

Charity Registration No. 800284

Company Registration No. 2270044 (England and Wales)

**HORNSBY HOUSE EDUCATIONAL TRUST**  
**COMPANY LIMITED BY GUARANTEE**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**



# **HORNSBY HOUSE EDUCATIONAL TRUST COMPANY LIMITED BY GUARANTEE LEGAL AND ADMINISTRATIVE INFORMATION**

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<b>Trustees</b>	C Aldridge H Davies N Newman A Brown A Skinnard D Smith Mr E Nwosu Mr S Tanna P Fraley	(Appointed 2 November 2022) (Appointed 2 November 2022) (Appointed 1 December 2023)
<b>Secretary and Bursar</b>	G Bunning	
<b>Head Teacher</b>	E Rees	
<b>Charity number</b>	800284	
<b>Company number</b>	2270044	
<b>Registered office</b>	Hornsby House School Hearnville Road London SW12 8RS	
<b>Auditor</b>	Ward Williams Limited Belgrave House 39-43 Monument Hill Weybridge Surrey KT13 8RN	
<b>Bankers</b>	Child & Co Bankers 1 Fleet Street EC4Y 1BD	
<b>Solicitors</b>	Barlow Robbins Solicitors The Oriel Sydenham Road Guildford Surrey GU1 3SR	

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# **HORNSBY HOUSE EDUCATIONAL TRUST COMPANY LIMITED BY GUARANTEE TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) FOR THE YEAR ENDED 31 AUGUST 2023**

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The Trustees, who are also Directors for the purposes of company law, present their report and the financial statements of the company for the year ended 31 August 2023.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the School's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016).

## **Objectives and activities**

The School places equal emphasis on two strategic aims: first, to encourage every pupil to attain the highest academic standards according to his or her ability (the opportunity to benefit from the School's extensive co-curricular activities play a part in this); second, in terms of pastoral care (a longstanding characteristic of the School), to ensure that all pupils are treated equally, with respect and are valued.

We have four school aims which capture the areas of a child's learning and development which matter most to us at Hornsby House School.

**Pastoral** – To promote kindness, enhance self-esteem and the ability to value and respect each person's own worth through a caring, nurturing and secure environment.

**Curriculum and Co-curriculum** – To provide a broad, balanced and differentiated curriculum and co-curriculum which is accessible to all children and fosters independent and creative thinkers.

**Equality, diversity and inclusion** – To establish a culture of inclusion and equal opportunity, within which all members of the school and wider community can thrive.

**Preparation for life** – To prepare happy and confident children for the next stage of their formal education and life beyond.

Our children are encouraged to work together and look after each other. Our three core values are deliberately simple and concise so that all members of our community can understand them. They sit at the heart of Hornsby life and govern all that we do.

## **Head, Heart, Spirit**

### **Principal activity**

Hornsby House School's principal activity is the provision of a non-selective day school education for boys and girls aged 4 - 11 years. The School is currently fully subscribed.

### **Objectives for the year**

The Board's main objective has been to continue to enhance academic, sporting, and co-curricular activities, standards and facilities, including the provision of financial support to those who cannot afford to pay tuition fees, without detriment to standards of pastoral care.

The School has achieved this by maintaining a high teacher-to-pupil ratio; by investing in staff and facilities; and by tailoring the School's services where appropriate to suit changing individual or collective needs.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the School should undertake.

**HORNSBY HOUSE EDUCATIONAL TRUST  
COMPANY LIMITED BY GUARANTEE  
TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND  
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***FOR THE YEAR ENDED 31 AUGUST 2023***

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**Public benefit**

The Charities Act 2006 made changes which affect the School, principally removing the presumption in law that education is for public benefit. The effect of this is a requirement that educational charities demonstrate the public benefit they provide. The Charity Commission has provided guidelines on the changes together with an analysis of the law affecting charities.

In meeting the School's objects, the public benefit aim of Hornsby House School is to provide a first-class independent education, both through strong academic tuition and through developing wider sporting, artistic and social skills in all its pupils. This is intended to create an environment in which all pupils can develop their full potential, thus building their self-confidence and encouraging a desire to contribute to the wider community.

In furtherance of these aims, the Board has complied with the duty in s. 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's published general and relevant sub-sector guidance concerning the operation of the Public Benefit requirement under that Act.

In the academic year 2022 - 2023 Hornsby House School provided education to 437 pupils who would otherwise be educated in maintained schools at public expense. However the Board recognises that it has wider responsibilities to the local community. There are three additional elements in the public benefit it provides: bursaries, outreach projects and community projects.

# **HORNSBY HOUSE EDUCATIONAL TRUST COMPANY LIMITED BY GUARANTEE TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)**

**FOR THE YEAR ENDED 31 AUGUST 2023**

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## **Grant-making**

In carrying out this charitable duty, the Governors are committed to the School's contribution to the wider community and continue to maintain a separate designated fund to support bursaries and outreach projects in future years.

The Governors are committed to making available the distinctive all-round education offered by Hornsby House to children likely to benefit from the School's wider extra-curricular activities irrespective of financial circumstances. The School has a Scholarship and Bursary Scheme aimed at children whose families would not otherwise be able to consider private education and are actively seeking applications for these bursaries through external advertising and promotion on our website. Applications are encouraged from applicants from diverse religious, ethnic and cultural backgrounds.

All applications for bursaries are based on personal and means-tested circumstances. The School uses an outside company, Bursary Administration Ltd to assess all applications. These are then reviewed by the Headmaster, the Bursar, and the Board of Governors. Depending on need, bursaries may include support for uniform, lunch costs and extra-curricular activities.

In 2022/2023 the School supported three pupils with means tested bursaries, varying in value from 20% to 100% of annual fees of which one is life-changing, receiving 100% remission.

Hornsby House has a longstanding collaboration with the Institute of Education and The University of Roehampton, offering work placements during the school year to students undertaking the PGCE. The School also participates in the Schools Direct Programme, an employment based route into teaching for experienced graduates leading to Qualified Teaching Status.

The school's public benefit programme is managed and co-ordinated by Mr Mark Peters, Deputy Head, External Relations, who is working with local primary schools and sports clubs to develop a range of initiatives in the local community.

Our mission is to promote, develop and deliver learning opportunities and experiences open to all through a range of activities to enrich learning across the curriculum and beyond.

We continue our partnership with Spencer Lynx a registered charity (no. 1188217) that provides free weekend hockey sessions to local state primary children that have not had the opportunity to play hockey. These children have also been invited to join our Year 5 and 6 pupils at after school training sessions. The goal is to increase physical and mental wellbeing of the children, and at the same time give them all the benefits that flow from being part of a club.

We are working with Larkhall Primary School in Lambeth and Trinity St Mary's School in Balham to develop learning opportunities for staff and pupils. A significant number of children at both schools are in receipt of free school meals and over 48% of pupils at both schools are eligible for the pupil premium grant for disadvantaged pupils.

In September 2021 Hornsby House introduced an initiative called Page Turners to support children from Trinity St Mary's Primary School, whose learning had been severely disrupted by the pandemic. Every Saturday morning, children have the opportunity to read with Hornsby House parents. The school is currently exploring the possibility of working with other independent and state schools to expand and accommodate the needs of more pupils.

We are running a cycling programme for Larkhall Primary School pupils at Herne Hill Velodrome a sport and venue to which the children who attend would ordinarily not have access. Two participants have been asked to attend extra sessions enabling access the club's Hardship Fund. The initiative has secured funding from a local business to fund this year's provision of the track and coaches. This corporate / charity collaboration will allow us to run more outreach programmes from Hornsby House.

Hornsby House School continues its partnership with Hillbrook School, donating to the School a contribution for four Coram Beanstalk reading helpers.

# **HORNSBY HOUSE EDUCATIONAL TRUST COMPANY LIMITED BY GUARANTEE TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)**

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The School supported Trinity Fields Trust (Charity no. 1060813) in its negotiations with Sir Walter St. John's Educational Charity to negotiate a new lease and continues to support the Trust via participation in an annual rental agreement to use its playing fields. The income generated by this agreement is sufficient to ensure that the Trust's normal operating costs are substantially met year on year enabling the Trust to build a more broadly based outreach programme for children and young persons under the age of 25 years who are resident in the London Boroughs of Wandsworth and Lambeth.

It is hoped that there may be the opportunity to develop the Fields further in the future, and improve the facilities. Although no definitive agreement has been reached, Hornsby House has agreed in principle that they will contribute up to £250,000 to the first phase of the development, alongside contributions of £500,000 each from the Trust and another local school.

## **Strategic report**

The description under the headings "Achievements and performance" and "Reserves policy" meet the company law requirements for the Trustees to present a strategic report.

## **Achievements and performance**

### **Operational performance of the School**

Hornsby House enjoyed another successful year. Following the long impact of COVID, the School was able to offer a full range of curriculum enrichment activities, residential trips and sports fixtures,

As operations returned to normal, the School welcomed parents back on to site for events such as class assemblies, Christmas Festivities, and sports days, showcasing the musical, sporting, and creative talents of our pupils.

The School hosted several Multicultural events. A Diwali assembly was led by parents and year 4 pupils participated in a workshop to celebrate the rich cultural heritage of the Hornsby community. The Head Teacher from Wenlin School visited and led an assembly to celebrate Chinese New Year and to talk to the children about the culture and traditions surrounding how new year is celebrated in China. This was followed by a whole school Chinese Lion Dance led by the Chung Ching London Lion Dance.

The Governors provided support and guidance to the school throughout the year. More frequent visits by the Governors to the school increased their visibility and further cemented relationships with the staff and parent body.

The School continues to fulfil its aim of providing a broad, balanced and differentiated curriculum and co-curriculum for all children.

The School was visited by the Independent Schools Inspectorate in October 2019 for them to undertake a Regulatory Compliance Inspection. Regulatory Compliance Inspections report on a school's compliance with the Independent School Standards Regulations, and where applicable the National Minimum Standards for Boarding Schools and the Early Years Foundation Stage (EYFS). These inspections result in a binary judgement of 'met' or 'not met' against each applicable standard. Safeguarding, welfare, health and safety are a priority for all inspections. The Inspection found that the School is fully compliant with all regulations.

The School's excellent reputation in the area has ensured strong demand for places and healthy numbers on the roll. The School remains committed to promoting the children's core values and developing social skills that will equip them well in life beyond primary school. This is achieved through an exciting and relevant curriculum and the provision of a wide range of before and after school clubs, giving children opportunities to work as a team and learn new skills. The location of the School also allows for a rich and varied programme of educational trips and visiting speakers.

The children are supported by highly qualified and motivated staff. The provision of excellent resources and facilities remains a key priority for new investment. The ratio of staff to pupils remains excellent.

# **HORNSBY HOUSE EDUCATIONAL TRUST COMPANY LIMITED BY GUARANTEE TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)**

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The School does not select children for Reception on the basis of academic assessment but according to a first come, first served registration process. The academic process of the School is impressive, pupils receiving a number of offers from some of the most demanding schools in the country. Hornsby House enjoyed another extremely strong year at 11+. All pupils secured a place at their choice of preparatory or senior school and a significant number of pupils have again gained academic, sports, art and drama scholarships and exhibitions.

The school's success is dependent on its financial stability. To this end, the principal financial indicators targeted and monitored by the Governors include current and prospective pupil numbers, annual surplus, and cash.

The results for the year are set out in detail on page 15. With income of £8,399,741 the School generated an operating surplus of £903,877 (2022: £549,368). This surplus has been applied primarily in financing new capital expenditure.

The reserves of the School represent the unrestricted funds which the Governors are free to use in accordance with its charitable objects. The reserves held are required to finance the freehold property and to cover normal fluctuations in working capital. The reserves have accumulated to £11,797,569 and reflect the significant cost of the School's freehold land and buildings.

Funding of recent capital projects and necessary day-to-day working capital is being met by careful management of the School's cash resources, together with additional funding from the School's bankers where necessary.

## **Fund-raising activities**

Most of the School's income is from school fees and other associated revenue. The Trust promotes and raises funds for local charities and other organisations, in its ongoing endeavour to widen public access to its schooling, to optimise the use of its cultural and sporting facilities and to awaken in its pupils a keen awareness of the social context within which they and the School exist.

All fundraising activity across the Trust continues to be managed in an open and transparent fashion with the clear objective of being respectful, responsible, and accountable so that potential and existing supporters have complete confidence in their giving to the Trust. There were no complaints received by the Trust during the reporting period about its fundraising practices.

The School distributed funds for other charities totalling £14,273, (2022: £22,096) during the year. The following charities, selected by parents, staff and pupils, were helped during the year:

	<b>2023 (£)</b>
Jeans 4 Genes	675
St George's Hospital - Time for a Change Appeal	7,556
Red Cross - Turkey- Syria Earthquake Appeal	972
Wandsworth Foodbank	1,474
Coram Beanstalk	1,320
Red Cross - Ukraine crisis Appeal	730
Outreach Projects	1,355
World Book Day	191
	<hr/> <b>14,273</b> <hr/>

In addition to the funds donated by the School, the Hornsby House School PTA organised events throughout the year, donating £16,000 to various local charities.

## **Community Relationships**

In the local wider community, the Deputy Head, External Relations, is Chair of the Governing Body at Larkhall Primary School and the Assistant Head, Academic, serves on the Governing Body of a local maintained primary school.

Every year the school holds a Harvest Festival Celebration in which pupils bring in food donations for Spires, a South London charity supporting, homeless and vulnerably housed people in our local communities and staff are encouraged to make a Secret Santa donation to support the charity at Christmas.



# **HORNSBY HOUSE EDUCATIONAL TRUST COMPANY LIMITED BY GUARANTEE TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)**

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The Eco Committee is working with local community group Beautify Balham to maintain a little triangular urban garden close to Hornsby House.

## **Reserves policy**

The Charity's powers of investment are governed by the Trust Act 2000. The Board continues to keep under review the investment risks and rewards in the current state of the market and its policy is to put short-term cash balances on bank deposit.

The Trustees have assessed the major risks to which the School is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

The Governors have maintained their commitment to the improvement of the School's infrastructure and retaining a minimum of reserves to ensure adequate financial stability and the means to meet its charitable objective for the foreseeable future.

## **Plans for the future**

The Board is constantly striving to enhance and develop the School and its links with the local community and continues its robust oversight of the school. Evaluation and improvements to governance are part of the school's strategic plan.

The School has a long-term rental agreement with a local sports club Battersea Ironsides. As part of the agreement, the School funded a 4G Astroturf on the site and the improvement of the netball courts. This agreement secured high-quality sports facilities for existing and future generations of Hornsby House pupils, and the local community and ensures that both the School and the Club can continue to provide excellent coaching and promote an inclusive sporting community for children and adults.

The School continues to invest significantly in ensuring that the IT infrastructure is robust and hardware creates the enabling learning environment needed to equip our pupils for a fast-changing technological world.

## **Environmental responsibility**

Hornsby House recognise that environmental responsibility is an important aspect of running a successful long-term business and the commitment to sustainability is fundamental to our educational ethos. The Environmental and Sustainability Policy forms part of the School Development Plan and will be regularly reviewed and amended according to the changing nature of our operations. The School uses resources such as the Schools Action Climate Action Planner to help identify actions they can take to reduce the environmental impact and monitor progress towards the objective of reducing our carbon footprint.

Since 2017 Hornsby House has sourced 100% of its electricity supply from renewable sources.

In February 2022 the School installed a 25kW solar PV system on one building and will consider further installations of solar PV on other buildings on the site if the roofs have a suitable orientation.

There is a rolling programme to replace our lighting and we have upgraded approximately 70% of lighting to LED, installed motion sensor light switches to ensure lights are not left on in unoccupied rooms. Sensor taps have been installed in washrooms to reduce water waste.

The original school building was built circa 1905 and is constructed of single-skin brick work, with high ceilings and single-glazing, which are difficult to heat in winter and maintain an ambient temperature in the summer. The level of roof space insulation is unknown but assumed to be much less than the current standard recommendation. This is an area that the School is actively addressing with its architects and other professional advisors as we plan for the future.

## **Future Development**

The School has planning permission to extend the Main School Building to the party wall into the space created by the removal of the existing Portakabins, whilst rotating the hall 90 degrees. This will increase the size of the auditorium by approximately 50%. The project will focus on sustainability, both in terms of how the project is built and also for the wider life cycle and operations of the school. The existing building will be the subject of extensive refurbishment. This will include the installation of a new more efficient heating system combining air source heat pumps and solar panels, improving insulation, and replacing windows, internal and external doors on the ground floor.

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**Diversity and Inclusion**

At Hornsby House we firmly believe that embracing diversity and building inclusion into everything we do is key to our success as a school and helps us connect with the communities we serve. The School strives to make progress year on year and in September 2021 we launched our Diversity and Inclusion Development Plan.

The aim is to develop practical solutions to address identified diversity and inclusion issues and create an environment in which cultural diversity and individual differences are positively valued within the Hornsby Community and to embed in all aspects of school life.

The Governors acknowledge that Black voices are underrepresented in the education sector and will continue to review the recruitment process to focus on increasing the racial diversity of the Governing Body and within the School.

The Hornsby House School parent D&I committee will continue to meet regularly, to discuss the progress we are making, and we will incorporate ideas from their expertise at schools or within industry to underpin our strategy, as we move forward with our journey.

**Structure, governance and management**

The School is governed by the provisions of the Articles of Association and constitutes a Limited Company, limited by guarantee, as defined by the Companies Act 2006.

The word "Limited" is omitted by licence of the Department of Trade & Industry.

The Trustees, who are also the Directors for the purpose of company law, and who served during the year were:

C Aldridge	
H Davies	
A Siddiqui	(Resigned 31 August 2023)
N Newman	
A Brown	
A Skinnard	
J Mackay	(Resigned 13 February 2023)
D Smith	
Mr E Nwosu	(Appointed 2 November 2022)
Mr S Tanna	(Appointed 2 November 2022)
P Fraley	(Appointed 1 December 2023)

Governors are elected at a meeting of the Board of Governors on the basis of nominations received from the Governors that meet the Board's criteria concerning eligibility, competence, specialist skills, experience and residence in proximity to the School. The Governors recognise that a diverse Board is more likely to contain a broader range of knowledge, skills and experience than one which is more narrowly based. The Board continues to focus on increasing the diversity of the Governing Body.

Governors serve for a term of three years and are eligible to stand for re-election. This may be extended to retain experience for a period of time, at the discretion of and subject to any conditions imposed by the Board of Governors. In accordance with the provision of Clause 36 of the Articles of Association, the following Governor is due to retire by rotation:

Andy Skinnard

Three Governors have been in office for longer than the nine (three times three) years recommended by Lord Hodgson's review of the Charities Act 2006. Transitional arrangements are being put in place to attend to this matter.

# **HORNSBY HOUSE EDUCATIONAL TRUST COMPANY LIMITED BY GUARANTEE TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)**

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New Governors are inducted into the workings of Hornsby House as a school and also a Registered Charity, including its Board policy and procedures, via a formal process. The induction pack provided to Governors includes a number of School documents and policies including:

- Articles of Association
- The essential trustee – Charities Commission
- Guidelines for governors - AGBIS
- Six insights for trustees – Charities Commission
- Keeping Children Safe in Education
- Papers in respect of the most recent Governing Body Meeting
- School development plan

As part of continuous professional development, individual Governors regularly attend tailored seminars in key aspects of school governance and management run by AGBIS (Association of Governing Bodies of Independent Schools), IAPS (Independent Association of Preparatory Schools) and ISBA (Independent Schools Bursars' Association) or other appropriate organisations.

## **Risk management**

The Board has a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Board monitors the School's activities on a continuous basis, particularly with regard to major risks that might conceivably arise as identified in the School's Risk Management Policy document, as well as the systems and procedures established to manage them. The Board also monitors the effectiveness of internal control processes and other issues, including insurance cover where appropriate, by which those risks can best be mitigated. A formal review of risk management processes is undertaken by the Board on an annual basis.

The Governors have identified the following risks to which the School is currently exposed:

- Governance, including compliance with applicable regulations and legislation
- Safeguarding of pupils
- Financial control
- Disaster planning
- Loss of reputation
- Health and safety
- Recruitment and retention of quality staff
- Political position of independent schools

To mitigate these risks, the Board has in place key controls, which include:

- Formal mechanisms for the operation of the Governing Body
- Safeguarding and vetting procedures as required by law for the protection of children and vulnerable adults
- Regular review of formal written policies and procedures
- Comprehensive strategic planning, budgeting and accounting procedures
- Risk assessments for individual activities and departments
- Financial and legal advice, taken as required

# **HORNSBY HOUSE EDUCATIONAL TRUST COMPANY LIMITED BY GUARANTEE TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)**

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The current financial and political climate has raised a number of issues that the Governors are monitoring. The possibility of VAT on tuition fees or the withdrawal of business rates relief for independent schools are potential risks. Acknowledging the challenges associated with the cost of TPS membership, the Governors announced that the School would be closing the TPS for new members of staff. This came into effect on 1st September 2023. The School has also concluded a formal consultation process with teaching staff to limit the employer contribution at the existing rate, with any future contribution rate rises being met by the employee. The upheaval to food supply, transport, and energy supply and other future impacts from Brexit and other political issues all being monitored. The pressures of the inflation on the economy and its impact on salaries and costs has also been monitored and budgeted for. The Governors continue to work towards solutions and to financially mitigate and plan for these impacts while being mindful of financial pressures on parents.

## **Organisational management**

The Board meets at least three times a year to determine the general policy of the Charity and review its overall management and control, for which it is legally responsible. The work of implementing most of the Board's policies is carried out at these meetings when budgets and annual accounts and reports are also reviewed. The Chair and Head meet on a termly basis, the designated safeguarding Governor regularly meets with the Designated Safeguarding Lead and the Finance Governor meets with the Bursar prior to the Governors' meeting. All Governors are encouraged to visit the School to observe lessons and meet staff on a regular basis.

The day-to-day running of the School is delegated to the Head and the Bursar, supported by other teaching members of the Senior Leadership Team comprising the Deputy Head (Pastoral), Deputy Head (External Relations), and the Deputy Head (Academic). Management structures have been developed to provide regular forums for the discussion of academic, pastoral and financial matters.

Staff remuneration is reviewed by the Board at the Spring Term budget meeting with the policy objective of providing appropriate incentives to encourage enhanced performance and of rewarding, fairly and responsibly, individual contributions to the School's success. In agreeing remuneration levels, reference is made to comparisons with other independent schools and other benchmarking data to ensure the School remains sensitive to the broader issues of pay and employment conditions elsewhere.

## **Organisational structure and relationships**

Hornsby House School is an active member of the Independent Association of Preparatory Schools (IAPS) whose role is the promotion and maintenance of standards in preparatory schools. Hornsby House also takes part in IAPS peer group studies for the evaluation of quality and performance-improvement methods. The School also subscribes to a number of other organisations relating to independent schools' education.

Hornsby House benefits from the generosity of a thriving Parents' Association (the HHS PTA) which supports the School's vibrant, happy community by organising numerous fundraising and social events for parents, teachers and pupils, such as a Christmas Market, Quiz Supper and Summer Fete. Their close support is gladly acknowledged and appreciated.

## **Employee involvement**

The School uses Wellbee to track staff wellbeing via an annual survey. Following the 2023 survey Hornsby House initiated "Golden Days" - this gives all staff a discretionary day's holiday in term time.

All staff have access to a free and confidential, Employee Assistance Programme (EAP) from Education Support Partnership (ESP), a charity that provides employee support services for anyone working in education.

All staff are encouraged to be involved in school events. Teachers are also expected to play an important role in the School's community life by becoming associated with one of the six Houses within the school, planning and taking part in events such as educational trips (including residential trips when appropriate), assemblies and other more informal social events.

Information of matters of concern to employees is given through weekly staff meetings which seek to achieve a common awareness on the part of all employees of the socio-economic and financial factors affecting the School's performance.

At 31 August 2023, the School employed a total of 74, (FTE 67), teachers and assistant teaching staff and 13, (FTE 11), support staff.

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**Statement of Trustees' responsibilities**

The trustees, who are also directors of Hornsby House Educational Trust for the purposes of company law, are responsible for preparing the Trustees' Annual Report, including the Strategic 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 2015 (FRS 102);
- 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 operation.

The trustees are responsible for keeping adequate 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.

**Auditor**

The auditor, Ward Williams Limited, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

**Disclosure of information to auditor**

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' report, including the strategic report, was approved by the Board of Trustees.

  
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**C Aldridge**

Trustee  
Dated: 28.5.2024

# **HORNSBY HOUSE EDUCATIONAL TRUST COMPANY LIMITED BY GUARANTEE INDEPENDENT AUDITOR'S REPORT**

## **TO THE TRUSTEES OF HORNSBY HOUSE EDUCATIONAL TRUST**

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### **Opinion**

We have audited the financial statements of Hornsby House Educational Trust (the 'School') for the year ended 31 August 2023 which comprise the statement of financial activities, the statement of financial position, the statement of cash flows and the 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 charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, 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 accounts* section of our report. We are independent of the School in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

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

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the trustees' 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.

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.

**HORNSBY HOUSE EDUCATIONAL TRUST  
COMPANY LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

**TO THE TRUSTEES OF HORNSBY HOUSE EDUCATIONAL TRUST**

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**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 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; 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 10, the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and 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 charitable company or to cease operations, or have no realistic alternative but to do so.

**HORNSBY HOUSE EDUCATIONAL TRUST  
COMPANY LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT (CONTINUED)  
TO THE TRUSTEES OF HORNSBY HOUSE EDUCATIONAL TRUST**

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**Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with the Act 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

- We obtained an understanding of the legal and regulatory frameworks applicable to the charity and the sector in which they operate. We determined that the following were most significant: the Companies Act 2006, the Charities Act 2011.
- We obtained an understanding of how the charity are complying with those legal and regulatory frameworks by making inquiries to the management of the charity. We corroborated our inquiries through our review of correspondence during our audit work.
- We assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur. Audit procedures performed included:
  - identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
  - understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
  - challenging assumptions and judgements made by management in its significant accounting estimates;
  - identifying and testing journal entries, in particular and journal entries posted with unusual account combinations; and assessing the extent of compliance with the relevant laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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



**HORNSBY HOUSE EDUCATIONAL TRUST  
COMPANY LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

**TO THE TRUSTEES OF HORNSBY HOUSE EDUCATIONAL TRUST**

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**Use of our report**

This report is made solely to the Charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Ward Williams Limited**



29/5/24.....

**Chartered Accountants  
Statutory Auditor**

Belgrave House  
39-43 Monument Hill  
Weybridge  
Surrey  
KT13 8RN

Ward Williams Limited is eligible for appointment as auditor of the School by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006

**HORNSBY HOUSE EDUCATIONAL TRUST  
COMPANY LIMITED BY GUARANTEE  
STATEMENT OF FINANCIAL ACTIVITIES  
INCLUDING INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 AUGUST 2023**

	Notes	2023 £	2022 £
<b><u>Income and endowments from:</u></b>			
Donations and legacies	3	25,963	20,773
Charitable activities	4	8,259,733	7,585,398
Investments	5	85,207	2,924
Other income	6	28,838	105,524
<b>Total income</b>		<b>8,399,741</b>	<b>7,714,619</b>
<b><u>Expenditure on:</u></b>			
Charitable activities	7	7,495,864	7,165,251
<b>Net income for the year/ Net movement in funds</b>		<b>903,877</b>	<b>549,368</b>
Fund balances at 1 September 2022		10,893,692	10,344,324
<b>Fund balances at 31 August 2023</b>		<b>11,797,569</b>	<b>10,893,692</b>

The statement of financial activities includes all gains and losses recognised in the year.

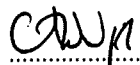
All income and expenditure derive from continuing activities.

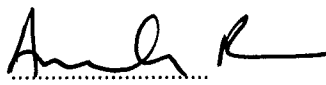
The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**HORNSBY HOUSE EDUCATIONAL TRUST  
COMPANY LIMITED BY GUARANTEE  
STATEMENT OF FINANCIAL POSITION  
AS AT 31 AUGUST 2023**

	Notes	2023 £	£	2022 £	£
<b>Fixed assets</b>					
Property, plant and equipment	11		6,413,044		6,603,060
<b>Current assets</b>					
Debtors falling due after one year	13	203,000		218,000	
Debtors falling due within one year	13	163,083		119,902	
Cash at bank and in hand		6,884,218		6,090,954	
		7,250,301		6,428,856	
<b>Current liabilities</b>	14	(705,489)		(1,031,012)	
Net current assets			6,544,812		5,397,844
<b>Total assets less current liabilities</b>			12,957,856		12,000,904
<b>Non-current liabilities</b>	15		(1,160,287)		(1,107,212)
<b>Net assets</b>			11,797,569		10,893,692
<b>Income funds</b>					
<u>Unrestricted funds</u>					
Designated funds	17	90,000		45,000	
General unrestricted funds		11,707,569		10,848,692	
			11,797,569		10,893,692
			11,797,569		10,893,692

The financial statements were approved by the Trustees on 28.5.24

  
C Aldridge  
Trustee

  
A Brown  
Trustee

Company Registration No. 2270044

**HORNSBY HOUSE EDUCATIONAL TRUST**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

	Notes	2023 £	£	2022 £	£
<b>Cash flows from operating activities</b>					
Cash generated from operations	22		1,106,453		1,300,922
<b>Investing activities</b>					
Purchase of property, plant and equipment		(417,896)		(295,017)	
Proceeds on disposal of property, plant and equipment		19,500		4,500	
Interest received		85,207		2,924	
<b>Net cash used in investing activities</b>			(313,189)		(287,593)
<b>Net cash used in financing activities</b>			-		-
<b>Net increase in cash and cash equivalents</b>			793,264		1,013,329
Cash and cash equivalents at beginning of year			6,090,954		5,077,625
<b>Cash and cash equivalents at end of year</b>			6,884,218		6,090,954

**HORNSBY HOUSE EDUCATIONAL TRUST  
COMPANY LIMITED BY GUARANTEE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**1 Accounting policies**

**Charity information**

Hornsby House Educational Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is Hornsby House School, Hearnville Road, London, SW12 8RS.

**1.1 Accounting convention**

The accounts have been prepared in accordance with the School's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The School is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the School. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

**1.2 Going concern**

At the time of approving the accounts, the Trustees have a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

**1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives, unless the funds have been designated for other purposes.

**1.4 Incoming resources**

Income is recognised when the School is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the School has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the School has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the School.

Income is measured at the fair value of the consideration received or receivable and represents gross fees invoiced minus credit notes raised. Fees are charged in the period the tuition is provided. Fees invoiced in advance of the education to be provided are shown within creditors as "fees in advance".

**HORNSBY HOUSE EDUCATIONAL TRUST  
COMPANY LIMITED BY GUARANTEE  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**1 Accounting policies** (Continued)

**1.5 Resources expended**

Resources expended are included in the Statement of Financial Activities on an accruals basis.

School operating costs are included in charitable activities. Other costs include general School costs.

Governance costs include those costs incurred in the governance of the School and are primarily associated with constitutional and statutory requirements.

**1.6 Property, plant and equipment**

Property, plant and equipment are initially measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold buildings	4% per annum on straight line basis
Minor freehold improvements	20% per annum on straight line basis
Fixtures and fittings	20% per annum on straight line basis
Computers	33% per annum on straight line basis

Freehold land and assets in the course of construction are not depreciated.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

The difference between the carrying value of freehold land and buildings and the market value has not been quantified. The Governors consider that obtaining a current valuation would incur significant costs which would be onerous and inconsistent with the benefit which might be gained by the users of the accounts.

Finance costs have not been capitalised but expensed when incurred.

**1.7 Impairment of non-current assets**

At each reporting end date, the School reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Liabilities are recognised initially at historical cost and subsequently measured at the best estimate of the amount required to settle the obligation at the period end date. Any provision or liability which will settle over several years will be adjusted to reflect its reduced value in today's terms, where material.

**1.8 Cash and cash equivalents**

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

**HORNSBY HOUSE EDUCATIONAL TRUST**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**1 Accounting policies**

**(Continued)**

**1.9 Financial instruments**

The School has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the School's balance sheet when the School becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**Basic financial assets**

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**Basic financial liabilities**

Basic financial liabilities, including trade and other payables and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

**Derecognition of financial liabilities**

Financial liabilities are derecognised when the School's contractual obligations expire or are discharged or cancelled.

**1.10 Taxation**

**Value added tax**

Value added tax is not recoverable by the School and as such is included in the relevant costs in the Statement of Financial Activities.

**Taxation**

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

**1.11 Employee benefits**

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the School is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**HORNSBY HOUSE EDUCATIONAL TRUST  
COMPANY LIMITED BY GUARANTEE  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023**

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**1 Accounting policies**

**(Continued)**

**1.12 Retirement benefits**

The School contributes to the Teachers' Pension Agency Defined Benefits Scheme at rates set by the scheme actuary and advised to the School 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 not attributable to the School. In accordance with FRS102, the Scheme is accounted for as a defined contribution scheme and contributions are accounted for when advised as due by the Scheme administrator.

The School also contributes to other schemes, as stated in note 16.

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due, in accordance with the rules of the schemes.

**1.13 Leases**

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease.

**1.14 Advance fee payments and parent deposits**

Parents may enter into an arrangement with the School to pay tuition fees in advance. There is no interest paid on the advance fees and future fees are not capped. The advance payments are recorded as deferred income until the criteria for income recognition are met. Fees will be recognised in the period to which they relate. Parents also pay deposits to secure a child's future place at the School. These are refundable and are reflected within the School's liabilities on the Statement of Financial Position.

**2 Critical accounting estimates and judgements**

In the application of the School's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**Critical judgements**

**Discounting of non-current parent deposits held**

The School has discounted the parental deposits that are expected to be held for over one year, based on an assumed cost of capital rate. The cost of capital was decided upon after evaluating current interest rates and the School's current debt position and will continue to be reviewed on an annual basis.

**Classification of leases**

The School has undertaken an analysis to classify the leases it holds as a lessee, as either operating or finance leases. The accounting policy for leases has been applied to these arrangements and the assets are recognised as operating lease arrangements, with the relating expense charged through the School's Statement of Financial Activities.



**HORNSBY HOUSE EDUCATIONAL TRUST  
COMPANY LIMITED BY GUARANTEE  
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2023**

**2 Critical accounting estimates and judgements**

**(Continued)**

**Key sources of estimation uncertainty**

**Depreciation of tangible fixed assets**

The charge in respect of periodic depreciation is derived after determining an estimate of an asset's expected useful life and the expected residual value at the end of its life. Increasing an asset's expected life or its residual value would result in a reduced depreciation charge in the Statement of Financial Activities and increased carrying amount of assets in the Statement of Financial Position.

The useful lives of the School's assets are determined by management at the time the asset is acquired and reviewed at least annually for appropriateness. The lives are based on historical experience with similar assets as well as anticipation of future events, which may impact their life, such as changes in technology.

**3 Donations and legacies**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Donations and gifts - Fundraising events	25,963	20,773

**4 Charitable activities**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
School fees	7,647,354	6,939,007
Extra lessons/clubs/trips	271,860	348,147
School registration fees	21,712	25,600
Discounts given	(125,573)	(123,894)
Catering	444,380	388,250
Other income	-	8,288
	<b>8,259,733</b>	<b>7,585,398</b>

**5 Investments**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Interest receivable	85,207	2,924

**HORNSBY HOUSE EDUCATIONAL TRUST**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**6 Other Income**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Net gain on disposal of tangible fixed assets	19,500	4,500
Other income	9,338	101,024
	<u>28,838</u>	<u>105,524</u>

**7 Charitable activities (School operating costs)**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Staff costs	4,899,402	4,634,090
Depreciation	607,911	599,836
Class materials and lesson costs	454,017	472,462
Catering costs	352,401	376,936
Charitable donations	14,273	22,096
Staff welfare	98,077	88,300
Playing fields rental	175,071	162,850
Establishment costs	590,620	544,370
Legal and professional fees	44,745	54,205
Sundry expenses	18,817	18,573
Advertising and marketing	76,298	41,778
Computer and printing costs	103,123	73,894
Entertaining	692	32,254
Other charitable expenditure	50,817	34,607
	<u>7,486,264</u>	<u>7,156,251</u>
Governance costs (see note 8)	9,600	9,000
	<u>7,495,864</u>	<u>7,165,251</u>
<b>Analysis by fund</b>		
Unrestricted funds	<u>7,495,864</u>	
	<u>7,495,864</u>	
<b>For the year ended 31 August 2022</b>		
Unrestricted funds		<u>7,165,251</u>
		<u>7,165,251</u>

**HORNSBY HOUSE EDUCATIONAL TRUST**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**8 Governance costs**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Audit fees	9,600	9,000
	<u>9,600</u>	<u>9,000</u>

**9 Trustees**

None of the Trustees received any remuneration or benefits from the School during the year.

There were no Governors' expenses paid for the year ended 31 August 2023 or for the year ended 31 August 2022.

**10 Employees**

**Number of employees**

The average monthly number employees during the year was:

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
Teaching and support staff	83	84
Administration, IT and catering staff	14	13
	<u>97</u>	<u>97</u>

**Employment costs**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Wages and salaries	3,839,784	3,613,864
Social security costs	413,935	391,100
Other pension costs	645,683	629,126
	<u>4,899,402</u>	<u>4,634,090</u>

The number of employees whose annual remuneration was £60,000 or more were:

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
£60,000 - £69,999	4	3
£70,000 - £79,999	3	1
£80,000 - £89,999	-	2
£90,000 - £99,999	1	-
£100,000 - £109,999	-	1
£110,000+	1	-
	<u>1</u>	<u>-</u>

**HORNSBY HOUSE EDUCATIONAL TRUST**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**11 Property, plant and equipment**

	Freehold buildings £	Fixtures and fittings £	Computers £	Total £
<b>Cost</b>				
At 1 September 2022	10,436,489	1,586,516	556,751	12,579,756
Additions	179,201	83,368	155,327	417,896
Disposals	-	(76,638)	(195,010)	(271,648)
At 31 August 2023	10,615,690	1,593,246	517,068	12,726,004
<b>Depreciation and impairment</b>				
At 1 September 2022	4,408,568	1,069,456	498,672	5,976,696
Depreciation charged in the year	368,283	182,969	56,660	607,912
Eliminated in respect of disposals	-	(76,638)	(195,010)	(271,648)
At 31 August 2023	4,776,851	1,175,787	360,322	6,312,960
<b>Carrying amount</b>				
At 31 August 2023	5,838,839	417,459	156,746	6,413,044
At 31 August 2022	6,027,921	517,060	58,079	6,603,060

The carrying value of land included in land and buildings comprises:

	2023 £	2022 £
Freehold	1,000,000	1,000,000

All fixed assets are used for charitable purposes.

**HORNSBY HOUSE EDUCATIONAL TRUST**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

<b>12</b>	<b>Financial instruments</b>	<b>2023</b>	<b>2022</b>
		<b>£</b>	<b>£</b>
	<b>Carrying amount of financial assets</b>		
	Debt instruments measured at amortised cost	276,715	287,067
		<u></u>	<u></u>
	<b>Carrying amount of financial liabilities</b>		
	Measured at amortised cost	1,865,776	2,039,498
		<u></u>	<u></u>
<b>13</b>	<b>Trade and other receivables</b>	<b>2023</b>	<b>2022</b>
		<b>£</b>	<b>£</b>
	<b>Amounts falling due within one year:</b>		
	Trade receivables	56,784	54,067
	Other receivables	16,931	15,000
	Prepayments and accrued income	89,368	50,835
		<u></u>	<u></u>
		163,083	119,902
		<u></u>	<u></u>
	<b>Amounts falling due after more than one year:</b>	<b>2023</b>	<b>2022</b>
		<b>£</b>	<b>£</b>
	Other receivables	203,000	218,000
		<u></u>	<u></u>
	<b>Total debtors</b>	<b>366,083</b>	<b>337,902</b>
		<u></u>	<u></u>
<b>14</b>	<b>Current liabilities</b>	<b>2023</b>	<b>2022</b>
		<b>£</b>	<b>£</b>
	Other taxation and social security	-	98,726
	Trade payables	124,595	174,378
	Other payables	175	175
	Accruals and deferred income	580,719	757,733
		<u></u>	<u></u>
		705,489	1,031,012
		<u></u>	<u></u>

In the past, bank loans were secured on the freehold property of the school. They were repaid in full during the year ended 31 August 2016.

Legal charges continue to exist over the assets of the School in favour of The Royal Bank of Scotland; however, no loans are outstanding in relation to these charges.

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**15 Non-current liabilities**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Accruals and deferred income	1,160,287	1,107,212

**16 Retirement benefit schemes**

**Defined contribution schemes**

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £645,377 (2022: £618,578) and at the year-end £87,663 (2022: £73,920) was accrued in respect of contributions to this scheme.

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

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

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

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

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

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**16 Retirement benefit schemes**

**(Continued)**

The 2016 cost control valuations have since been completed in January 2022, and the results indicated that there would be no changes to benefits or member contributions required. The results of the cost cap valuation are not used to set the employer contribution rate, and HM Treasury has confirmed that any changes to the employer contribution rate resulting from the 2020 valuations will take effect in April 2024.

With effect from 1 September 2023, the School has closed the TPS for new members of staff. Those new members of staff will instead be enrolled in the Aviva Pension Trust for Independent Schools (APTIS). Furthermore, with effect from 1 May 2024, the School, following teaching staff consultation, have implemented a cap on the employer rate to the TPS at 23.6%, with any future contribution rate rises being met by the employee. The School will offer existing teaching staff membership of the APTIS defined contribution scheme as an alternative to the TPS.

For all other employees, the School makes contributions into two defined contribution pension schemes administered by Scottish Widows and Legal & General, respectively. As at the balance sheet date, there were 2 active members of the Scottish Widows scheme and 27 employees enrolled in the Legal & General scheme. The assets of the two schemes are held separately from those of the School in independently administered funds.

**17 Designated funds**

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				Balance at 31 August 2023
	Balance at 1 September 2022	Incoming resources	Resources expended	Transfers	
	£	£	£	£	£
Designated fund	45,000	-	-	45,000	90,000
	45,000	-	-	45,000	90,000

In carrying out this charitable duty, the Governors are committed to the School's contribution to the wider community and have established a separate designated fund to support bursaries and outreach projects in future years.

**18 Analysis of net assets between funds**

	Total £
Fund balances at 31 August 2023 are represented by:	
Property, plant and equipment	6,413,044
Current assets/(liabilities)	6,544,812
Long term liabilities	(1,160,287)
	<u>11,797,569</u>

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**FOR THE YEAR ENDED 31 AUGUST 2023**

**19 Operating lease commitments**

At the reporting end date the School had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	9,600	19,200

**20 Contingent Liabilities**

There is a contingent liability relating to the Trinity Fields contracts of £250,000.

**21 Related party transactions**

**Remuneration of key management personnel**

The remuneration of key management personnel is as follows.

	2023 £	2022 £
Aggregate compensation	509,048	532,654

The School paid £729 for insurance for professional indemnity and governors' liability (2022: £672).

**22 Cash generated from operations**

	2023 £	2022 £
Surplus for the year	903,877	549,368
Adjustments for:		
Investment income recognised in statement of financial activities	(85,207)	(2,924)
Gain on disposal of property, plant and equipment	(19,500)	(4,500)
Depreciation and impairment of property, plant and equipment	607,911	599,836
Movements in working capital:		
(Increase)/decrease in trade and other receivables	(28,180)	32,349
(Decrease)/increase in trade and other payables	(272,448)	126,793
<b>Cash generated from operations</b>	<b>1,106,453</b>	<b>1,300,922</b>

**23 Analysis of changes in net funds**

The School had no debt during the year.