

THE POCKLINGTON SCHOOL FOUNDATION

(Charity number 529834)

ANNUAL REPORT AND FINANCIAL STATEMENTS

for the year ended

31 August 2023

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 2023

The Trustee presents its report and audited financial statements for the year ended 31 August 2023. 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		Chair – until December 2023					*		
Mr JVT Tilsed MB BS, MS, FRCS(Eng), FRCS(Gen Surg), FEBS(EmSurg)	8	From May 2023 Chair – from December 2023	*			*	C	*	
Mr JSL Burke BDS	10	Vice-Chair					*	C	
Mrs K Groves LLB	11	Vice-Chair	C				*		*
Mrs C Atkin		Until July 2023						*	*
The Rev Dr JJ Belder		Until September 2023						*	
Mr EM George		From May 2023	*		*				
Mr JL Burley BSc MRICS		Until December 2023		*					
Mrs F Eldridge BSc (Hons), PGCE, FIOD		From May 2023	*					*	
Mrs RH Cookson BA FRSA									*
Cllr R M Cronshaw BSc	11	Representing Pocklington Town Council		*				*	*
Mr S Hare		From May 2023				*			
Mrs DP Flint MA FCIPD	12						*		C
Mr JJ Hargan LLB (Hons)		Until June 2023						*	
Mrs PC Hildyard BA		From July 2023						*	
Mr SWL Lunt LLB				*		*			
Mrs LE Masheder BSc DChA FCA	9	Until July 2023				*			
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)				*					
Mr CJD Mairs		Until December 2022	*						
Mr DM Strachan MA			*		*				
Mr N Minns	13	From December 2022		C	*				
Mr NJ Robson BA (Hons) FCCA		From December 2022				C			*

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 | 10. Child Protection |
| 3. External Relations | 6. Pastoral and Safeguarding Children Oversight | 9. Fundraising – Financial Oversight | 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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OFFICERS

The Headmaster	Mr TDG Seth MA
The Bursar	Mr RB Bloxwich MA FCA
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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THE POCKLINGTON SCHOOL FOUNDATION
STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Pocklington School was founded in 1514. The Pocklington School Foundation comprises both Pocklington School, the Pocklington Prep School and the Pre-School at Pocklington Prep School. The Pocklington School 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 and members 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 Chair, the Head and the Bursar. The Chair 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 the Schools, and the Governors meet at least three times a year. The Board now has seven 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 Head 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 Head or the Bursar, or by both. The Head of the Prep School and the Pocklington School Senior Deputy Head also attend meetings of the full Board of Governors.

Other Relationships

The Head is a member of the Head Masters' and Mistresses' Conference (HMC) and the Foundation also holds membership of AGBIS, 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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**THE POCKLINGTON SCHOOL FOUNDATION
AIMS, VALUES AND PRACTICE OF THE FOUNDATION**

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

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

The Foundation is a signatory to the Armed Forces Covenant.

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

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

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The Trustee presents its report and audited financial statements for the year ended 31 August 2023. 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 2-4. We welcome pupils of all backgrounds. For the academic year, the Foundation had an average of 763 pupils (2022: 750) of whom 197 (2022: 210) attended Pocklington Prep School and 73 (2022: 82) were boarders. The Pre-School had an average of 15 pupils (2022: 12) and 84% (2022: 84%) 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.

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

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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 2022, we have been focussed on the delivery of our 2020 SEP, and whilst 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. In addition, we are proud of our outreach into the local community, whereby we also support deserving candidates with an increasingly popular and successful bursary programme.

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

This year, we have focussed in the main on the embedding of changes brought about by the shift from a 6 to 5 day academic working week. These have included improvements in teaching and learning as well as pastoral care and co-curricular advancements.

Teaching and learning – observations (management and HoD level), work scrutiny, appraisals, department reviews, learning walks all back under way. We have renewed our attention to our SEP, have worked hard on 'COVID catch-up', increased our work on digital technology as well as the appointment of teaching and learning associates. Our trips, sport, drama and music programmes have returned post-COVID, with more trips in order than before the pandemic. Boarding has returned positively, with our pastoral care and mental health provision also broadening with developments within our Wellbeing Service. Finally, we are proud to report increased interest in our bursary programme and continue to work with a number of external organisations that support this (Royal Springboard etc.).

On a staffing front, we will be restarting appraisal processes post-COVID, reviewing our Equality, Diversity and Inclusion provision, and embarking on a wide range of training opportunities for staff to include teaching and learning, digital capability and feedback to pupils.

The summer of 2023 saw a return to the pre-pandemic grading standard in public examinations. 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
2023	41.6%	91.6%	95.2%
2022	59.0%	96.0%	98.7%
2021	59.2%	97.9%	100%
2020	50.6%	97.6%	100%
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
2023	35.4%	65.0%	85.2%	99.6%
2022	50.2%	73.7%	93.2%	100%
2021	54.5%	84.5%	96.4%	100%
2020	49.1%	75.0%	94.5%	100%
2019	32.2%	56.5%	79.2%	97.3%

Of particular note are the BTEC outcomes, in which all students achieved pass grades or higher, with 60% (2022: 80%) of Sport grades at Distinction ("D") or D*, and 71% (2022: 100%) of Information and Communication Technology ("ICT") grades at D or D*. This is the first year students have completed the Enterprise BTEC; 40% of grades were D or D*.

Of those students in the Universities and Colleges Admissions Service ("UCAS") system, 69% (2022: 88%) were accepted into their first-choice university and 15% (2022: 10%) into their insurance choice. 45% (2022: 26%) of students in the UCAS system achieved places at Russell Group universities including 1 student who successfully achieved a place 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 2022-23 cohort were no exception. Project topics included the extent to which psychological marketing affects customer decisions, the extent to which advances in technology are rendering the learning of languages obsolete and an exploration of how fear of the devil contributed to the persecution of witches during the middle ages. The Higher Project Qualification (HPQ) provides GCSE level pupils with an opportunity to research in depth a topic of their choice, allowing them to develop important problem-solving, planning and presentation skills, alongside broadening their knowledge and understanding of the wider world. The 2022-23 cohort selected an inspiring array of topics to focus on including: evaluating the historical accuracy of video games, debating whether the bombings of Hiroshima and Nagasaki were moral, and investigating the conditions and treatments in asylums in the Victorian era.

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.

Students have participated in a range of external extra-curricular competitions and events this academic year, reflecting the School's commitment to a holistic education. Geography students completed a range of fieldwork visits including to Malham and Bridlington while Biology students were able to conduct fieldwork at Cranedale and Filey as part of their A level studies. A range of live performances have been enjoyed in the past 12 months, including theatre trips to see Lord of the Flies and The Time Machine by Drama students, Richard III by English Literature students, and Opera North's Tosca by Music students and scholars.

Modern Foreign Language (MFL) students enjoyed a Film Study day at Sheffield Hallam, while they also achieved semi-finalist status (French) and won (Spanish) an MFL debating competition in which local schools competed, as well as participating in the national Poesia Competition.

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Sixth Form Art and Photography students participated in their annual trip to London, Design students visited the Triumph factory, and BTEC Sport and Enterprise students participated in a joint trip to the ground of Manchester City. 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 sixth form mathematicians participating in the Ritangle Challenge.

Sixth Form Chemistry students participated in the Cambridge Chemistry Challenge and Cambridge Chemistry Race, achieving several awards, including one pupil who achieved the highest Roentgenium Award, placing them in the top 0.7% of students who entered the competition. Students also completed the Royal Society of Chemistry Olympiad, achieving several bronze awards. Our team of Middle School pupils participated in the Royal Society of Chemistry's Top of the Bench competition and were regional winners, progressing to the national final. Sixth Form pupils also worked towards the Institute of Civil Engineering's Citizen Award while younger pupils participated in the National Scientific Thinking Challenge as well as the Physics Olympics.

Computing pupils participated in the Perse Coding competition and also entered the national coding competition 'Your Voice is Power' in which 12 pupils were shortlisted as national finalists, placing in the top 45 of all entries, with one pupil placing in the top 5.

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 two years and is subject to ongoing evaluation and improvement. To support the curriculum we have invested in an additional tracking programme for all areas. A new system, 'Insight', was implemented just after the year-end and allows all staff to upload data for easy tracking and analysis.

Our provision continues to evolve and we are moving towards achieving excellence in all areas. Reading attainment continues to reach high levels, as do our writing and spelling results. This year we have chosen to focus on improvement in Maths in all year groups, with the Maths Mastery approach being implemented. Our senior leaders have been trained in this area and are in the process of training the remainder of our staff.

Data collected, including year-on-year outcomes alongside National and Local Authority data, indicates that the provision in the Early Years Foundation Stage (EYFS) at the Prep School continues to enable children to make excellent progress. In 2022/23, 67% (2021/22: 85.7%) of children in Reception achieved the Good Level of Development (a nationally recognised summative assessment measurement). This was in line with national outcomes, with 67.2% of children achieving the Good Level of Development nationally.

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 although we now have one child who receives funding through an Education Health and Care Plan (which pays for additional one-to-one Learning Support Assistant time). Evidence shows that the longer the children are with us, the more progress they make. By year Six, value-added data demonstrates that children who have been with us for a number of years have made greater progress in relation to raw ability than those who join us later. This is very positive.

All pupils leaving the Prep School at year Six gained entrance to either our senior School or the senior school of their choice. One child achieved a music scholarship, three children achieved academic scholarships and one achieved an academic exhibition.

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Our End of Year Celebration event, included a number of wonderful and moving performances as well as one from a former Prep student who achieved a music scholarship and had just completed her GCSEs. 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.

Prep School sport continues to have 'engagement and enjoyment' at the heart of all it does. From Year 3, all children have the opportunity to represent their school in sport. Fixtures continue to be supported by parents and staff and provide a great opportunity for children to learn to engage with sport in a safe and controlled environment. Our Swim Squad, Cross Country team and Athletics team have had some great successes and are deservedly proud of their achievements. We have a number of Prep School pupils who represent the school as part of the Foundation Equestrian Team. They have had some super successes as both individuals and part of the team at the recent National Schools Equestrian Association (NSEA) trials at Epworth.

Across the senior school sport continues to flourish, several students have progressed to representing the county or region at rugby, hockey, netball, cross-country and cricket and our equestrian team continues to excel with several students qualifying to represent East, South and West Yorkshire.

Our U15 girls' cricket team qualified for the county final and the senior boys' 1st XI has had their best season for several years, tennis has seen record numbers on the courts, and we enjoyed sending our very best down to Eton for the Schools Championship in late June.

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.

All students have been presented once again with the 'POCK Challenge'; an incentive to encourage them to make the most of the broad range of activities on offer. 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 anomaly to this is the sports programme, which continues to attract a huge number of pupils (around 75%). The variety of more modern clubs and activities, such as CAD Design Club continue to grow in popularity. 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. Senior Debating is to be introduced back into the programme after several requests from sixth form students.

Commitment to rehearsals and practices continues to be a challenge. Combined Cadet Force (CCF) and Drama in particular have reported that students' commitment has been below par as a result of the sheer amount of extra-curricular activities which they continue to be involved in, both inside and outside school. Time for training and rehearsals has been identified as a barrier to producing high-quality outcomes in both CCF and Drama.

The Trips Programme for 2023-25 was published to all parents within the senior School. The quantity and quality of the trips listed reflect a passion from staff to continue to broaden the horizon of our pupils and ensure they have access to the most inspirational learning environments across a range of subjects. The Classics Trip to Rome and the History and Politics trip to New York and Washington in the Michaelmas Term 2022 were both huge successes and involved 75 students collectively. In February 2023, the French Department ran a study trip to Nice, involving 26 students and 3 staff. Easter was typically busy; with only 4 days out of the 24 of the Easter break without a trip running, we were proud of the opportunities presented to our students. The Battlefields trip to France and Belgium was as moving as ever and our first Ski Trip in over 15 years was an excellent developmental opportunity for our Lower School pupils. Our Senior pupils travelled to Barcelona to study Art, Spanish and Photography and our 1st XI Cricket squad prepared for the season ahead with a tour of Malta. May half term saw a group of 40 students travel to Cadiz to immerse themselves in the Spanish language and culture, and the summer saw our ever-popular House Camp return to Bamburgh, as well as CCF Army and RAF camps across the country.

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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. Our after school clubs provision continues to expand. There is now a choice of three 'in-house' and two 'paid' clubs each evening (with the exception of Fridays, when there are often fixtures). The aim of these clubs is to expand opportunity and engagement in all year groups. Our carefully constructed timetable allows for a wide variety of co-curricular opportunities, including Mind, Body & Soil, Forest School, art, drama, sport and craft. The lunch and after school clubs adapt to suit the needs and interests of the current cohort of pupils. The clubs are very well attended by all age groups, with every child in the Prep School from Year 1 upwards attending at least one co-curricular opportunity per week.

Children in the Prep School continue to have the opportunity to attend at least one educational school trip per term, with more informal trips to local places such as Burnby Hall Gardens, shops and the Police Station occurring more regularly. All children in years 3 to 6 attend an overnight residential which supports their outdoor learning and risk-taking skills. This year, a trip to France will be taking place at the end of the Lent Term. This is a mix of languages, culture and history and has already been fully booked.

Our commitment to drama and music continues with multiple performances taking place across the year. The carol concert, taking place in our local church, is a particular highlight. Other performances such as our Nativity, Year 3 & 4 and Year 5 & 6 plays take place in the Tom Stoppard Theatre (TST) and serve to build the confidence of our children at every opportunity. Our more informal music concerts take place termly and often feature over 25 different solo performances.

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, Flute ensemble, Clarinet/Sax 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 remains high, supported by staff. All ensembles will continue to be nurtured and developed in the forthcoming year.

There were two soloists' concerts during there year which were provided by Music Scholars and other pupils who wished to perform. The three main concerts held in the 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. 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, Jessica Kneeshaw gained an A* at A level Music and is now studying in the vocal department of the Royal Academy of Music, having been awarded a full scholarship.

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. 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.

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. This year we have changed our recording system for pastoral and safeguarding issues, now using the Child Protection Online Monitoring System (CPOMS) programme. At the same time we have introduced a new Behaviour Policy which is based on a non-combative, restorative approach as well as 'relentless routines' for children and staff. The implementation of both of these changes has been smooth and well-received by parents and staff alike.

Following the completion of her training, our Play Therapist has now started working with the school for half a day per week. Parents also have the option to pay for additional time with her in the afternoon. She has provided a vital service to our school community and her work has a positive impact on all.

Pupils have a wide range of leadership opportunities within the Prep School. This includes Heads of House, Games Captains, School Council members, Playground Leaders, Buddies 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. We have focused on revitalizing our Buddy scheme this year and the children have really embraced spending time with peers from different year groups.

The changes to the lunchtime play equipment has made a deeply positive impact on children's behaviour and interactions. We now have very few pastoral issues and children are playing in an increasingly collaborative (rather than competitive) way.

In response to pastoral issues linked to girls' relationships and boys understanding of masculinity, we have introduced two new PSHE schemes of work. 'Girls on Board' is a pastoral scheme designed to support girls through role play to understand the complexities of their relationships. They are ultimately empowered to manage their own arguments with the support of a facilitator. This scheme has worked well, even with our trickier year groups.

'Boys on Board' is a brand new programme which is designed to facilitate discussion around issues relating to masculinity. It was originally developed to focus on behaviour on the football pitch but has since expanded to cover 'banter', misogyny and identity. The scheme is being taught in years 5 and 6 and has already had a positive impact on our children's understanding of these complex areas.

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.

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Over the last year, there has been continued focus on issues concerning Equality, Diversity and Inclusion ("EDI"). We have appointed two designated EDI officers. 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. The '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.

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 is all around us. From teachers standing in front of classes and teaching their day-to-day lessons, to the films and television we watch when we get home. The pupils are exposed to more and more 'drama and theatre' every day; TikTok, Netflix, YouTube all involve skills that we teach in a drama classroom. Of course, we revel in the wonders of productions and the acting side of drama, but with the rise of social media and the consequences of Covid lockdowns, pupils are in more need than ever to learn and develop communication and teamwork skills.

Academically, pupils have benefited from a range of practical and theory lessons exploring acting and technical theatre. With the redesign of the technical theatre lessons, pupils in 1st year had the opportunity to learn costuming design, 2nd year sound and lighting design and 3rd year explored set design. We had several pupils choose to take design option at GCSE with a range of sound, lighting and costume candidates across both devised and scripted performances. The introduction of 'Scratch Night' performances approximately two days before examination performances meant that pupils had the opportunity to perform their pieces to an audience of friends and family gathering invaluable feedback and thus improving their work significantly.

The Michaelmas term started at full speed, preparing for the Senior School drama production of 'Lord of the Flies'. The challenging piece was excellently portrayed by the pupils, building a tense and somewhat unsettling atmosphere within the TST. The Lent term saw the introduction of Arts Week, a week of arts-based activities happening across the Foundation. This included a new 'Shakespeare on a Shoestring' performance for the 3rd and 4th Years where they were challenged with creating a 40-minute adaptation of 'Twelfth Night' with no budget and only a three-week rehearsal window. Arts Week also included snippets of performances by 1st Year pupils to the prep school, showcasing their own Shakespeare skills. It was an overwhelming success and really helped to shine a light on the importance of arts-based subjects. Finally, the Summer Term saw us transform the TST into a circus tent, welcoming in the fantastic world of 'Hetty Feather'. With aerial acrobatics and fun circus skills, the 1st and 2nd Years put together a most incredible set of performances. This was also the first year that the pupils had the opportunity to perform for three nights instead of the usual two. This change in performance evenings had a fantastic outcome as the pupils had the opportunity to showcase their talents to an even wider audience.

In addition to the wonderful productions that we have produced, the Lower School drama club and technical theatre club have continued to run, gaining in popularity. We have a wonderful cohort of lower school pupils who are thoroughly interested in performance, and a wonderful group of pupils ranging from 1st year all the way to Lower Sixth who are enthusiastic and keen to learn all about the technical side of theatre.

This academic year also saw the introduction of Trinity examinations. These are drama exams like those offered for instrumental tuition. In the summer term we had twenty-six pupils across the Foundation take their Acting exams which were filmed and digitally sent to Trinity. The pupils did incredibly well with all achieving Merits or Distinctions. As of August 2023, we currently have 40 pupils signed up to Trinity lessons with more still on the waiting list.

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The Pocklington CCF Contingent is an exceptional unit with experience, qualifications and enthusiasm in plentiful supply amongst its Officers. We recruited successfully in September 2022, thanks in most part to the two CCF Introduction and recruitment days that took place in June 2022. Our Contingent remains very strong in comparison to all comparable schools locally. We continue to grow our off site field days and although we did not run an adventurous training expedition in 2023, we will relaunch next year. Our Army Section travelled to Barry Buddon for a superb Summer Camp 23, whilst our RAF enjoyed an exhilarating visit to RAF Lossiemouth. Every cadet in attendance made the most of the specialist training and exceptional experiences. We continue to develop and adapt our training programme and the air rifle training and shooting element has proven particularly popular this year.

A total of 47 Lower Sixth students completed community action placements on a Thursday afternoon in term time. These placements comprised of local primary schools, charity shops as well as serving hot food to the elderly at Scaife Garth. Our partnerships expanded to assisting Pocklington Rugby Club with their ground's maintenance, our students volunteering at local charity shops Oxfam and Barnardo's as well as local sustainability shops 'I Love Zero' and 'Root.' Four of our Lower Sixth students assisted the Prep School staff with their Forest School provision. The programme will resume in the 2023/24 academic year, with the additional partnership between the School and William Wilberforce Care Home, whom we are delighted to have established the relationship with. 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.

Our teaching and support staff are the heartbeat of all that we offer and they continue to provide a superb service, with many going the extra mile to support pupils. A number of initiatives have been undertaken to further support colleagues. Continuing Professional Development (CPD) spend is increasing year on year, we have finalised our appraisal arrangements and these will be in place for all staff (Prep, Senior and support staff) from September 2023. In addition, we have launched our Staff Forum which is designed as a vehicle to allow staff to raise queries, make suggestions and work collectively in support of the Foundation. This has already made a number of recommendations.

FUTURE PLANS

Our current plans revolve around a refresh of our current strategy, an increased focus on delivering lasting change in our teaching and learning provision, grasping the opportunities afforded by the advent of Artificial Intelligence, linked to our Bring Your Own Device (BYOD) programme, continuing to support pupils to the very best of our ability with their mental and physical health and reviewing our sports programme at a strategic level and implementing any changes therein.

We continue to seek ways to realise opportunities that have come about as a result of our changed week, but are now in a stage where we are fully embedding these changes rather than 'finding our way' with the new routine.

With challenges on the horizon from potential political changes, we have a strong focus on seeking additional revenue streams aside from income from fees, and are equally eager to maximise fundraising and development opportunities as they arise.

DETAILS OF BURSARY AND SCHOLARSHIP AWARDS

Bursaries

This year the value of means-tested bursaries totalled £328,207 (2022: £223,260) representing 2.43% (2022: 1.73%) of gross tuition fees, including hardship support to families during the pandemic. This provided assistance to 26 (2022: 18) of our pupils including 10 pupils (2022: 6) 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. 16 children of servicemen and diplomats (2022: 20) received a discount on their 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.

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Scholarships

In addition, the School maintained scholarships and exhibitions to 72 pupils (2022: 61) including 12 (2022: 10) music scholarships, based on merit and potential, totalling £53,094 (2022: £75,663) and representing 0.39% (2022: 0.59%) 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 17). Consolidated net income for the year, as set out in the Statement of Financial Activities on page 26, amounted to £840,033 (2022: £624,203), stated before loss on investments of £5,689 (2022: £26,492) and after donations and legacies of £557,629 (2022: £13,115).

Gross fee income for the year increased to £13,522,239 (2022: £12,851,307) 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 £51,931 (2022: £42,848) to the operating surplus. Group total funds increased by £834,344 (2022: £597,711) for the year. Cash generation from operating activities decreased by £205,040 (2022: £94,913 increase) including donations. Capital expenditure amounted to £552,830 (2022: £849,635).

Free Reserves

At 31 August 2023, the total reserves amounted to £15,176,211 (2022: £14,341,867). Reserves comprise designated funds (fixed assets and associated bank borrowing) amounting to £13,962,901 (2022: £13,100,796); restricted funds (comprising donations for specific purposes, which are held within the cash balances of the Foundation and includes endowments) amounting to £945,091 (2022: £909,828); leaving free reserves in other unrestricted funds of £259,931 (2022: £321,338). The Foundation continues to be dependent on annual cash generation to fund operating activities.

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Consolidated Unrestricted Funds at the year end stood at £14,222,832 (2022: 13,422,134). These funds included the Designated Fixed Assets Fund of £13,962,901 (2022: £13,100,796) and £259,931 (2022: £321,338) on the Charitable Free Reserves.

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 25.

Grant Making Policy

Awards, scholarships, exhibitions, bursaries, grants and prizes made to pupils from restricted and unrestricted funds amounted to £886,720 (2022: £766,692). The Governors' policy and report is shown in the separate panel.

Fundraising

The Development Office has enhanced the ability of the Foundation to attract donations to the John Dolman Trust without having to resort to specialist external consultants and we do not use professional fundraisers to solicit gifts. We publicly launched an appeal for the bursary fund in March 2021 and have two vehicles to assist – the John Dolman Society for all donors and the 1514 Club for testators. 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

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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, RBC Brewin Dolphin, Governors use RBC Brewin Dolphin's discretionary service with set parameters 'Risk Profile 6 – Income and capital growth' 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 £546,450 (2022: £550,957); £19,319 (2022: £20,012) was drawn to fund bursary support. Yield was +4.15% (2022: -1.40%). A further £7,708 (2022: £10,564) is held in cash within the portfolio, pending investment.

Group Structure and Relationships

The Charity has two wholly-owned non-charitable subsidiaries: Pocklington School Enterprises Limited, which performs trading functions such as lettings, oversight of the school shop and capital building works and Pocklington School International Limited, which was created in 2018, but has yet to trade. Pocklington School Enterprises Limited has paid a covenant of £51,931 (2022: £42,848) 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:

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- 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

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, charitable status and taxation decisions.

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.

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

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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 10 June 2024
and signed on its behalf by:

J Tilsed - Chairman

N Robson - Governor

PUBLIC BENEFIT AND OUTREACH 2022/2023

State school partnerships and support

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

Academic links

- Our Schools Outreach Programme aims to work with schools to help provide new opportunities and experiences for their pupils, to share best practice, to offer access to equipment/facilities and to help 'plug the gaps' in expertise. We have run activities including:
 - a CSI science primary schools outreach day for 8 schools and 24 students.
 - advice on curriculum structure and academic administration.
 - Local secondary schools were invited to a range of Sixth form symposiums.
- Helping another school learn about Archaeology and lend some of our artefacts.
- 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. The three-year project supports 12 schools in Hull and the East Riding.
- We attended careers events at 7 secondary schools and academies.
- We invited Sixth Form Heads/Deputies from other schools to come for an informal meeting and sharing of good practice.
- ICT supported local primary schools with their computing.
- We shared teaching and pastoral recourses with 15 local schools. We provided a minibus and driver to a local secondary school for a sport fixture.
- One of our teachers has received the role of Honorary Fellow in School of Education by Durham University who was also a guest speaker at several events.
Several members of staff are governors in local state schools.
- A member of staff constructed and maintained play apparatus for a local primary school for their OPAL play initiative.

Pastoral links

- We have been working with the Springboard Bursary Foundation to provide fully supported boarding places for students; this year supporting 2 students.
- We actively promote our 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 students into School from a range of backgrounds, widening access to our school.
- A total of 29 students benefitted from our Bursary scheme with 4 100% bursaries being funded for the sixth form.

Extra-curricular links

- We held the ESAA Cross Country Cup, welcoming over 100 students from 9 schools to our grounds.
- The Tom Stoppard Theatre hosted one local primary school for their summer play. Our Drama department provided 50 costumes for another primary school production.

Community Service

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

- On Thursday afternoons our sixth form students are involved in charity shops and taking a school lunch to elderly people in the local Community Centre. We also visit local one care home, 8 primary schools, shops and charity shops and tend the local rugby club grounds. We are work with local group Dementia Forward.
- The school is an active fundraiser for local and international charities, which include church collections, cake sales, and our annual Samaritans Christmas Present Appeal in addition to the nominated charities the prep and senior school choose each year and are represented with one each of a local, international and environmental charity. Last year students raised a total of £11,325 through our Charity Week and our Sponsored School Walk.
- Our Director of Music played the organ at a concert at Howden Minster to raise money for the Howden Minster Organ Fund.
- 17 children from the Prep School Choir sang Christmas carols to elderly residents at Lavender House, Barmby Moor.
- Members of staff coach local teams (including Rugby for Yorkshire ERDPP Pathway) and referee youth cricket and rugby matches. Various members of staff are involved with Parish Councils as well as the Parochial Church Councils in the Church of England
- Members of the school staff are involved in Young People Count (YPC) in Pocklington. Equipment for their BBQ was provided by the school.
- One of our staff members is a trustee with Goole Youth Action.
- We worked with Wolds Hedgehog Rescue to help numerous juvenile hedgehogs found around campus.
- Several members of staff volunteer with local charities including Wolds Hedgehog Rescue and Barnardo's.

Wider Community Initiatives

- Pocklington School provides support to a wide range of groups in our local community.
- We perform regular lunchtime concerts at All Saint's Church in Pocklington.
- We operate a CCF in partnership with the MOD. The Pocklington School CCF buildings and equipment are shared with Pocklington Town ACF. Additionally, we help the Pocklington town ACF by offering equipment, resources, expertise and the use of our grounds. We participate in the town's remembrance parade and offer support to 102 (Ceylon) Squadron Association by participating in their remembrance ceremonies as well as the celebration of the office birthday of His Majesty King Charles III in the Museum Gardens, York.
- Our Pre-Prep hold a Pips at Pock and a Parents and Toddler Group which is open to the local community, occurs on a weekly basis and is free of charge. We continue our popular Forest School, which comprises six free sessions for local children held in the school grounds. These sessions covering a range of areas of learning including art, music, sport and STEM.
- Our annual Easter Egg Hunt held by the Prep School saw over 100 guests attend.
- We host courses, clubs and events that are open to the wider community including lifeguarding courses, public lectures, trampolining and Tai Chi.
- 10 of our music and drama events were open to the wider community.
- We provided access to our archive and provided artefacts and display items for a local history society exhibition. We also have a staff member who is a trustee with the Pocklington Heritage Partnership.

Community Access

- We offer our facilities for wider community use to a variety of groups including local schools, local and national clubs (music, drama, historical, sports and youth groups), charities and church groups and make our water facilities available to the Town Council for events on West Green. We offer our facilities as a Council Emergency Evacuation Centre and to provide helicopter access during emergencies. The Annand Centre was used as a Covid Vaccination Centre during holidays. 4 external students used our facilities to sit 14 papers for public exams.

BURSARY POLICY

Widening Access

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

Our 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 Foundation, 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 2023 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 2023 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.

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.

**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.

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

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
Statutory Auditor

54 Bootham
York
YO30 7XZ

10 June 2024

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 2023

	Note	Unrestricted Funds £	Restricted & Endowed Funds £	Total 2023 £	Total 2022 £
Income and endowments from:					
Charitable activities					
School fees receivable	2	12,677,232	-	12,677,232	12,133,599
Ancillary trading income	3	53,762	-	53,762	47,503
Other trading activities					
Non-ancillary trading income	23	102,927	-	102,927	93,745
Investments					
Investment income	7	27,936	24,896	52,832	24,271
Voluntary sources					
Donations and legacies	4	506,060	51,569	557,629	13,115
Total		13,367,917	76,465	13,444,382	12,312,233
Expenditure on:					
Raising funds					
Non-ancillary trading	5	43,305	-	43,305	44,694
Other income-generating activities		55,147	-	55,147	50,770
Financing costs		12,659	4,119	16,778	57,401
Total deductible costs		111,111	4,119	115,230	152,865
Charitable Activities					
Education and grant making		12,456,108	33,011	12,489,119	11,535,165
Total	5	12,567,219	37,130	12,604,349	11,688,030
Net income and net movement in funds before losses on investments					
		800,698	39,335	840,033	624,203
Net losses on investments	7	-	(5,689)	(5,689)	(26,492)
Net income		800,698	33,646	834,344	597,711
Transfers between funds	17, 19	-	-	-	-
Net movement in funds		800,698	33,646	834,344	597,711
Reconciliation of funds:					
Total funds brought forward	25	13,422,134	919,733	14,341,867	13,744,156
Total funds carried forward		14,222,832	953,379	15,176,211	14,341,867

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 26 to these financial statements

THE POCKLINGTON SCHOOL FOUNDATION
BALANCE SHEETS
AS AT 31 AUGUST 2023

	Note	Consolidated		Foundation only	
		2023	2022	2023	2022
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	6	13,962,901	13,967,463	13,962,901	13,967,463
Investments	7	546,450	550,957	500	500
		14,509,351	14,518,420	13,963,401	13,967,963
CURRENT ASSETS					
Stocks	8	23,236	18,433	23,236	18,433
Debtors	9	998,003	446,551	1,148,388	603,757
Cash at bank and in hand		3,168,092	3,579,500	2,713,757	3,174,370
		4,189,331	4,044,484	3,885,381	3,796,560
CREDITORS: amounts falling due within one year	10	(3,157,969)	(3,087,745)	(3,169,024)	(3,105,541)
		(3,157,969)	(3,087,745)	(3,169,024)	(3,105,541)
NET CURRENT ASSETS		1,031,362	956,739	716,357	691,019
TOTAL ASSETS LESS CURRENT LIABILITIES		15,540,713	15,475,159	14,679,758	14,658,982
CREDITORS: amounts falling due after more than one year	11	(364,502)	(1,092,981)	(364,502)	(1,092,981)
Provisions for liabilities	13	-	(40,311)	-	(40,311)
TOTAL NET ASSETS		15,176,211	14,341,867	14,315,256	13,525,690
REPRESENTED BY					
Unrestricted funds	19	14,222,832	13,422,134	14,186,119	13,385,422
Restricted funds	17	945,091	909,828	120,849	130,363
Endowed funds	18	8,288	9,905	8,288	9,905
		15,176,211	14,341,867	14,315,256	13,525,690

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

*Approved by the Governors on 10 June 2024
and signed on their behalf by:*

.....
J Tilsed
Chairman

.....
N Robson
Governor

THE POCKLINGTON SCHOOL FOUNDATION
CONSOLIDATED CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £	2022 £
Cash flows from operating activities:			
Net cash provided by operating activities	16	953,390	1,158,430
Cash flows from investing activities:			
Dividends, interest and rents from investments		52,832	24,271
Purchase of property, plant and equipment		(515,783)	(821,867)
Proceeds from sale of property, plant and equipment		850	3,060
Proceeds from sales of investments		113,541	181,996
Purchase of investments		(114,723)	(174,117)
Net cash used in investing activities		(463,283)	(786,657)
Cash flows from financing activities:			
Finance costs paid		(24,386)	(52,160)
Repayments of borrowing		(877,129)	(111,413)
Pension deficit payments		-	(3,406)
Net cash used in financing activities		(901,515)	(166,979)
Change in cash and cash equivalents in the reporting period		(411,408)	204,794
Cash and cash equivalents at the beginning of the reporting period		3,579,500	3,374,706
Cash and cash equivalents at the end of the reporting period		3,168,092	3,579,500

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 2023

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 (SORP 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 SORP applicable to charities preparing their accounts in accordance with the 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 Pocklington School Foundation 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, bursaries, 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 2023

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

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, 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 2023

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 13. 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 School 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 and teachers 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 2023

	2023 £	2022 £
2 CHARITABLE ACTIVITIES - FEES RECEIVABLE		
The fee income comprised:		
Gross fees	13,522,239	12,851,307
Casual boarding fees	41,713	48,984
Less: Total bursaries, grants and allowances	(886,720)	(766,692)
	12,677,232	12,133,599

The above educational awards were made to 182 individuals (2022: 188).

3 CHARITABLE ACTIVITIES - OTHER INCOME		
Other educational charitable activities		
Registration fees	19,449	20,200
Sub-letting	34,313	27,303
	53,762	47,503

4 DONATIONS AND LEGACIES

During the prior year, the charity was notified of a potential £500,000 legacy from an estate. The legacy now meets the recognition criteria under Charities SORP (FRS 102) and has therefore been included as accrued income in these accounts.

5 ANALYSIS OF EXPENDITURE

Total expenditure includes:

 Auditor's remuneration:

for audit services	11,980	9,954
for other services	5,820	5,490
	17,800	15,444

STAFF COSTS AND NUMBERS

Wages and salaries	7,433,525	6,865,342
Social security costs	675,518	667,903
Pension costs	1,298,100	1,045,808
	9,407,143	8,579,053

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 £643,655 (2022: £711,960).

During the year the School made termination payments under settlement agreements totalling £nil (2022: £30,000) in respect of no (2022: one) former employees.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

5 ANALYSIS OF EXPENDITURE (continued)

2023

2022

Employees earning over £60,000 per annum

£120,000 - £130,000	1	-
£110,000 - £120,000	-	1
£100,000 - £110,000	-	-
£90,000 - £100,000	-	-
£80,000 - £90,000	1	-
£70,000 - £80,000	2	1
£60,000 - £70,000	3	4

None of the above employees has retirement benefits accruing under a defined benefit scheme.

The average monthly head count was 270 staff (2022: 266) and the average monthly number of full-time equivalent employees during the year were as follows:

Teaching	87	88
Academic support	15	15
Admin and clerical	22	21
Premises	33	33
Welfare	32	33
	189	190

	Staff costs	Other	Depreciation	Total 2023	Total 2022
	£	£	£	£	£
Cost of raising funds:					
Financing costs	-	16,778	-	16,778	57,401
Fund-raising for voluntary income	55,147	-	-	55,147	50,770
	55,147	16,778	-	71,925	108,171
Trading costs of the subsidiary	-	43,305	-	43,305	44,694
Total cost of raising funds	55,147	60,083	-	115,230	152,865
Charitable expenditure					
Education and grant making					
Teaching	6,483,983	444,687	99,330	7,028,000	6,465,519
Welfare	972,319	431,794	-	1,404,113	1,368,275
Premises	937,219	975,582	457,394	2,370,195	2,139,348
Support costs of schooling	958,475	704,064	-	1,662,539	1,540,160
Governance costs	-	24,272	-	24,272	21,863
Total charitable expenditure	9,351,996	2,580,399	556,724	12,489,119	11,535,165
Total expended - Group	9,407,143	2,640,482	556,724	12,604,349	11,688,030
Total expended - School	9,407,143	2,597,177	643,724	12,561,044	11,643,336

Prior year expenditure includes staff costs of £8,579,053, other costs of £2,612,606 and depreciation of £496,371.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

6 TANGIBLE FIXED ASSETS

Consolidated and Foundation	<i>Freehold Land and Buildings</i> £	<i>Furniture, Fixtures & Vehicles</i> £	<i>Total</i> £
Cost:			
At 1 September 2022	19,162,113	764,508	19,926,621
Additions	382,108	170,722	552,830
Disposals	-	(9,984)	(9,984)
At 31 August 2023	<u>19,544,221</u>	<u>925,246</u>	<u>20,469,467</u>
Depreciation:			
At 1 September 2022	5,585,738	373,420	5,959,158
Disposals	-	(9,316)	(9,316)
Charge for the year	445,578	111,146	556,724
At 31 August 2023	<u>6,031,316</u>	<u>475,250</u>	<u>6,506,566</u>
Net book values:			
31 August 2023	<u>13,512,905</u>	<u>449,996</u>	<u>13,962,901</u>
31 August 2022	<u>13,576,375</u>	<u>391,088</u>	<u>13,967,463</u>

The net carrying amount of Furniture, Fixtures & Vehicles includes £nil (2022: £25,575) in respect of assets held under hire purchase contracts.

Freehold land and buildings are carried at cost. The fair value as at 31 August 2023 was estimated at £87,912,613 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 2023

7 FIXED ASSET INVESTMENTS

	Consolidated		Foundation	
	2023	2022	2023	2022
	£	£	£	£
Quoted investments				
Market value at beginning of the year	550,957	585,328	500	-
Additions	114,723	174,117	-	500
Disposals	(113,541)	(181,996)	-	-
Net losses	(5,689)	(26,492)	-	-
Market value at end of year	546,450	550,957	500	500
Historical cost at end of year	515,965	484,122	1,000	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	21,566	19,506	-	-
Cash at bank	31,266	4,765	31,266	1,512
	52,832	24,271	31,266	1,512

Investment income of £31,266 (2022: £1,512) relates to unrestricted funds and £21,566 (2022: £22,759) to restricted and endowed funds.

8 STOCKS

Raw materials and consumables	23,236	18,433	23,236	18,433
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9 DEBTORS

Fees receivable	196,255	183,461	196,255	183,461
Trade debtors	22,126	33,482	-	-
Amounts due from subsidiaries	-	-	92,252	106,937
Loan to John Dolman Trust	-	-	80,259	83,751
Other debtors	31,545	2,833	31,545	2,833
Prepayments and accrued income	748,077	226,775	748,077	226,775
	998,003	446,551	1,148,388	603,757

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

10 CREDITORS amounts falling due within one year

	Consolidated		Foundation	
	2023	2022	2023	2022
	£	£	£	£
Bank loans and overdrafts	-	100,000	-	100,000
Trade creditors	140,788	160,395	140,788	160,395
Fees received in advance	1,782,564	1,880,621	1,782,564	1,880,621
Taxation and social security	163,667	166,550	155,444	162,758
Pension creditor	134,699	132,694	134,699	132,694
Other creditors	278,909	94,888	302,563	118,541
HP creditors	-	10,462	-	10,462
Returnable deposits	224,500	224,090	224,500	224,090
Accruals	149,634	118,296	145,258	116,231
	2,874,761	2,887,996	2,885,816	2,905,792
Advance fees (see note 12)	283,208	199,749	283,208	199,749
	3,157,969	3,087,745	3,169,024	3,105,541

11 CREDITORS amounts falling due after more than one year

Bank loan	-	766,667	-	766,667
Advance fees (see note 12)	364,502	326,314	364,502	326,314
	364,502	1,092,981	364,502	1,092,981

12 ADVANCE FEE PAYMENTS

A limited number of parents may enter into a contract to pay to the Foundation up to the equivalent of fourteen 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:

	2023	2022
	£	£
Within 2 to 5 years	231,825	149,599
Within 1 to 2 years	132,677	176,715
	364,502	326,314
Within 1 year	283,208	199,749
	647,710	526,063

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 2023

13 PROVISIONS FOR LIABILITIES

	Consolidated		Foundation	
	2023	2022	2023	2022
	£	£	£	£
Pension provision	40,311	31,604	40,311	31,604
Remeasurements	-	11,787	-	11,787
Deficit contribution paid	-	(3,406)	-	(3,406)
Unwinding of the discount factor (interest expense)	-	326	-	326
Release of provision	(40,311)		(40,311)	
	-	40,311	-	40,311

This pension provision has been released in this financial year due to The Pensions Trust advising the School that the buy-out-debt had crystallised. The buy-out-debt has therefore been provided for as a creditor in these accounts and the associated deficit funding provision released. Further details are contained in Note 15.

14 BANK LOANS AND OVERDRAFTS

	Consolidated		Foundation	
	2023	2022	2023	2022
	£	£	£	£
Loans and overdrafts are repayable as follows:				
Within one year	-	100,000	-	100,000
Between one and two years	-	100,000	-	100,000
Between two and five years	-	300,000	-	300,000
In five years or more	-	366,667	-	366,667
	-	866,667	-	866,667

15 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 £526,463 (2022: £862,555) and at the year-end £59,790 (2022: £106,672) was accrued in respect of contributions to this scheme.

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report, which was published in October 2023.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

15 PENSION SCHEMES (continued)

Teachers

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

The Department for Education has announced that, with effect from 1 April 2024, the TPS employer contribution rate will increase from 23.6% to 28.6%. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%

Support Staff and Teaching Staff

APTIS

The Aviva Pension Trust for Independent Schools (APTIS) is the defined contribution scheme offered to all new support staff and teachers joining the School. It is also accessible to all existing staff, should they wish to transfer from the Teachers Pension Scheme or Growth Plan Series 4 scheme. This has no capital guarantee and the employer has no liability beyond its contributions to the fund. The School paid contributions of £655,948 (2022: £nil) in the year. Contributions of £69,087 were outstanding at the year-end (2022: £nil).

Support Staff

The Pocklington School Foundation also participates in both The Pensions Trust's Growth Plan (the PT 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 £17,773 (2022: £37,237) 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

Support staff in employment prior to 1 April 2023 were offered the Growth Plan Series 4 defined contribution scheme. This has no capital guarantee and the employer has no liability beyond its contributions to the fund. The Foundation paid contributions of £138,046 this year (2022: £183,253). Contributions of £9,990 were outstanding at the year-end (2022: £26,022).

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 2023

15 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 2022) is £148,881 (2022: £163,773). 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. The School was advised after the year end that the buy-out-debt had crystallised. Whilst the School is contesting this decision, the buy-out-debt of £148,881 has been provided for in these accounts.

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

	2023	2022
	£	£
Net income for the reporting period	834,344	597,711
Adjustments for:		
Depreciation charges	556,724	496,371
Finance charge on pension deficit	-	326
Remeasurement of pension deficit	-	11,787
Release of pension deficit	(40,311)	-
Net losses on investments	5,689	26,492
Dividends and interest	(52,832)	(24,271)
Financing costs	16,778	57,075
Profit on sale of assets	(182)	(1,099)
Increase in stock	(4,803)	(8,132)
(Increase)/decrease in debtors	(551,452)	100,131
Increase/(decrease) in creditors	189,435	(97,961)
Net cash provided by operating activities	953,390	1,158,430

ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	3,168,092	3,579,500
Total cash and cash equivalents	3,168,092	3,579,500

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

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

ANALYSIS OF CHANGES IN NET DEBT

	At 1 Sept 22 £	Cash-flows £	At 31 Aug 23 £
Cash	3,579,500	(411,408)	3,168,092
		(411,408)	
Loans falling due within one year	(100,000)	100,000	-
Loans falling due after more than one year	(766,667)	766,667	-
	<u>2,712,833</u>	<u>455,259</u>	<u>3,168,092</u>

17 RESTRICTED FUNDS

	Balance at 1 Sept 22 £	Income £	Expended £	Transfers £	Balance at 31 Aug 23 £
John Dolman Trust - Bursary Account	604,315	62,991	(27,800)	13,647	653,153
John Dolman Trust - Development Account	190,150	9,594	(8)	(13,647)	186,089
CSU Prize Fund	2,601	59	-	-	2,660
Croft Prize Fund	2,713	61	(50)	-	2,724
William Arthurs Classics Fund	2,475	119	(25)	-	2,569
Joan Allen Science Fund	3,181	72	(100)	-	3,153
Pocklington Silvestri Fund	2,518	57	-	-	2,575
Dr Harold Williams Scholarship	18,228	410	(150)	-	18,488
D W Bagot Scholarship	25,109	565	-	-	25,674
Improvement Fund	2,853	64	-	-	2,917
Archive Fund	28,566	1,095	(12,309)	-	17,352
The Darrell Buttery Bursary Fund	22,769	515	-	-	23,284
Keith Applebee Scholarship	2,106	47	-	-	2,153
The Archbishop Zouche Prize	172	4	(25)	-	151
The Elliott Prize	172	4	(25)	-	151
Pre-Prep Play Area Fund	1,900	-	-	-	1,900
FOPPS	-	500	(402)	-	98
	<u>909,828</u>	<u>76,157</u>	<u>(40,894)</u>	<u>-</u>	<u>945,091</u>

	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	117	(25)	-	2,475
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>34,923</u>	<u>(51,092)</u>	<u>70,656</u>	<u>909,828</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.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

17 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 intended 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 Head 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.

FOPPS

Donation for play area equipment at the Prep School.

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

18 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 22 £	Increases £	Decreases £	Balance at 31 Aug 23 £
Scholarship Funds	5,106	126	(100)	5,132
Prize Funds	4,406	172	(1,825)	2,753
Desmond Boulton Prize	393	10	-	403
	<u>9,905</u>	<u>308</u>	<u>(1,925)</u>	<u>8,288</u>

	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
	<u>10,169</u>	<u>451</u>	<u>(715)</u>	<u>9,905</u>

19 UNRESTRICTED FUNDS

	Balance at 1 Sept 22 £	Surplus/ (deficit) £	Transfer between funds £	Balance at 31 Aug 23 £
Free reserves	321,338	1,358,090	(1,419,497)	259,931
Designated funds				
- Fixed assets	13,100,796	(557,392)	1,419,497	13,962,901
Total for the group	<u>13,422,134</u>	<u>800,698</u>	<u>-</u>	<u>14,222,832</u>

	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>

The transfer of £1,419,497 represents the value of fixed asset additions (£552,830) purchased with free reserves being transferred to the designated reserves plus the repayment of the loan this year (£866,667).

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

20 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible fixed assets £	Investments £	Net current assets £	Long term liabilities/ provisions £	Total £
2023					
Restricted Funds	-	546,450	398,641	-	945,091
Unrestricted funds	-	-	624,433	(364,502)	259,931
Endowed funds	-	-	8,288	-	8,288
Designated funds	13,962,901	-	-	-	13,962,901
Total for the group	<u>13,962,901</u>	<u>546,450</u>	<u>1,031,362</u>	<u>(364,502)</u>	<u>15,176,211</u>
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>

21 CONTRACTS AND COMMITMENTS

Capital commitments at 31 August 2023 in relation to building works were £nil (2022: £nil).

22 OPERATING LEASES

As at 31 August 2023 the School had future minimum lease payments under non-cancellable operating as follows:

	Consolidated		Foundation	
	2023	2022	2023	2022
Equipment	£	£	£	£
Within one year	21,885	80,308	21,885	80,308
Within one to two years	21,885	21,885	21,885	21,885
Within two to five years	18,455	40,341	18,455	40,341
	<u>62,225</u>	<u>142,534</u>	<u>62,225</u>	<u>142,534</u>

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

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 2023 were:

	2023	2022
	£	£
Turnover	102,927	93,745
Cost of sales	(38,741)	(39,791)
Gross profit	64,186	53,954
Administrative expenses	(4,564)	(4,903)
Management fees	(7,694)	(6,203)
Operating profit	51,928	42,848
Other interest receivable and similar income	3	-
Profit before tax	51,931	42,848
Gift aid distribution to School	(51,931)	(42,848)
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. At 31 August 2023, the company's net liabilities were £16,759 (2022: £16,759).

THE POCKLINGTON SCHOOL FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

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 £665 were paid to seven Governors during the year (2022: £250 to five Governors).

Governors other related parties

Three Governors (2022: four) have three children (2022: seven) enrolled at the school. Of these, one Governor (2022: one) receives an academic exhibition award. 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 School'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 24. At the year end Pocklington School Enterprises Limited owed the School £75,493 (2022: £90,178). 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 (2022: £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 John Dolman Trust comprises a Bursary Account and a Development Account. The Trustee determines the policy for the allocation of funds on the advice of the Head.

At the year end the Trust's Bursary Account owed the School £80,259 (2022: £83,751).

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 2023

25 COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	<i>Unrestricted Funds £</i>	<i>Restricted & Endowed Funds £</i>	<i>Total 2022 £</i>
<i>Income and endowments from:</i>			
<i>Charitable activities</i>			
School fees receivable	12,133,599	-	12,133,599
Ancillary trading income	47,503	-	47,503
<i>Other trading activities</i>			
Non-ancillary trading income	93,745	-	93,745
<i>Investments</i>			
Investment income	1,512	22,759	24,271
<i>Voluntary sources</i>			
Donations and legacies	500	12,615	13,115
<i>Total</i>	12,276,859	35,374	12,312,233
<i>Expenditure on:</i>			
<i>Raising funds</i>			
Non-ancillary trading	44,694	-	44,694
Other income-generating activities	50,770	-	50,770
Financing costs	51,776	5,625	57,401
<i>Total deductible costs</i>	147,240	5,625	152,865
<i>Charitable Activities</i>			
Education and grant making	11,515,475	19,690	11,535,165
<i>Total</i>	11,662,715	25,315	11,688,030
<i>Net income and net movement in funds before losses on investments</i>	614,144	10,059	624,203
Net losses on investments	-	(26,492)	(26,492)
<i>Net income</i>	614,144	(16,433)	597,711
Transfers between funds	(70,656)	70,656	-
<i>Net movement in funds</i>	543,488	54,223	597,711
<i>Reconciliation of funds:</i>			
Total funds brought forward	12,878,646	865,510	13,744,156
<i>Total funds carried forward</i>	13,422,134	919,733	14,341,867