672,009	2,905,792	2,688,120
Advance fees (see note 11)	199,749	263,249	199,749	263,249
	3,087,745	2,935,258	3,105,541	2,951,369

10 CREDITORS amounts falling due after more than one year

Bank loan	766,667	866,667	766,667	866,667
HP creditors	-	9,375	-	9,375
Advance fees (see note 11)	326,314	546,117	326,314	546,117
	1,092,981	1,422,159	1,092,981	1,422,159

The loan balance is secured against the assets of the Foundation.

After the year-end, the Board took the decision to repay the loan. Accordingly the loan was repaid in full on 26 September 2022

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:

	2022	2021
	£	£
Within 2 to 5 years	149,599	381,234
Within 1 to 2 years	176,715	164,883
	326,314	546,117
Within 1 year	199,749	263,249
	526,063	809,366

The balance represents the accrued liability under the contracts, any impact of discounting on fees in advance is immaterial.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

12 PROVISIONS FOR LIABILITIES

	Consolidated		Foundation	
	2022	2021	2022	2021
	£	£	£	£
Pension provision	31,604	34,877	31,604	34,877
Remeasurements	11,787	(264)	11,787	(264)
Deficit contribution paid	(3,406)	(3,307)	(3,406)	(3,307)
Unwinding of the discount factor (interest expense)	326	298	326	298
	40,311	31,604	40,311	31,604

The discount rate applied to the provision is 4.31% (2021: 1.09%). A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £201.1m, liabilities of £256.3m and a deficit of £55.2m. 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 2022 has agreed to pay £4,415 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 2031. The present value of the provision is £40,311 (2021: £31,604). Further details are contained in Note 14.

13 BANK LOANS AND OVERDRAFTS

	Consolidated		Foundation	
	2022	2021	2022	2021
	£	£	£	£
Loans and overdrafts are repayable as follows:				
Within one year	100,000	100,000	100,000	100,000
Between one and two years	100,000	100,000	100,000	100,000
Between two and five years	300,000	300,000	300,000	300,000
In five years or more	366,667	466,667	366,667	466,667
	866,667	966,667	866,667	966,667

A loan with a carrying amount of £866,667 is denominated in UK Sterling Pounds with a nominal interest rate of 2% p.a over Bank of England base rate. The final instalment is due on 31 March 2031.

This loan was repaid in full on 26 September 2022.

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 £862,555 (2021: £847,385) and at the year-end £106,672 (2021: £104,656) 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 2022

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 £37,237 (2021: £69,354) 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 £183,253 this year (2021: £192,244). Contributions of £26,022 were outstanding at the year-end (2021: £25,025).

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 2022

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 2021) is £163,773 (2021: £209,394). 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

	2022	2021
	£	£
Net income for the reporting period	597,711	257,757
Adjustments for:		
Depreciation charges	496,371	435,700
Finance charge on pension deficit	326	298
Remeasurement of pension deficit	11,787	(264)
Net losses/(gains) on investments	26,492	(100,603)
Dividends and interest	(24,271)	(24,818)
Financing costs	57,075	62,746
(Profit)/loss on sale of assets	(1,099)	6,154
Increase in stock	(8,132)	(8,706)
Decrease in debtors	100,131	15,363
(Decrease)/increase in creditors	(97,961)	419,890
Net cash provided by operating activities	<u>1,158,430</u>	<u>1,063,517</u>

ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	<u>3,579,500</u>	3,374,706
Total cash and cash equivalents	<u>3,579,500</u>	<u>3,374,706</u>

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
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15 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES (continued)

ANALYSIS OF CHANGES IN NET DEBT

	At 1 Sept 21 £	Cash-flows £	At 31 Aug 22 £
Cash	3,374,706	204,794	3,579,500
		204,794	
Loans falling due within one year	(100,000)	-	(100,000)
Loans falling due after more than one year	(866,667)	100,000	(766,667)
	<u>2,408,039</u>	<u>304,794</u>	<u>2,712,833</u>

16 RESTRICTED FUNDS

	Balance at 1 Sept 21 £	Income £	Expended £	Transfers £	Balance at 31 Aug 22 £
John Dolman Trust - Bursary Account	587,459	29,160	(49,697)	37,393	604,315
John Dolman Trust - Development Account	156,445	484	(42)	33,263	190,150
CSU Prize Fund	2,544	57	-	-	2,601
Croft Prize Fund	2,703	60	(50)	-	2,713
William Arthurs Classics Fund	2,383	63	(25)	-	2,421
Joan Allen Science Fund	3,211	70	(100)	-	3,181
Pocklington Silvestri Fund	2,463	55	-	-	2,518
Dr Harold Williams Scholarship	18,277	401	(450)	-	18,228
D W Bagot Scholarship	24,757	552	(200)	-	25,109
Improvement Fund	2,790	63	-	-	2,853
Archive Fund	27,497	1,069	-	-	28,566
The Darrell Buttery Bursary Fund	22,366	503	(100)	-	22,769
Keith Applebee Scholarship	2,060	46	-	-	2,106
The Archbishop Zouche Prize	193	4	(25)	-	172
The Elliott Prize	193	4	(25)	-	172
Pre-Prep Play Area Fund	-	1,900	-	-	1,900
Lecturn Sign Writing Fund	-	378	(378)	-	-
	<u>855,341</u>	<u>34,869</u>	<u>(51,092)</u>	<u>70,656</u>	<u>909,774</u>

The transfer of £70,656 represents the repayment of the loan to the School of £105,000 less the current account owed to the School of £34,344.

	Balance at 1 Sept 20 £	Income £	Expended £	Transfers £	Balance at 31 Aug 21 £
John Dolman Trust - Bursary Account	1,881,025	182,515	(5,276)	(1,470,805)	587,459
John Dolman Trust - Development Account	439,322	1	(6)	(282,872)	156,445
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 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 School 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.

Pre-Prep Play Area

Donation to develop a play area outside the classroom.

Lectern sign writing Fund

Donation from the Friends of Pocklington School for sign writing on a lectern.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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 21 £	Increases £	Decreases £	Balance at 31 Aug 22 £
Scholarship Funds	5,583	123	(600)	5,106
Prize Funds	4,186	320	(100)	4,406
Desmond Boulton Prize	400	8	(15)	393
Isherwood & Allen Bursary Fund	-	54	-	54
	<u>10,169</u>	<u>505</u>	<u>(715)</u>	<u>9,959</u>

	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>

18 UNRESTRICTED FUNDS

	Balance at 1 Sept 21 £	Surplus/ (deficit) £	Transfer between funds £	Balance at 31 Aug 22 £
Free reserves	334,153	1,112,476	(1,125,291)	321,338
Designated funds				
- Fixed assets	12,544,493	(498,332)	1,054,635	13,100,796
Total for the group	<u>12,878,646</u>	<u>614,144</u>	<u>(70,656)</u>	<u>13,422,134</u>

	Balance at 1 Sept 20 £	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>

The transfer of £1,054,635 represents the value of fixed asset additions (£849,635) purchased with free reserves being transferred to the designated reserves, plus the loan repayments made this year (£100,000), plus the repayment of the loan from the John Dolman Trust (£105,000). The transfer of £70,656 represents the repayment of the loan to the School of £105,000 less the current account owed to the School of £34,344.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible fixed assets £	Investments £	Net current assets £	Long term liabilities/ provisions £	Total £
2022					
Restricted Funds	-	550,957	358,817	-	909,774
Unrestricted funds	-	-	687,963	(366,625)	321,338
Endowed funds	-	-	9,959	-	9,959
Designated funds	13,967,463	-	(100,000)	(766,667)	13,100,796
Total for the group	<u>13,967,463</u>	<u>550,957</u>	<u>956,739</u>	<u>(1,133,292)</u>	<u>14,341,867</u>
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>

20 CONTRACTS AND COMMITMENTS

Capital commitments at 31 August 2022 in relation to building works were £nil (2021: £100,000).

21 OPERATING LEASES

As at 31 August 2022 the School had future minimum lease payments under non-cancellable operating as follows:

	Consolidated		Foundation	
	2022	2021	2022	2021
Equipment	£	£	£	£
Within one year	80,308	37,373	80,308	37,373
Within one to two years	21,885	37,373	21,885	37,373
Within two to five years	40,341	30,822	40,341	30,822
	<u>142,534</u>	<u>105,568</u>	<u>142,534</u>	<u>105,568</u>

22 NON-ADJUSTING POST BALANCE SHEET EVENT

On 31 October 2022, the School was notified that it had been left a legacy of £500,000. This will be recognised as income once the recognition criteria under the Charities SORP (FRS 102) for legacies has been met.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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 2022 were:

	2022	2021
	£	£
Turnover	93,745	41,996
Cost of sales	(39,791)	(13,482)
Gross profit	53,954	28,514
Administrative expenses	(4,903)	(4,964)
Management fees	(6,203)	(2,570)
Operating profit	42,848	20,980
Other interest receivable and similar income	-	-
Profit before tax	42,848	20,980
Gift aid distribution to School	(42,848)	(20,980)
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 2022 were:

	2022	2021
	£	£
Turnover	-	-
Gross profit	-	-
Administrative expenses	-	(26)
Operating loss	-	(26)
Loss before tax	-	(26)
Gift aid distribution to School	-	-
Retained within/(withdrawn from) subsidiary	-	(26)
Net Liabilities	(16,759)	(16,759)

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

24 RELATED PARTIES

Governors remuneration and benefits

The Governors (who are members of the School's corporate trustee) did not receive any remuneration or benefits for their services.

Governors expenses

Trustee expenses (training & subscriptions) totalling £250 were paid to five Governors during the year (2021: £nil).

Governors other related parties

Four Governors (2021: four) have seven children (2021: seven) enrolled at the school. Of these, one Governor (2021: one) 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 School'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 Pocklington School Enterprises Limited owed the School £90,178 (2021: £41,757). 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 Pocklington School International Limited owed the School £16,759 (2021: £16,759). 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 29 January 1969 as a Trust Fund and subsidiary charity of Pocklington School. The Trust comprises a Bursary Account and a Development Account. The Trustee determines the policy for the allocation of funds on the advice of the Headmaster.

At the year end the Trust's Bursary Account owed the School £83,751 (2021: Bursary Account owed School £435,158 and Development Account owed School £287,070).

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 2022

25 COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds £	Restricted & Endowed Funds £	Total 2021 £
Income and endowments from:			
Charitable activities			
School fees receivable	10,567,809	-	10,567,809
Ancillary trading income	36,811	-	36,811
Government grant income - CJRS	195,220	-	195,220
Other trading activities			
Non-ancillary trading income	41,996	-	41,996
Investments			
Investment income	338	24,480	24,818
Voluntary sources			
Donations and legacies	221	59,356	59,577
Total	<u>10,842,395</u>	<u>83,836</u>	<u>10,926,231</u>
Expenditure on:			
Raising funds			
Non-ancillary trading	18,446	-	18,446
Other income-generating activities	50,584	-	50,584
Financing costs	57,464	5,282	62,746
Total deductible costs	<u>126,494</u>	<u>5,282</u>	<u>131,776</u>
Charitable Activities			
Education and grant making	10,632,663	4,638	10,637,301
Total	<u>10,759,157</u>	<u>9,920</u>	<u>10,769,077</u>
Net income and net movement in funds before gains/(losses) on investments	83,238	73,916	157,154
Net gains/(losses) on investments	-	100,603	100,603
Net income	83,238	174,519	257,757
Transfers between funds	1,753,677	(1,753,677)	-
Net movement in funds	1,836,915	(1,579,158)	257,757
Reconciliation of funds:			
Total funds brought forward	11,041,731	2,444,668	13,486,399
Total funds carried forward	<u>12,878,646</u>	<u>865,510</u>	<u>13,744,156</u>