

ROUGEMONT SCHOOL TRUST LIMITED

**GOVERNORS' REPORT
AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2020**

Company Registration No. 01178886

Charity Registration No. 532341

ROUGEMONT SCHOOL TRUST LIMITED

FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2020

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ROUGEMONT SCHOOL TRUST LIMITED

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 AUGUST 2020

GOVERNORS AND CHARITY TRUSTEES

The Rougemont School Governors are the charity trustees and directors of Rougemont School Trust Ltd. They have all served in office throughout the year except where indicated. Together with past Governors who served in the year as indicated, they are:

Chair of Governors	Mrs S Desai B Pharm, MR Pharm S. (App. Chair of Gov. 1/9/16)
Chair of Education Committee & Vice Chairman	Mrs C Thomas SRN, SCM, JP Mr I G Short ∞ Mrs J A Clark BA(Hons), P.G.C.E. ∞ Mrs M Tribbick Mrs McNamara ∞
Chair of Finance & General Purposes Committee	Mr M Tebbutt * Mr H Clark * Mr M Cordner * Mr R Green B.Sc.* (Hons), B.Arch., R.I.B.A. Mr P Harris * Mr I Hoppe BEng * Mr D McClelland ∞

* Members of the Finance and General Purpose Committee.

∞ Members of the Education Committee.

KEY PERSONNEL AND PROFESSIONAL ADVISERS

HEAD	Mr R Carnevale
COMPANY SECRETARY	Mr R Carnevale
CLERK TO THE GOVERNORS	Mrs C Shepherd
KEY MANAGEMENT TEAM	Mr R Carnevale – Headmaster Mrs L Pritchard – Head of Prep School Mrs S Archer – Deputy Head Senior School Mr A Knight – Director of Business and Finance
CHARITY ADDRESS	Llantarnam Hall Malpas Rd Newport South Wales NP20 6QB 01633 820800
WEBSITE	www.rougemontschool.co.uk
AUDITORS	Haysmacintyre LLP Chartered Accountants 10 Queen Street Place London, EC4R 1AG.

ROUGEMONT SCHOOL TRUST LIMITED

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 AUGUST 2020

BANKERS

The Royal Bank of Scotland,
South Wales Commercial Office
One Kingsway
Cardiff CF10 3AQ

SOLICITORS

Veale Wasbrough
Orchard Court
Orchard Lane
Bristol, BS1 5WS

REGISTERED CHARITY NUMBER

532341

REGISTERED COMPANY NUMBER

01178886

ROUGEMONT SCHOOL TRUST LIMITED

GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2020

The Governors, who act as Trustees and who are also directors for the purposes of company law, present their annual report incorporating the Strategic Report and the financial statements for the year ended 31 August 2020. The Governors confirm that the financial statements comply with the charity's governing documents, the Statement of Recommended Practice (SORP 2015) (second edition effective 1 January 2019) "Accounting and Reporting by Charities" and the Companies Act 2006.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Rougemont School Trust Ltd is a company limited by guarantee and a Registered Charity.

Governing Document

The Charity is governed by its Memorandum and Articles of Association and its Instrument of Government which was last amended in November 2015.

Governing Body

Governors are elected at a Meeting of the Board of Governors on the basis of nominations received from other governors. Their appointment is based on their eligibility, personal competence and specialist skills. At least One Governor is always a parent of a pupil at the school., Mrs McNamara, Mr Cordner and Mr McClelland were all "parent governors" during the financial year ended 31st August 2020.

Governors serve for a term of five years and are eligible for re-election for two subsequent periods so that a consecutive period of fifteen years may be served. The Governors elect from their number a Chairman and a Vice Chairman for a period of five years who are each eligible to serve for one subsequent period, so that a consecutive period of ten years may be served. No Governor receives any remuneration and where a Governor has a child at the School fees are paid on the same basis as all other parents. The Governors are entitled to recoup legitimate expenses incurred in the course of their duties as Governors. Please refer to note 17 of the accounts for related party transactions.

Induction and Training of Governors

New Governors are inducted into the workings of the school, Board Policy and Procedures by the Chairman, Headmaster and Clerk to the Governors. Trustees are encouraged to attend appropriate training courses or seminars and are circulated with relevant publications and a Governor training seminar delivered by AGBIS took place at the school during the summer term.

Organisational Structure and Management

The Governors provide strategic leadership to the School. They formally meet as a Board at least once a term (3 times a year) to determine the general policy of the Charity and review its overall management and control, for which they are legally responsible. The work of implementing most of the Board's policies is carried out by the Finance and General Purposes Committee which meets three times a year under the chairmanship of Mr Tebbutt, and by the Education Committee which also meets three times a year under the chairmanship of Mrs Thomas.

All Governors are kept fully informed of the management of the School, receiving Minutes of Governors' Meetings and their Committees.

ROUGEMONT SCHOOL TRUST LIMITED

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

The day to day management of the School is delegated to the Head who works with a Senior Management Team to assist him in his leadership role. The Director of Business and Finance is part of his team and reports directly to the Board through the Finance and General Purposes Committee. The Headmaster appoints Heads of Department throughout the School structure to assist in the management of the organisation. Wherever sensible and appropriate and in order to encourage financial ownership and responsibility, Heads of Department manage their own budgets which are formally delegated by the Head through the Director of Business and Finance.

Remuneration for key management is set by the Board, with the policy objective providing appropriate incentives to encourage enhanced performance and of rewarding fairly and responsibly individual contributions to the School's success. The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools to ensure that the school remains sensitive to the broader issues of pay and employment conditions elsewhere.

The Headmaster is a member of the Headmasters' and Headmistresses' Conference, which consists of approximately 300 heads of leading British independent schools. The Director of Business and Finance is also a member of The Independent Schools Bursars' Association which enables the school to be kept abreast of best management practice in independent schools.

The School is also a member of a number of other professional bodies including the Governing Bodies' Association and the Welsh Independent Schools' Council.

The School provides its facilities to a number of local sporting clubs and associations as well as providing venues for local community events.

STRATEGIC REPORT

The following sections of the Governors' Report forms part of the strategic report.

OBJECTIVES AND ACTIVITIES

The object of the Charity is the education, for the public benefit, of children between the ages of three and eighteen.

Strategic Aim and Intended Effect

The Principal Aim

Rougemont School aims to help each pupil realise his or her academic potential by offering an all-round education.

ROUGEMONT SCHOOL TRUST LIMITED

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

Academic Development

Rougemont School aims to provide an excellent academic education which seeks to develop the full potential of each pupil and to help each pupil to develop an enquiring and independent mind. In pursuing these aims the School has the following objectives:

- to help each pupil to develop good working habits;
- to enable each pupil to tackle work independently and to develop the ability to think independently;
- to stimulate intellectual curiosity and help develop enquiring minds and a desire to learn;
- to teach each pupil to communicate effectively in writing, speech and action;
- to help each pupil to acquire a sense of judgment by encouraging the ability to read, listen, observe and discriminate;
- to help each pupil to develop talents, skills and interest in art, drama, literature, music, manual and technical skills, sport and a wide variety of hobbies by encouraging creative and recreational pursuits both inside and outside school time.

Personal and Social Development

Rougemont School aims to have a positive influence on the development of each pupil's character and personality so as to enable him or her to be a useful member of society and to be prepared for the world beyond school. In pursuing these aims the School has the following objectives:

- to encourage self-discipline and a sense of responsibility;
- to help each pupil to develop as an individual and grow in independence, confidence and self-knowledge;
- to encourage initiative, enterprise and a desire to excel;
- to equip each pupil to use his or her leisure time effectively, enjoyably and profitably;
- to help each pupil develop his or her physical abilities;
- to promote and encourage good manners;
- to make pupils aware of problems and dangers associated with drugs, alcohol and sex;
- to promote teamwork and cooperation with others;
- to appreciate and acknowledge the strengths and achievement of others;
- to maintain the school as a caring community, emphasizing the central importance of good human relationships based upon sensitivity, tolerance, good will and a sense of humour;
- to make pupils aware of the wider community and to teach them to appreciate the importance of the individual's contribution to and responsibility within the wider community;
- to teach pupils to respect other people's property;
- to teach pupils to take care of their cultural and physical environment;
- to instill and encourage a sense of fair play and sportsmanship;
- to encourage pupils to respect social, political, racial or religious attitudes that may differ from their own;
- to help each pupil to acquire a set of moral values;
- to help pupils to explore the spiritual dimension of life;
- to enable pupils to understand both the Christian faith, and the needs and beliefs of others.

ROUGEMONT SCHOOL TRUST LIMITED

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

Objectives for the Year.

The Board's main objective during the year continued to be to educate all the School's pupils to their maximum potential. This includes:

- to provide a stimulating learning environment in which pupils can develop their academic potential to the full;
- to provide a happy and secure pastoral environment in which pupils can learn to live together and thus foster a sense of community, co-education, respect for one other and good citizenship;
- to provide pupils with the opportunity to take advantage of a breadth of co-curricular activities in order to develop positively all aspects of their character;
- to provide pupils with the opportunity to take decisions based on their own judgment and to communicate those decisions appropriately and effectively;

The strategy to achieve this is to maintain a low pupil to teacher ratio and to provide continuing professional development to staff to ensure that the school remains at the forefront of educational practice.

Principal Activity

The School's principal activity continues to be the provision of a Co-educational Day school for pupils from 3 to 18.

ROUGEMONT SCHOOL TRUST LIMITED

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

A-level results, 85% of the exam entries achieved A* - B grades (national 2019 average 52%), A*/A grades 58% (2019 national 26%) and 28% achieved A* grades (2019 national 8%) our best ever. The majority of our students were successful in accessing their university choices, ranging from; Architecture, Dentistry, Economics, History, Journalism, Mathematics, Medicine, Natural Sciences, Veterinary Sciences, and many more.

AS level results also produced the best ever results; 57% A grades (national average 19%) and 79% were graded A/B grades.

The GCSE results were outstanding; this included many in year 10 who were entered for Maths a year early. 63% achieved A*/A grades (2019 national 18%) and 41% achieved A*(2019 national 6%) BEST EVER!! 98% of all pupils achieved a minimum of 5 A* - C grades, including English and Maths (National 52%).

Additional successes and activities

The Year 10 top set mathematics group sat Mathematics GCSE external exam a year early, and **all the group achieved A* grades, an excellent achievement.**

Twenty-two pupils were selected to represent Wales/UK in a wide range of sporting and musical disciplines.

One pupil (Y12) was chosen from approximately 15,500 candidates to be awarded an Arkwright Scholarship. This is a national award and is linked to science and engineering.

18 students achieved their Silver Award and 12 are in the process of their Gold Award.

Effects of Covid 19 Pandemic on Education provision

From 23rd March (national lockdown) our **online learning provision** was, we believe, excellent, in terms of education and support. The vast majority of pupils rose to the challenge in accepting the changes to their academic platform (Google classroom) and adapted very successfully to a new rhythm of learning. Re-united on-site, the Prep and Senior school from the 29th June for three weeks. Our priority was the safety and wellbeing - for all of the Rougemont family. The aim was to make sure pupils, staff and parents were prepared - mentally, emotionally and practically for the new normal for the Summer and September.

The School was delighted with the progress that the vast majority made during this very unusual and difficult time. It was an interesting fact that, due to the intensity of learning, pupils (especially those in Years 10 and 12) were potentially many weeks ahead of where they would normally expect them to be at the end of year. Classes were very much into a productive routine of learning, with staff and pupils finding their pace and rhythm online. Over the course of school closure, we conducted pupil engagement surveys and followed up with letters, phone calls and parent notifications for those who appeared to need a little extra support. The School continued to monitor the pupils closely; whilst always mindful of individual circumstances, and remained extremely keen to support, also to continue the duty of care to those pupils with whom we continue to have concerns. The final weeks of the Summer term provided an excellent opportunity for some pupils previously unable to engage with online learning to catch up on-site. For those pupils, from the 29th June, we provided a secure on-site learning environment with guidance at school to enable access to the online platform.

New Developments

We have completed the new £4.2 million Refectory, Auditorium and Sixth Form Centre, opened on the 1st January 2019. There are several impressive drone images of the Frank Edwards Building and the whole school site on the school website www.rougemontschool.co.uk/facilities/newbuild. The Auditorium, since opening, has produced several outstanding School performances, e.g. Phantom of the Opera, Beauty and the Beast and Bussy Malone. Also the local community have used it for several large charity events.

The school has also recently updated its IT infrastructure which saw an upgrade to its servers and wireless access points. This has also included additional provision for IT equipment to enhance the teaching provision both in school and remotely.

The School has also updated its Junior Playground during the past year with a contribution towards the Climbing frame being made from the PTA.

ROUGEMONT SCHOOL TRUST LIMITED

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

New Developments (continued)

Our newly-established partner, Hollies@Rougemont, have completed their second year, and they are now providing care for children from 6 weeks up until they join our 3+ Nursery on their 3rd birthday.

The School is currently exploring further exciting development plans, however, these are currently on hold due to the effects of the ongoing Covid 19 pandemic.

Principle Risks and Uncertainties

The Governors consider the economic turbulence of recent years and in particular the recent developments of Coronavirus Pandemic and the affordability of fees by parents across the independent sector to be the principle risk faced by the School. Despite the levels of economic uncertainty pupil numbers have significantly increased over the past few years. Current numbers are encouraging despite the effects of the pandemic to date, though caution is required given the ongoing likelihood of a second wave and lockdown procedures that could have a further affect on pupil numbers as parents find it more and more difficult to afford school fees. The School made an active decision to reduce fees by 20% for the Summer term to reflect the physical closure of the school due to lockdown measures, despite the school continuing to educate pupils through an online provision. A significant amount of planning has been undertaken to ensure that a full education provision can be delivered to all pupils via an online provision in the event of any future lockdown or disruption.

The school has an active marketing and strategic plan to increase pupil numbers. Retention of pupils is key to future pupil numbers. The Governing Body, last year approved a fee increase in September 2018 of 3.5% and for September 2019 a fee increase of 4%. Health and Safety is always a significant area for risk management. The risks range from fire and infrastructure to personal risks (most notably when away from the school on trips and expeditions). The level and breadth of activity at the School is impressive and the risks associated with all activities are minimised by thorough planning and risk assessment. The school has developed a separate COVID Risk Assessment to mitigate the risks from this pandemic.

Data protection is also a significant risk particularly in the digital environment and staff are undergoing training to ensure that they are up to date with the latest legislation and procedures.

Detailed consideration of risk is delegated to the Senior Management Team. The risk management process and the resulting report identifies risks, assesses their impact and likelihood and, where necessary, recommends controls to mitigate and monitor those risks that are assessed as high. The generic controls used by the school to minimise risk include:

- Strategic development planning, reviewed annually by the Senior Management Team;
- Comprehensive budgeting and management accounting;
- Established organisational structures and lines of reporting;
- Formal written policies including clear authorisation and approval levels;
- Safeguarding and vetting procedures as required by law for the protection of the vulnerable.

Governors regularly review the effectiveness of current plans and strategies for managing all identified major risks for the school.

FINANCIAL REVIEW

Income for the year totalled £6,841,827 (2019: £6,619,355) and expenditure amounted to £6,518,669 (2019: £6,279,074) resulting in a surplus of £323,158 (2019: £340,382).

This is mainly the result of increased pupil numbers whilst also achieving the best value for money through cost effective procurement and better use of school resources. Income was significantly affected during the Summer term as a result of the Covid 19 pandemic which meant that pupils were not allowed onto the School site and were educated through our on line learning platform. This resulted in a 100% fee discount being given for

ROUGEMONT SCHOOL TRUST LIMITED

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

FINANCIAL REVIEW (continued)

Nursery children and a 20% fee discount for all other year groups. This loss of income was offset somewhat by the School taking advantage of the Furlough scheme for certain staff, mainly on the non teaching side including Catering staff, Bus Drivers etc where the school was now receiving no income. Also, the school made significant efficiency savings as a result of the closure all of which helped the school maintain a trading surplus at the end of the financial year.

Future surpluses and cash flows have been reviewed and forecasted. The Trustees are confident that all present and future plans can be met out of planned numbers of pupils and financial resources.

Reserves Policy

The Governors recognise the need for reserves to generate funds to provide for investment in property and the management of risks and contingencies. At 31 August 2020, the unrestricted funds of Rougemont School were £15,565,852. The school currently has no free reserves as all amounts are represented by the value of fixed assets. On a practical level, like many independent schools, the governors continually assess the financial resilience of the school through close monitoring of the termly cashflow and the governors are content that looking forward, the school currently has adequate cashflow to meet its short and medium term strategic aims.

ROUGEMONT SCHOOL AND THE COMMUNITY (PUBLIC BENEFIT)

The School remains committed to the aim of providing public benefit in accordance with its founding principles. Charity legislation includes a requirement to demonstrate that public benefit for any charitable purpose where it has hitherto been presumed in the absence of evidence to the contrary. This calls in turn for commensurate disclosure of our public benefit aims.

The Governors would like to confirm that they have paid due regard to the Charity Commission's statutory guidance, on public benefit in deciding what activities the School should undertake. The Governors have always considered that the school should strive to play a full and responsible part in its local community, striving to pursue its charitable objects within and beyond the confines of its pupil population. The principal ways in which the School achieves this aim are as follows:

1. Bursary and Fee Assistance Policy

The School wishes to do all it can to widen access to the educational opportunities that it offers and to this end has increased the value of its bursary provision steadily in recent years, including the provision of 100% bursaries in cases where parental means are very slight.

The School supported 51 (2019: 44) children through the Bursary Scheme in the year ended 31 August 2019. This support, which is available on a means tested basis as determined by the Finance Manager in consultation with the Head, reduced annual fee income by £321,694 (2019: £314,278). The School does all it practically can to advertise and promote the Bursary Scheme to the wider community, in an attempt to attract candidates who would otherwise be unable to attend a fee-paying school.

2. Scholarship and Headmaster Awards

The Scholarship Scheme, which recognises academic ability, continues to offer valuable grant awards. The School in so doing makes independent education affordable to a wider section of the community. Applications are welcomed from pupils already attending Rougemont, as well as those from other schools. Scholarships are awarded by the Headmaster on the results of the Scholarship Examinations. Successful applicants are awarded

ROUGEMONT SCHOOL TRUST LIMITED

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

ROUGEMONT SCHOOL AND THE COMMUNITY (PUBLIC BENEFIT) (continued)

2. Scholarship and Headmaster Awards (continued)

between a 10% and 25% scholarship which is applied to academic fees for between 2 and 4 years. This scheme supported 88 (2019: 67) children and reduced annual fee income by £202,570 (2018: £195,845).

3. Charitable fund-raising

Rougemont School has a strong sense of community and through the enthusiastic support of pupils, staff and parents participates in a wide range of charitable fund raising events throughout the year. Charities which these activities support are usually selected on the grounds that they complement the objects of the School and that they are based locally. Themes pertaining to charitable causes are incorporated into curricular learning programmes where possible. In the summer term children undertake their main fundraising activities of the year.

The Preparatory School has maintained its connections with the local community. Fundraising activities have been undertaken not only during the school day, such as mufti days, but also during evenings and weekends. Through these activities children continue to gain an appreciation of the needs of others. This charity link has fed into many areas of the Foundation Phase curriculum, such as Literacy and Knowledge and Understanding of the World. We continue to support the principles of Global Citizenship through our fundraising for schools in Africa.

The Senior School also promotes and supports good causes through its fundraising efforts. The various **charity events across the whole school this year** have raised a total of £7,732. The school also allowed its facilities to be used for a range of external fundraising events. A detailed analysis of the fund raising is detailed below.

From 1 September 2019 to 31 August 2020 Rougemont School supported the following charities through its fund raising activities:

	2020 £	2019 £
Alzheimers Society	114	-
Australian Bush Fire	980	-
British Heart Foundation	-	325
Cancer Research	60	341
Children in Need	1401	1807
Crohns & Colitis	-	40
Children pass it back	31	-
Dementia UK	-	206
Fairtrade	-	343
Leukaemia Care	500	-
Little Princess Trust	52	52
Latch	57	40
Lucy Ellis Foundation	54	-
Make a wish	46	46
Many Tears Animal Charity	-	49
Mind	-	1264
Motor Neurone Disease	204	-
NSPCC	-	23
Red Cross Sri Lanka Appeal	50	50
Save the Children	263	285
St Davids Hospice	1064	-
Tenovus	2159	-
The Silver Fox Rescue	55	-

The Tree Council	52	-
Toilet Twinning Charity	60	-
Velindre Hospital	156	-
Wear Pink Breast Cancer	374	777
	<u>7,732</u>	<u>5,648</u>

The School supported 20 charities and raised £7,732 in the year ended 31 August 2020.

ROUGEMONT SCHOOL TRUST LIMITED

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

ROUGEMONT SCHOOL AND THE COMMUNITY (PUBLIC BENEFIT) (continued)

4. Career development and workplace training

Rougemont School welcomes individuals who wish to undertake practical work experience in the school as part of their teacher or childcare training. The school donates its resources, in most cases freely, to help in the training and supervision of these students.

5. Working closely with local community groups

The School continues to work closely with its neighbours in the local community as part of its ethos of responsibility within the wider community. The School also opens its facilities for use to the general public, through local sporting, dance and drama groups. Letting of facilities for these activities is given in some cases free of charge or charged at concessionary rates to enable as many local user groups to enjoy the excellent facilities Rougemont has to offer.

6. Saving to the Public Purse

The School relieves the pressure to provide places in the maintained sector by independently educating 580 children, of compulsory school age, which saved the public purse an estimated £2,697,580 in the year ended 31 August 2019. This illustrative estimate is calculated by assuming a rate of £4,651 per place in the state sector.

PLANS FOR FUTURE PERIODS

The Board's detailed direction to the Headmaster and Senior Management Team for the next academic year remains unchanged. The areas of particular interest and attracting priority during the next 5 years are:

- **Widening Accessibility**
The School is to continue its efforts to widen accessibility. The School's continued commitment to awarding new scholarships and increasing bursary assistance remains a corner stone of this policy. The importance of letting the School's first class facilities to external organisations, such as community groups, sports clubs, holiday clubs and others remains of immense importance in the School's aspirations to demonstrate real public benefit.
- **Academic Success**
The excellent academic success enjoyed in recent years is evidence of the value added by a Rougemont education. This continued success in the classroom, balanced by fine extra-curricular activities, remains a high priority.
- **Maintenance of facilities**
The Board acknowledges the importance of providing sufficient resources for the continuing routine reactive and preventative maintenance of the buildings, fixtures, fittings and grounds of Rougemont School, including the historical building Llantarnam Hall and the protected woodland surrounding the School. During the coming five years this will remain a high priority.
- **Improvement of Facilities**
The Board wishes the School to continue to improve the facilities for the use of the School and the wider community. With this in mind the School has a detailed plan of capital work, under continuous review, designed to greatly improve the internal and external facilities available for use.

ROUGEMONT SCHOOL TRUST LIMITED

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Rougemont School Trust Limited for the purposes of company law) are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

In so far as we are aware:

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

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

AUDITORS

The re-appointment of Haysmacintyre LLP as auditors for the ensuing year will be considered at the Annual General Meeting in accordance with section 485 of the Companies Act 2006.

The Governors' report including the strategic report was approved and authorised for issue by the Board of Directors (Governors) at its meeting on **2nd December 2020** and signed on its behalf by:



.....
S. Desai
Chairperson

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF

ROUGEMONT SCHOOL TRUST LIMITED

Opinion

We have audited the financial statements of Rougemont School Trust Limited for the year ended 31 August 2020 which comprise of the Consolidated Statement of Financial Activities, Consolidated and Company Balance Sheets, Consolidated Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 of the parent charitable company's affairs as at 31 August 2020 and of the group's and parent charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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.

Responsibilities of governors for the financial statements

As explained more fully in the governors' responsibilities statement set out on page 12, the governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the governors are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the governors either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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.

Conclusions relating to going concern

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

- the governors use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
ROUGEMONT SCHOOL TRUST LIMITED (continued)**

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

Other information

The governors are responsible for the other information. The other information comprises the information included in the Governors' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' Report (which incorporates the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Governors' Report (which incorporates the strategic report and the directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Use of our report

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



Richard Weaver (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditors

Date : 2 February 2021

10 Queen Street Place
London
EC4R 1AG

ROUGEMONT SCHOOL TRUST LIMITED

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2020

(Incorporating Income & Expenditure Account)

	Notes	Unrestricted funds General Funds £	Designated Funds £	Total 2020 £	Total 2019 £
INCOME FROM:					
Charitable Activities					
School fees	2	5,739,735	-	5,739,735	5,958,272
Ancillary trading income	3	525,384	-	525,384	567,611
Other Trading Activities					
Other income	5	109,060	-	109,060	89,167
Investment Income					
Bank and other interest	6	580	-	580	905
Income from Donations and Legacies					
Grants and donations	4	467,068	-	467,068	3,500
TOTAL INCOME		<u>6,841,827</u>	<u>-</u>	<u>6,841,827</u>	<u>6,619,455</u>
EXPENDITURE					
Raising Funds					
Trading activities	8	27,784	-	27,784	17,935
Charitable Activities					
Education and grant making	8	6,490,885	-	6,490,885	6,261,138
TOTAL EXPENDITURE		<u>6,518,669</u>	<u>-</u>	<u>6,518,669</u>	<u>6,279,073</u>
NET INCOME BEFORE TRANSFERS		<u>323,158</u>	<u>-</u>	<u>323,158</u>	<u>340,382</u>
Transfer between funds		<u>(546,897)</u>	<u>546,897</u>	<u>-</u>	<u>-</u>
NET MOVEMENT IN FUNDS AFTER TRANSFERS		<u>(223,739)</u>	<u>546,897</u>	<u>323,158</u>	<u>340,382</u>
RECONCILIATION OF FUNDS					
Funds as at 1 September 2019		<u>7,453,043</u>	<u>7,789,651</u>	<u>15,242,694</u>	<u>14,902,312</u>
FUNDS CARRIED FORWARD AT 31 AUGUST 2020	16	<u>7,229,304</u>	<u>8,336,548</u>	<u>15,565,852</u>	<u>15,242,694</u>

The notes on pages 19 to 34 form part of these financial statements.

The Statement of Financial Activities includes all gains and losses recognised in the year. All amounts derive from continuing activities. All income and expenditure in both years are unrestricted and therefore a comparable Statement of Financial Activities is not required.

ROUGEMONT SCHOOL TRUST LIMITED
Company number: 01178886
CONSOLIDATED AND CHARITY BALANCE SHEETS
AS AT 31 AUGUST 2020

	Notes	Group 2020 £	Group 2019 £	Charity 2020 £	Charity 2019 £
FIXED ASSETS					
Tangible assets	10	17,956,914	18,210,591	17,956,914	18,210,591
Investment in Subsidiary		-	-	2	2
CURRENT ASSETS					
Stock		898	5,389	-	3,148
Debtors	11	234,849	156,624	252,260	183,405
Cash at bank and short term deposits		1,300,804	1,284,970	1,279,999	1,255,849
		<u>1,536,551</u>	<u>1,446,983</u>	<u>1,532,259</u>	<u>1,442,402</u>
CREDITORS: amounts falling due within one year	12	<u>(871,709)</u>	<u>(1,082,803)</u>	<u>(867,419)</u>	<u>(1,078,224)</u>
NET CURRENT LIABILITIES		<u>664,842</u>	<u>364,180</u>	<u>664,840</u>	<u>364,178</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>18,621,756</u>	<u>18,574,771</u>	<u>18,621,756</u>	<u>18,574,770</u>
CREDITORS: amounts falling due after more than one year	13	<u>(3,055,904)</u>	<u>(3,332,077)</u>	<u>(3,055,904)</u>	<u>(3,332,077)</u>
NET ASSETS		<u>15,565,852</u>	<u>15,242,694</u>	<u>15,565,852</u>	<u>15,242,691</u>
FUNDS					
UNRESTRICTED FUNDS					
General fund - Revaluation reserve	16	7,229,304	7,453,043	7,229,304	7,453,043
Designated funds	16	8,336,548	7,789,651	8,336,548	7,789,651
		<u>15,565,852</u>	<u>15,242,694</u>	<u>15,565,852</u>	<u>15,242,694</u>
TOTAL FUNDS		<u>15,565,852</u>	<u>15,242,694</u>	<u>15,565,852</u>	<u>15,242,694</u>

The financial statements were approved and authorised for issue by the Board of Governors on ~~2nd December~~ 2020 and were signed below on its behalf by:

S Desai
Chairperson



The notes on pages 19 to 34 form part of these financial statements.

ROUGEMONT SCHOOL TRUST LIMITED

CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2020

		2020		2019
		£	£	£
CASH FLOWS FROM OPERATING ACTIVITIES				
Net cash inflow/(outflow) from operations				
Net cash provided by/(used in) operating activities	18		513,393	961,720
			<u> </u>	<u> </u>
				961,720
Cash flows from investing activities				
Payments to acquire tangible fixed assets		(154,023)		(1,439,738)
Receipts on disposal of tangible fixed assets		4,750		-
Investment income		580		905
		<u> </u>		<u> </u>
Net cash (used in)/provided by investing activities			(148,693)	(1,438,833)
			<u> </u>	<u> </u>
Cash inflow before financing			364,700	(477,113)
Cash flows from financing activities				
Repayments and bank borrowings		(244,961)		1,148,986
Net inflow/(outflow) in respect of finance				
Leases		(14,656)		(14,655)
Finance costs paid		(89,250)		(116,073)
		<u> </u>		<u> </u>
Net cash outflow from financing			(348,866)	1,018,258
			<u> </u>	<u> </u>
Change in cash and cash equivalents in the reporting period			15,834	541,145
			<u> </u>	<u> </u>
Cash and cash equivalents at the beginning of the reporting period			1,284,970	743,825
			<u> </u>	<u> </u>
Cash and cash equivalents at the end of the reporting period	20		1,300,804	1,284,970
			<u> </u>	<u> </u>

The notes on pages 19 to 34 form part of these financial statements.

ROUGEMONT SCHOOL TRUST LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. ACCOUNTING POLICIES

1.1 Basis of accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and 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) - effective 1 January 2015.

As highlighted in the Governors' Report, having assessed the School's financial position, the plans for the foreseeable future, the risks to which the School is exposed and the detailed cash projections, the Governors are satisfied that it remains appropriate to prepare the financial statements on a going concern basis.

The functional currency of the School is considered to be GBP because that is the currency of the primary economic environment in which the School operates.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 29th July 1974 (company number: 1178886) and registered as a charity on 24th October 1974 (charity number: 532341)

Critical Accounting Judgements and key sources of estimation uncertainty

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

The Governors consider the following items to be areas subject to estimation and judgement:

Depreciation:

The useful economic lives of tangible fixed assets are based on management's judgement and experience. When management identifies that accrual useful economic lives differ materially from the estimates used to calculate depreciation, that charge is adjusted retrospectively. Although tangible fixed assets are significant, variances between actual and estimated useful economic lives will not have a material impact on the operating results. Historically, no changes have been required.

In the view of the trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

The following principal accounting policies have been applied:

1.2 Income

All income and endowments are recognised when the criteria of entitlement, measurement and probability of receipt have been satisfied.

Rents are stated gross and are included on an accruals basis. Interest is included on an accruals basis.

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

1.2 Income (continued)

Donations and legacies and other voluntary income

Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

Donations received for the general purposes of the School are credited to Unrestricted Funds. Donations Subject specific wishes of the donors are credited to the relevant Restricted Funds, where the amount is held as expendable capital, or to Endowment Funds.

Legacies are recognised when the School has entitlement to the funds, the amount can be reliably quantified and the economic benefit to the School is considered probable. Entitlement is the earlier of the School being notified of an impending distribution or the legacy being received.

Fees and similar earned income

Fees receivable and charges for services and use of the premises are accounted for in the year in which the services are provided. Fees receivable are stated after deducting bursaries, scholarships and other remissions allowed by the School.

Registration fees are non-refundable and are credited to income when received.

Deposits are included as a liability until refunded or, on ceasing to be refundable, are credited to income. Advance fees are credited to income as and when they fall due.

1.3 Expenditure

Expenditure is accounted for on an accruals basis where there is a legal and constructive obligation to make a payment to a third party and the amount of the obligation can be measured reliably, expenditure is allocated to the appropriate headings relevant to the charitable activities on a direct basis. Support costs mainly represent office administration. Irrecoverable VAT is charged to the Statement of Financial Activities as incurred. Governance costs comprise the costs of running the School, including strategic planning for its future development, external audit, legal advice and all the costs of complying with constitutional and statutory requirements. Charitable expenditure represents the costs of running the School including salaries, catering, premises and welfare costs. Costs of raising funds include non-ancillary trading, financing, investment management and fundraising and development costs.

1.4 Tangible Fixed Assets and Depreciation

All fixed assets are initially recorded at cost. Revaluation of Tangible assets: Under the previous GAAP, the charitable company had a policy of revaluing its land and buildings. On transition to FRS 102 the charitable company elected to use the previous valuation of land and buildings as at 31 August 2014 as the deemed cost for that asset.

1.5 Depreciation

Depreciation is provided on fixed assets to write off the cost or valuation over their estimated useful economic lives at the following rates:

Freehold buildings	-	2% on cost or valuation
Fixtures and fittings	-	20% on reducing balance
Computers	-	25% on cost
Sports facilities	-	10% on cost
Agricultural Equipment	-	25% on reducing balance
Motor Vehicles	-	25% on cost

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

1.6 Hire purchase agreements

Assets held under hire purchase agreements are capitalised and disclosed under tangible fixed assets at their fair value. The capital element of the future payments is treated as a liability and the interest is charged to the statement of financial activities on a straight line basis.

1.7 Finance lease agreements

Assets acquired under finance lease contracts are capitalised economic lives. Obligations under such contracts are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the income and expenditure account in equal annual instalments over the length of the contract.

1.8 Operating lease agreements

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly on a straight-line basis over the lease term.

1.9 Fund accounting

The School has three types of funds:

- Endowment – where the capital is held in perpetuity to generate distributable income;
- Restricted – where the purpose for which the funds may be used has been restricted by donors; and
- Unrestricted – where the fund is not restricted as to use other than in furthering the objects of the School. These include Designated Funds, where the funds are unrestricted but the Governors have designated them for a specific purpose.

1.10 Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and cash equivalents, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and cash equivalents is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

Cash and cash equivalents

Cash and cash equivalents includes cash in hand, deposits held at banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts, when applicable, are shown within current liabilities.

Debtors and creditors

Debtors and creditors are measured at the transaction price less any provision for impairment. Any losses arising from impairment are recognised as expenditure.

Bank borrowings

Liabilities for borrowings which are subject to a market rate of interest are measured at the value of the amount advanced, less capital repayments.

Advance Fees Fund

The Charity has an advance fees scheme whereby parents and others make advance payments, which together with the discount accruing thereon, provide for a set contribution each term towards the pupils' fees.

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

The capital portion outstanding is recognised as a liability and the amount of discount crystallised in the year is included in the Statement of Financial Activities.

Provisions for liabilities

Provisions are made where an event has taken place that gives the School a legal or constructive obligation that probably requires settlement by a transfer of economic benefits, and a reliable estimate can be made of the amount of the obligation.

1.11 Staff Benefits Including Pension costs

The school contributes to the following schemes:

- i. The School contributes to the Teachers' Pension Scheme. This is a multi-employer pension scheme and it is not possible to identify the School's share of the underlying assets and liabilities on a consistent and reasonable basis. Therefore, As required by FRS 102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.
- ii. a contributory Group Personal Pension Plan. This is a defined contribution scheme, contributions to the plan are made in accordance with the rules of the plan and are charged to expenditure when they are payable. Pension costs are charged as a percentage of salaries and paid over to Scottish Widows on a monthly basis.

Short term benefits

Short term benefits, including holiday pay, are recognised as an expense in the period in which the service is received.

Employee termination benefits

Termination benefits are accounted for on an accruals basis and in accordance with FRS 102.

1.12 Bursary fund

Bursary assistance continues to be given on a means tested basis, however, this is achieved by discounting ongoing fee income.

1.13 Auditorium and Refectory fund

The Auditorium and Refectory designated fund has been created for the development of a new facility on the site of the previously destroyed canteen, which perished during a fire in the year ended 31st August 2008.

1.14 VAT Registration

As of 1st February 2019 the Group is no longer registered for VAT.

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

2. CHARITABLE ACTIVITIES – SCHOOL FEES	2020 £	2019 £
Gross fees	6,525,934	6,724,883
Bursaries	(320,131)	(314,278)
Scholarships	(202,570)	(195,845)
Fee discounts – Sibling	(121,180)	(113,869)
Staff discounts	(131,228)	(129,735)
Discounts on fees in advance	(11,091)	(12,884)
Less: Total bursaries, grants and allowances	(786,199)	(766,611)
Add back: Scholarships, grants etc paid for by restricted funds	-	-
	5,739,735	5,958,272
Bursaries totalling £320,131 were paid to 67 pupils (2019: £314,278 to 44 pupils) Scholarships totalling £202,570 were paid to 88 pupils (2019: £195,845 to 67 pupils)		
3. ANCILLARY TRADING INCOME	2020 £	2019 £
Registration fees	4,965	5,175
Transport recoveries general	132,831	161,704
Catering recoveries	233,281	238,625
School trips	136,431	151,659
Charges for late payment of fees	3,048	2,381
Other	14,828	8,067
	525,384	567,611
4. GRANTS AND DONATIONS	2020 £	2019 £
Donations	2,628	3,500
Grant Funding	464,440	-
	467,068	3,500
5. OTHER INCOME	2020 £	2019 £
Lettings	70,608	86,500
Other Income	38,452	2,667
	109,060	89,167

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

6. INVESTMENT INCOME	2020 £	2019 £
Bank interest receivable	<u>580</u>	<u>905</u>
7. STAFF COSTS	2020 £	2019 £
Total staff costs comprised:		
Wages and salaries	3,825,248	3,652,047
Social security costs	351,117	333,071
Pension contributions	662,680	436,405
Redundancy Costs	18,799	3,814
	<u>4,857,844</u>	<u>4,425,337</u>

None of the Governors received any remuneration or other benefit from the School or from any connected body. No reimbursements were made to trustees during the year (£2019: Nil) see note 18 for further details.

	2020 No.	2019 No.
The average number of employees in the year, was as follows:		
Teaching staff	76	73
Support staff	62	63
Number of staff	<u>138</u>	<u>136</u>

The number of employees whose emoluments for the year fell within the following bands were:

£60,000 - £69,999	3	2
£90,000 – £99,999	-	-
£100,000 - £109,999	1	1

Employer pension contributions for Key Management Personnel total £62,629 (2019: £34,269)

Aggregate employee benefits of Key Management Personnel	397,590	365,935
	<u>397,590</u>	<u>365,935</u>

During the year termination and redundancy payments totalled £16,568 (2019: £3,814)

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

8. ANALYSIS OF EXPENDITURE

	Staff costs	Other	Depreciation	2020
	£	£	£	£
Charitable expenditure:				
Raising Funds	5,189	22,595	-	27,784
School Activities				
Teaching	3,799,305	201,627	52,117	4,053,049
Welfare	145,307	160,838	-	306,145
Premises	325,452	307,384	338,183	971,019
Support and governance costs	582,591	564,434	16,732	1,160,672
	<u>4,852,655</u>	<u>1,235,283</u>	<u>402,947</u>	<u>6,490,885</u>
Total	<u>4,857,845</u>	<u>1,257,877</u>	<u>402,947</u>	<u>6,518,669</u>

Support costs and other governance costs relates to the one activity of running a school. Other support costs consist of the following: -

	2020	2019
	£	£
Legal and professional fees	35,333	75,805
Telephones, postage, stationery and other costs	125,836	113,935
Advertising, marketing & PR expenditure	39,701	44,620
Transport, trips including related costs	234,143	321,114
Finance costs and bank charges	130,421	117,584
	<u>564,434</u>	<u>673,058</u>

Grants awards and prizes

	2020	2019
	£	£
From Unrestricted Funds		
Bursaries and other grants and awards	786,199	766,611
Prizes and leaving awards	-	-
	<u>786,199</u>	<u>766,611</u>

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

8. ANALYSIS OF EXPENDITURE (continued)

	Staff costs £	Other £	Depreciation £	2019 £
Charitable expenditure:				
Raising Funds	-	17,935	-	17,935
School Activities				
Teaching	3,379,667	207,616	64,571	3,651,854
Welfare	182,503	166,761	-	349,264
Premises	323,972	390,448	313,776	1,028,196
Support and governance costs	540,103	673,058	18,663	1,231,824
	<u>4,426,245</u>	<u>1,437,883</u>	<u>397,010</u>	<u>6,261,138</u>
Total	<u>4,426,245</u>	<u>1,455,818</u>	<u>397,010</u>	<u>6,279,073</u>

9. NET INCOME FOR THE YEAR

	2020 £	2019 £
This is stated after charging:		
Staff pension contributions	662,680	436,405
Disposal of fixed assets	(4,084)	2,380
Depreciation	407,031	397,010
Auditors' remuneration:		
- audit of financial statements (excluding VAT)	21,380	22,044
- for other services (excluding VAT)	-	3,000
Operating lease costs:		
- Plant and Machinery	25,260	20,455
- Other	53,894	81,158

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020'

10. TANGIBLE FIXED

ASSETS GROUP AND COMPANY	Land and Buildings	Building Development	Fixtures & Fittings	Sports Facilities	Computers	Motor Vehicles	Total
	£	£	£	£	£	£	£
Cost							
At 1 September 2019	18,786,755	-	907,386	456,369	231,791	136,468	20,518,769
Additions	55,959	-	37,616	8,280	47,919	4,250	154,023
Disposals	-	-	-	-	-	(11,540)	(11,540)
Transfers							
At 31 August 2020	18,842,713	-	945,002	464,649	279,710	129,179	20,661,252
Depreciation							
At 1 September 2019	1,050,978	-	678,953	262,047	203,747	112,453	2,308,178
Charge for the year	286,864	-	51,323	37,719	14,397	16,732	407,034
Disposals	-	-	-	-	-	(10,874)	(10,874)
At 31 August 2020	1,337,842	-	730,276	299,766	218,144	118,311	2,704,338
Net Book Value							
At 31 August 2020	17,504,872	-	214,726	164,883	61,565	10,868	17,956,914
At 31 August 2019	17,735,777	-	228,433	194,322	28,044	24,015	18,210,591

	Group		Charity	
11. DEBTORS	2020	2019	2020	2019
	£	£	£	£
Trade Debtors	3,972	6,350	-	-
School fees	54,306	35,399	54,306	35,399
Prepayments	166,743	110,919	166,743	110,919
Other Debtors	9,829	3,956	9,829	3,956
Intercompany	-	-	21,383	33,131
	234,850	156,624	252,261	183,405
12. CREDITORS: amounts falling due within one year	2020	2019	2020	2019
	£	£	£	£
Bank loans and overdrafts (secured)	219,610	222,291	219,610	222,291
Trade creditors	73,802	96,797	73,802	96,712
Autumn 2020 fees paid	237,497	271,878	237,497	271,878
Advance fee payment schemes	103,729	124,681	103,729	124,681
Pupil deposits	107,250	133,548	107,250	133,548
Other taxes and social security	-	80,336	-	80,336
Other creditors	39,549	68,582	39,549	68,561
Accruals	75,617	70,034	71,327	65,561
Hire purchase agreements	14,656	14,656	14,656	14,656
	871,710	1,082,803	867,420	1,078,224

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

13. CREDITORS: amounts falling due after more than one year	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Bank loans	2,884,107	3,026,805	2,884,107	3,026,805
Advance fee payment schemes	159,628	278,447	159,628	278,447
Hire purchase agreements	12,169	26,825	12,169	26,825
	<u>3,055,904</u>	<u>3,332,077</u>	<u>3,055,904</u>	<u>3,332,077</u>

Advanced fee payments:

Parents may enter into a contract to pay to the school up to the equivalent of five years' tuition fees in advance and the amount received forms part of the schools working capital. It is treated as deferred income, until the pupils fees become due whereupon the fees for each school term are charged against the remaining balance and taken to income. A discount rate is agreed at the contracts inception and this is treated as a deduction from the school fee income in the relevant period. The money may be returned subject to specific conditions on the receipt of one term's notice.

Assuming pupils will remain in the School, advance fees will be applied as follows:

	2020 £	2019 £
After 5 years		
Within 2 to 5 years	99,201	173,919
Within 1 to 2 years	60,427	104,528
	<u>159,628</u>	<u>278,447</u>
Within one year	103,729	124,681
	<u>263,357</u>	<u>403,128</u>

The balance represents the accrued liability under the contracts, and the movements during the year were:

	2020 £	2019 £
Balance at 1 September 2019	403,127	186,488
New contracts	(8,256)	288,378
Amounts accrued to contracts	3,026	2,257
	<u>397,897</u>	<u>477,123</u>
Amounts utilised in payment of fees	(134,540)	(73,996)
Balance at 31 August 2020	<u>263,357</u>	<u>403,127</u>

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

13. CREDITORS: amounts falling due after more than one year (continued)

Bank loans:

The bank loan creditor falling due within one year and after more than one year is secured by the company and is disclosed as follows:

	2020 £	2019 £
After 5 years	2,017,663	2,195,976
Within 2 to 5 years	659,054	579,507
Within 1 to 2 years	201,556	251,322
	<u>2,884,107</u>	<u>3,026,805</u>
Within one year	219,610	222,291
	<u>3,103,717</u>	<u>3,249,096</u>

The bank overdraft and bank loans are secured by a first legal charge over the freehold property known as Llantarnam Hall and Llantarnam Hall Wood, Torfaen, Gwent dated 28 August 2006 valued at £5.7million, newer buildings more recently constructed and an unscheduled Mortgage Debenture dated 18th April 2002 incorporating a fixed and floating charge over all current and future assets of the charity. The loan is repayable by 2020 rate of interest paid is variable. The school entered into two new loans in 2019, the first is for £2,275,000 and began drawdown in September 2017 and the second is for £1,100,000 which began drawdown in October 2019. Both are secured by a first legal charge over the freehold property known as Llantarnam Hall and its associated assets and a debenture.

Hire purchase and finance leases:

The liabilities under hire purchase agreements are secured over the assets to which they relate and are disclosed as follows:

	2020 £	2019 £
After 5 years		
Within 2 to 5 years		12,169
Within 1 to 2 years	12,169	14,656
	<u>12,169</u>	<u>26,825</u>
Within one year	14,656	14,656
	<u>26,825</u>	<u>41,481</u>

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

14. COMMITMENTS UNDER OPERATING LEASES

At 31 August 2020 the company had the following future minimum operating payment as set out below.
The charge to the Statement of Financial Activities in the year was £78,172 (2019: £78,923).

	Assets other than land and buildings	
	2020	2019
	£	£
Payments due in:		
Less than one year	3,147	78,449
Within 2 to 5 years	115,247	117,867
	<u>118,294</u>	<u>196,316</u>

15. STATEMENT OF FUNDS GROUP	Balance at 1 September 2019	Income	Expenditure	Gains/Loss Revaluation & Transfers	Balance at 31 August 2020
Unrestricted funds	£	£	£	£	£
General funds					
Other reserves	-	6,841,827	(6,518,669)	(323,158)	-
Revaluation reserve	7,453,043	-	-	(223,739)	7,229,304
Total general funds	<u>7,453,043</u>	<u>6,841,827</u>	<u>(6,518,669)</u>	<u>(546,897)</u>	<u>-</u>
Designated funds					
Auditorium & Refectory fund	-	-	-	-	-
Fixed Asset Reserve fund	7,789,651	-	-	546,897	8,336,548
Total Unrestricted funds	<u>15,242,694</u>	<u>6,841,827</u>	<u>(6,518,669)</u>	<u>-</u>	<u>15,565,852</u>

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

16. STATEMENT OF FUNDS	Balance at	Income	Expenditure	Gains/Loss	Balance at
CHARITY	1 September			Revaluation	31 August
Unrestricted funds	2019			& Transfers	2020
	£	£	£	£	£
General funds					
Other reserves	-	6,814,043	(6,490,885)	(323,158)	-
Revaluation reserve	7,453,043	-	-	(223,739)	7,229,304
Total general funds	7,453,043	6,814,043	(6,490,885)	(546,897)	7,229,304
Designated funds					
Fixed Asset Reserve fund	7,789,651	-	-	546,897	8,336,448
Total Unrestricted funds	15,242,694	6,814,043	(6,490,885)	-	15,565,852
Comparative figures:					
STATEMENT OF FUNDS	Balance at	Income	Expenditure	Gains/Loss	Balance at
GROUP AND COMPANY	1 September			Revaluation	31 August
Unrestricted funds	2018			& Transfers	2019
	£	£	£	£	£
General funds					
Other reserves	-	6,619,455	(6,279,073)	(340,382)	-
Revaluation reserve	7,676,782	-	-	(223,739)	7,453,043
Total general funds	7,676,782	6,619,455	(6,279,073)	(564,121)	7,453,043
Designated funds					
Auditorium & Refectory fund	-	-	-	-	-
Fixed Asset Reserve fund	7,225,530	-	-	564,121	7,789,651
Total Unrestricted funds	14,902,312	6,598,256	(6,279,074)	-	15,242,694

Designated Fund - Auditorium & Refectory fund - This fund was set up to support the construction of the new auditorium and refectory. At the year-end the build was in progress and the designated funds had been spent.

Fixed Asset Reserve fund – The fund has been set up to separately build up balances to match the net book value of fixed assets excluding the revaluation reserve. Unrestricted funds represent accumulated income of the school that are available for the general purposes of the school.

The Comparative Statement of Funds note can be obtained from the published and authorised accounts from the Charity Commission website.

17. RELATED PARTY TRANSACTIONS

As at 31 August 2020, Rougemont School Trust Limited was owed £33,130 from Rougemont School Activities Limited, the wholly owned subsidiary company. During the year Rougemont School Trust Limited charged the company £23,400 (2019: £36,276) relating to a management charge and recharged costs.

Four Governors had children who were pupils at Rougemont School during the year (2019: three). School fees paid and discounts received were at the same rate and on the same terms as for all other parents of pupils at the school. These Governors are not involved in decision making processes relating to their own children

ROUGEMONT SCHOOL TRUST LIMITED**NOTES TO THE FINANCIAL STATEMENTS (continued)****FOR THE YEAR ENDED 31 AUGUST 2020****17. RELATED PARTY TRANSACTIONS (continued)**

Governors are not remunerated for their duties, however, they are reimbursed travelling costs to attend meetings from time to time. No Governors were reimbursed for travel costs in the year £Nil (2019: £Nil). There were no governor costs paid to third parties during the year.

RS Green Associates invoiced costs of £3,600 (2019: £15,288) to the School for works associated with the refectory and auditorium new building project. The Governor (Richard Green) is a director of RS Green Associates. No amounts were outstanding at year end (2019: Nil).

There were no other related party transactions.

18. RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES	2020 £	2019 £
Net income before transfers	323,158	340,382
Elimination of non-operating cash flows:		
Add: interest payable	89,250	116,073
Less: interest receivable	(580)	(905)
	<u>411,827</u>	<u>455,550</u>
Loss on disposal of fixed assets	(4,084)	2,380
Depreciation	407,034	397,011
Decrease/(increase) in debtors	(78,225)	(34,164)
Increase/(decrease) in creditors	(227,650)	146,332
Decrease/(increase) in stock	4,491	(5,389)
	<u>513,393</u>	<u>961,720</u>

20. ANALYSIS OF CASH AND CASH EQUIVILENTS	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash in hand and at bank	1,284,970	15,834	1,300,804
Overdrafts	-	-	-
	<u>1,284,970</u>	<u>15,834</u>	<u>1,300,804</u>

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

21. TRADING SUBSIDIARY

Rougemont School Trust Limited hold 100% of the share capital in Rougemont School Activities Limited, a company registered in the United Kingdom. The company begun trading from September 2020, all profits are covenanted to the School. At the 31 August 2020 the net assets of the company were £2. (2019: £2).

	2020 £	2019 £
Turnover	61,518	79,000
Cost of sales	(8,352)	(10,531)
Gross profit	53,166	68,469
Administration	(42,832)	(43,680)
Net profit	10,334	24,789
Gift Aid	(10,334)	(24,789)

The School is owed the gift aid payment of £10,334 (2019: £24,789) from Rougemont School Activities Limited at 31 August 2020.

22. PENSION COMMITMENTS

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 £622,657 (2019: £399,960) and at the year-end £nil (2019 - £Nil) was accrued in respect of contributions to this scheme.

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

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

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

ROUGEMONT SCHOOL TRUST LIMITED

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

22. PENSION COMMITMENTS (continued)

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

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

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

Non-teaching staff are offered membership of Scottish Widows, a defined contribution scheme (Group Personal Pension Plan), to which the school contributes between 2% and 5%. The amount contributed into the scheme by the employer amounted to £43,500 (2019: £38,754.79). Employees contribute the same amount as the employer into the scheme.

23. CAPITAL COMMITMENTS

There were no capital commitments as at 31 August 2020 or 31 August 2019.