

Brighton Waldorf School Limited

England & Wales · Charity number 802036

Details

Other names	BRIGHTON STEINER SCHOOL LIMITED
Status	Registered
Legal form	Charitable company
Company number	02395378
Registered	1989-09-11
Register	View on the Charity Commission register

Contact

Address	Brighton Steiner School Roedean Road Brighton BN2 5RA
Phone	01273386300
Email	enquiries@brightonwaldorfschool.org
Website	www.brightonswaldorfschool.org

Activities

Objects: TO ADVANCE THE EDUCATION OF CHILDREN IN ACCORDANCE WITH EDUCATIONAL PRINCIPLES OF THE LATE DR RUDOLF STEINER.

Activities: To advance the education of children in accordance with the educational principles of the late Dr. Rudolf Steiner. Principally to achieve this by the establishment, development and maintenance of a school and associated activities; by the promotion and assistance with the training of teachers, and various sundry other activities.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training
- **Who:** Children/young People

Geography

- Brighton And Hove
- East Sussex
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	-	-	-	-
2023-08-31	-	-	-	-
2022-08-31	£982,836	£1,069,385	£-7,697	39
2021-08-31	£908,716	£912,653	£78,851	41
2020-08-31	£805,057	£1,081,196	£82,788	49
2019-08-31	£941,257	£985,957	£358,927	54
2018-08-31	£922,654	£1,029,611	£403,627	55

Trustees

Name	Role	Appointed
THAIS BISHOP	Chair	2016-04-14
Gillian Johnston		2020-06-11
Johan Alexandra Grimshaw		2021-07-13
Thomas Aaron Christopher Druitt		2020-06-11

Brighton Waldorf School Limited

England & Wales - Charity number 802036

Accounts

Charity registration number 802036

Company registration number 02395378 (England and Wales)

BRIGHTON WALDORF SCHOOL LIMITED
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

BRIGHTON WALDORF SCHOOL LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	T Bishop Gillian Johnston Thomas Druitt Paul Levy Johan Grimshaw
Charity number	802036
Company number	2395378
Principal address	Brighton Steiner School Roedean Road Brighton BN2 5RA
Registered office	Roedean Road Brighton BN2 5RA Brighton
Independent examiner	West & Berry Limited Mocatta House Trafalgar Place Brighton BN1 4DU

BRIGHTON WALDORF SCHOOL LIMITED

CONTENTS

	Page
Trustees' report	1 - 6
Statement of Trustees' responsibilities	7
Independent examiner's report	8
Statement of financial activities	9
Balance sheet	10
Statement of cash flows	11
Notes to the financial statements	12 - 21

BRIGHTON WALDORF SCHOOL LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2022

The trustees present their annual report and financial statements for the year ended 31 August 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, 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)" (effective 1 January 2019).

Objectives and activities

The Charitable object is to advance the education of children in accordance with Educational principles of the Late Dr Rudolf Steiner.

Brighton Waldorf School was founded 38 years ago by a group of parents who wanted a Steiner Waldorf education for their children and the object of the school is to provide for the conduct and education of children in accordance with Steiner Waldorf educational principles, curriculum and pedagogy.

The first Steiner School was founded for the children of the workers in the Waldorf cigarette factory in Germany. We follow the principles introduced there: to give the children a real appreciation of the natural world and advanced social skills to help counteract the effects of city living in current times. The emphasis of the education is on the holistic development of every pupil, to nurture the skills and confidence each child will need in life.

The Brighton Waldorf School now provides an alternative to mainstream education for children from the ages of 2 to 16. It is one of 32 Steiner Schools in the UK (there are over 1800 worldwide) that follows the Steiner Waldorf curriculum. The curriculum offers a comprehensive range of subjects with a focus on interdisciplinary learning and the development of social and creative abilities alongside academic achievement. The school also offers a range of GCSEs to upper school pupils.

Brighton is an urban community with major contrasts socially and economically. Our school is located between an area of substantial deprivation and an area of some wealth. We are financed solely by contributions from parents and fundraising. It is an ideal of Steiner education that it should be available to all children irrespective of financial circumstances, so our contributions are graduated to allow as wide access as possible. We also accept children who are sponsored by charities; sometimes at considerably reduced rates.

Our school is committed to safeguarding and promoting the welfare of all our pupils and expects all staff and volunteers to share this commitment.

Strategies for achieving objectives

Our main objectives for the year 2021-22 were:

To develop and further improve the leadership and management of the school;

- To provide a nurturing environment for learning
- To provide a high-quality Waldorf education
- To further improve systems and processes to guarantee the safety and well-being of pupils
- To provide an excellent working environment for our staff and to encourage and support further professional development;
- To improve IT systems and facilities;
- To improve the facilities and structure of our building;
- To continue to provide support for eligible families;
- To build a sustainable financial future for the school

Other strategic objectives are:

- To maintain wide access to the school of children of diverse ages and backgrounds
- To maintain a team of high quality professionals, committed teaching and administration staff
- To maintain and improve the physical environment of the school and its resources.

BRIGHTON WALDORF SCHOOL LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 AUGUST 2022**

Strategies for achieving objectives

The trustees are responsible for ensuring that the object of the charity to provide education for all children in accordance with Steiner Waldorf education principles is met, maintained, and furthered strategically.

Responsibility for ensuring and enhancing the quality of the curriculum is devolved to the College of Teachers.

Responsibility for the day-to-day leadership and management of the school is devolved to the School Leadership Team.

Policies

A number of policies create a framework within which our objectives can be pursued:

Admissions Policy

Brighton Waldorf School operates a socially inclusive admissions policy that does not select on the grounds of gender, ability, race or religion. The school considers all children to have individual needs and aims to meet those needs in the best way possible, taking into consideration the child's age, developmental stage and other circumstances.

Financial Contribution Policy

Brighton Waldorf School has an inclusive finance policy which aims to permit all pupils to benefit from Waldorf education regardless of financial background. Waldorf schools in the UK receive no government funding or commercial sponsorship, so some equivalent income is essential for the running of the school. Families are discouraged from the view that they are purchasing education for their own child but rather to understand that they are contributing as much as they can, within guidelines, to enable the whole school to exist as a community of which they are an integral part.

Financial contributions for children in classes 1 to 10 do not depend on age. Families with a net income of over £40,000 per annum contribute at a set level. Families with an income below this can apply for a reduced contribution on a sliding scale depending on their proved income.

Staff Support Policies

All staff receive a reduction in contributions for their children's education, but must pay the required materials charge for each child. The school also contributes to a health cashback plan for all employees.

The school supports and encourages relevant professional development. Additionally, all staff are eligible to apply for one year's unpaid sabbatical after the completion of 8 years full time employment. In principle, this is to enable the class teacher on completion of their eight years with the class to be able to renew, refresh and retrain as necessary so that they will be able to begin the next eight years cycle. This sabbatical is also available to part-time staff pro rata to the number of years of continuous service. The Friends of Brighton Waldorf School fundraise in support of staff development and well-being activities.

The school continually strives to increase diversity among staff members.

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

BRIGHTON WALDORF SCHOOL LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Achievements and performance

a. Key financial performance indicators

The trustees noted that total income for the period (notes 3 to 5) of £982,836 (2021: £908,716) was up on the prior year by £74,120 (2021: up on YE 2020 by £103,659) or 8.2% (2021: 12.88%).

Costs of carrying out normal business (Notes 6 to 11) were up on last year by £141,861, an increase of 15.5% (2021: income down on 2020 by £168,543, or 15.5%).

As a result, for the year ending 31st August 2022 there was a reported deficit of £71,678 (2021: £3,937).

Salary costs of £748,572 (2021: £707,694) increased by 5.8% (2021: fell by 6.28%) (Note 10).

Trade debtors of £17,898 (2021: £125,181) are down on last year, which is due in part to a large write off of bad debts in the year of £62,309 which is a large increase on the prior year, (2021: £20,259) (Notes 8 & 14).

The trustees noted that there is a net asset position at the year end of £7,173. (2021: net assets £78,851) (note 18). This is due to the thorough review of older debtor balances, writing off those where recovery is very doubtful; going forward controls over debtors remains very tight and vigilance is required specifically around the management of aged debtors and operational expenditure to avoid cashflow limitations.

b. Review of activities

Pupil Numbers

Numbers throughout the school decreased in the year by 14 to 112 pupils as at 31 August 2022.

Pupil achievements.

Academic

Steiner Waldorf education provides a complete curriculum for children aged all ages. We also offer a range of GCSE subjects including Maths, English Language and Literature, Chemistry, German Language, Drama and Art to help facilitate transition into post-16 education. This year all students have been able to progress in their chosen next step whether this is into A Level or more vocational courses.

Other Achievements

Class 5 and 4 pupils have participated in the recreation of the Olympic games at Michael Hall School.

Festival assemblies throughout the year have seen wonderful work throughout the age ranges.

Eurythmy provision continues to be offered across the school.

All classes now have a parent class contact to facilitate parental involvement and communication.

Steiner Curriculum Activities

Literacy, Numeracy, English, French, German, Humanities, Science, Art, Clay Work, Music Eurythmy, Games, Sports and Movement, Life skills, Handwork and Crafts, Cookery, Gardening, Seasonal festivals and curriculum appropriate educational visits such as camps.

Community Links and Activities

Friends of the school, local links, participation at Brighton Festival, room hire and school shop.

We also work continuously with Brighton & Hove and East Sussex local authorities to provide early years free entitlement for two-, three- and four-year-olds.

c. Investment policy and performance

The trustees agreed that all income would be spent on supporting the charitable purpose of providing Steiner Waldorf Education.

BRIGHTON WALDORF SCHOOL LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 AUGUST 2022**

Financial review

Financial objectives and policies

The financial statements show total income for the year on school activities of £982,836 (2021: £908,716). The principal source of income is financial contributions from families, accounting for 99% (2021: 79%). The trustees continue to invest all income in the school. . As an educational charity, the school enjoys tax exemptions on its educational activities and an 80% reduction on business rates for the property that it occupies. The financial benefits of these exemptions help to maintain access to the education by supporting the contributions and bursaries policies.

The overall aim this year as before was to maintain financial stability. In addition, a thorough review of bad debts has continued this year, with a large write off of unrecoverable debts and the continued use of a debt collector service.

A deficit of £71,678 for the year is reported (2021: deficit of £3,937) showing that underlying finances are precarious. The trustees are continuing to work on bad debt collection policies.

Furthermore, systems have been put in place to ensure a much smaller risk of bad debt in the future and the trustees are confident that the remaining debt is recoverable.

Going concern

Our school has faced some significant financial challenges over the last decade as the austerity measures brought in following the 2008 financial crisis have reduced budgets in all areas at a time of increasing need. However the Covid pandemic has taken this to a new level and trustees had to make an intervention in the leadership and management of the school during the 2021-22 financial year to enable the school to continue as a going concern. Trustees note that the end of year balance in unrestricted funds is significantly reduced at £5,742, but are confident that the intervention was made in time to avoid a crisis that could have closed the school. Since the intervention the figures have improved, and the current year 2022-23 is showing an improvement in both revenue and cost control. This will allow the school to return to a positive balance in 2022-23.

As the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Reserves policy

The trustees policy is to operate on the basis of being able to continue to generate sufficient income to use towards meeting its charitable objectives and in accordance with its principle aims. Total funds at the end of the year showed a balance of £7,173 (2021: £78,851). This is made up of unrestricted reserves of £5,742 (2021: £77,420) and restricted funds of £1,431 (2021: £1,431).

The steps put in place in the prior year (August 2021) around debtor collection and cost controls have continued throughout this year and the trustees are confident that unrestricted reserves will have returned to a positive balance in the 2022-23 year.

Structure, governance and management

The charity is a company limited by guarantee.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

T Bishop
Gillian Johnston
Thomas Druitt
Paul Levy
Johan Grimshaw

BRIGHTON WALDORF SCHOOL LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Method of appointment or election of trustees

The management of the charity is the responsibility of trustees who are elected and co-opted under the terms of the Articles of Association and who are also directors for the purposes of company law.

The trustees review the skills needed to manage the affairs of the school on at least an annual basis. Potential trustees are initially invited to attend a number of meetings as observers. The next step, by mutual agreement, is co-option by the existing trustees for the remainder of the year. Co-opted trustees are then normally expected to stand for formal election at the next AGM. A formal induction of new trustees is undertaken by the Chair and Company Secretary with the assistance of the school administrator as necessary. Formal training for all trustees is managed by the Company Secretary.

All trustees must pass an enhanced Criminal Records Bureau disclosure check conducted by the DFE.

Pay policy for senior staff

The Trustees agree the remuneration of all staff, which are set according to the work that a staff member undertakes. There are no scales within each professional area, so all teachers are paid the same rate of pay irrespective of length of service or other leadership responsibilities. However, the Trustees retain the discretionary authority to award salary on an individual basis, using national benchmarks for pay in the education sector, both private and state funded.

Organisational structure and decision making

The trustees form a Council of Management which is responsible for the legal and financial running of the school and meets once a month. One third of the members retire annually by rotation and are entitled to stand for re-election. The trustees are also directors of Brighton Waldorf School Limited as shown on page 1. They receive no benefits from holding either of these posts.

Although the Council has overall responsibility for the school, decisions about educational matters are made by the College of Teachers. College is composed of teachers who have been employed by the school for more than one year and feel able to make an extra commitment to school.

College meets weekly in term time and meets during school holidays as necessary.

The Council also mandates the School Leadership Team with the responsibility of financial and resource management and the day to day running of the school. The School Leadership Team currently consists of the Chair of College, Designated Safeguarding Lead and other senior staff. It meets formally on a weekly basis but its members are in daily contact informally. The members of the School Leadership Team sit on the college of teachers and the two groups work closely together, reporting to the trustees at its council meetings.

Risk management

The trustees are responsible for oversight of the risks faced by the school. Detailed considerations of risk are delegated to the School Leadership Team. Risks are identified and assessed in the context of relevant policies for these areas: Safety, student welfare, employment, school trips and events and community access.

Through the risk management process established for the school, the trustees are satisfied that the major risks identified have been adequately mitigated when necessary. It is recognized that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed

BRIGHTON WALDORF SCHOOL LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Plans for future periods

- To increase pupil numbers throughout, with a particular emphasis on the early years
- To build fundraising capacity to improve resources
- To continually review and enhance the curriculum offered
- To increase pay;
- To complete the restructure of leadership and management
- To improve the outside play space
- To maintain the fabric of the building;
- To enhance IT provision for pupils and staff.

The Council's main aim for 2022-23 is to secure the on-going sustainability of the school. The completion of the restructure of leadership and management will be the priority, alongside the implementation of a substantial pay rise for all staff, so the school can retain current employees and recruit effectively to new posts. These priorities will be underpinned by a continuing focus on increasing student numbers and building fundraising capacity,

The Trustees' report was approved by the Board of Trustees.



.....
Thomas Druitt

Trustee

Date: 6th July 2023
.....

BRIGHTON WALDORF SCHOOL LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

The trustees, who are also the directors of Brighton Waldorf School Limited for the purpose of company law, are responsible for preparing the Trustees' 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

BRIGHTON WALDORF SCHOOL LIMITED

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF BRIGHTON WALDORF SCHOOL LIMITED

I report to the trustees on my examination of the financial statements of Brighton Waldorf School Limited (the charity) for the year ended 31 August 2022.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants (ACCA), which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

West & Berry Limited

M D Westbury FCCA

West & Berry Limited

Mocatta House
Trafalgar Place
Brighton
BN1 4DU

6 July 2023

Dated:

BRIGHTON WALDORF SCHOOL LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes						
<u>Income from:</u>							
Donations and legacies	3	3,676	-	3,676	189,170	-	189,170
Charitable activities	4	969,606	-	969,606	717,381	-	717,381
Other trading activities	5	9,554	-	9,554	2,165	-	2,165
Total income		982,836	-	982,836	908,716	-	908,716
<u>Expenditure on:</u>							
Raising funds	6	2,066	-	2,066	445	-	445
Charitable activities	7	1,052,448	-	1,052,448	912,208	-	912,208
Total expenditure		1,054,514	-	1,054,514	912,653	-	912,653
Net expenditure for the year/							
Net movement in funds		(71,678)	-	(71,678)	(3,937)	-	(3,937)
Fund balances at 1 September 2021		77,420	1,431	78,851	81,357	1,431	82,788
Fund balances at 31 August 2022		5,742	1,431	7,173	77,420	1,431	78,851

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.

BRIGHTON WALDORF SCHOOL LIMITED

BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	13		3,244		3,774
Current assets					
Debtors	14	58,018		148,865	
Cash at bank and in hand		71,554		90,367	
		<u>129,572</u>		<u>239,232</u>	
Creditors: amounts falling due within one year	15	<u>(125,643)</u>		<u>(164,154)</u>	
Net current assets			3,929		75,077
Total assets less current liabilities			<u>7,173</u>		<u>78,851</u>
Income funds					
Restricted funds	17		1,431		1,431
Unrestricted funds			5,742		77,420
			<u>7,173</u>		<u>78,851</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2022.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

6th July 2023

The financial statements were approved by the Trustees on



.....
Thomas Druitt
Trustee

Company registration number 02395378

BRIGHTON WALDORF SCHOOL LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	20		(17,687)		9,907
Investing activities					
Purchase of tangible fixed assets		(1,123)		(2,025)	
Net cash used in investing activities			(1,123)		(2,025)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(18,813)		7,882
Cash and cash equivalents at beginning of year			90,367		82,485
Cash and cash equivalents at end of year			71,554		90,367

BRIGHTON WALDORF SCHOOL LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

Charity information

Brighton Waldorf School Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Roedean Road, Brighton, BN2 5RA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

The Covid pandemic had a significant impact on the school since the initial lockdown in March 2020 and whilst this year has seen the school able to return to its first normal period since the pandemic, the trustees had to make an intervention in the leadership and management of the school during the year to enable the school to continue as a going concern. While the trustees are aware of the reduced balance on unrestricted reserves at the year end, they are confident that the steps taken in the last year have resulted in a significant improvement which is reflected in the current 2022-23 results in both revenue and cost control. This will allow the school to build back the unrestricted reserves balance in 2022-23.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity 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 financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity 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 charity 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 charity 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.

BRIGHTON WALDORF SCHOOL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, 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:

Plant and equipment	25% reducing balance
Computers	4 years straight line

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 the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity 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).

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.

1.9 Financial instruments

The charity 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 charity's balance sheet when the charity 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 debtors 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.

BRIGHTON WALDORF SCHOOL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors 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 creditors 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 creditors 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 charity's contractual obligations expire or are discharged or cancelled.

1.10 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 charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity'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.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	3,676	628
Government grants	-	188,542
	<u>3,676</u>	<u>189,170</u>

BRIGHTON WALDORF SCHOOL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

4 Charitable activities

	Provision of education 2022 £	Provision of education 2021 £
Sales within charitable activities	969,606	717,381

5 Other trading activities

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Fundraising events	9,554	2,165

6 Raising funds

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Fundraising and publicity		
Other fundraising costs	2,066	445
	2,066	445

BRIGHTON WALDORF SCHOOL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

7 Charitable activities

	Provision of education 2022 £	Provision of education 2021 £
Staff costs	651,343	567,758
Depreciation and impairment	1,653	1,568
Supplies and equipment	54,056	21,622
Staff training and development	6,929	4,217
Other staff costs	9,008	857
Donations	658	-
	723,647	596,022
Share of support costs (see note 8)	323,041	308,883
Share of governance costs (see note 8)	5,760	7,303
	1,052,448	912,208

BRIGHTON WALDORF SCHOOL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

8 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Staff costs	97,229	-	97,229	139,936	-	139,936
Bad debts	62,309	-	62,309	20,259	-	20,259
Rates and water, light and heat	29,481	-	29,481	26,647	-	26,647
Insurance	17,564	-	17,564	14,940	-	14,940
School maintenance and cleaning	47,360	-	47,360	48,294	-	48,294
Telephone, postage and stationery	15,011	-	15,011	13,708	-	13,708
Advertising	8,380	-	8,380	7,292	-	7,292
Computer expenses	29,855	-	29,855	23,867	-	23,867
Hire of plant and machinery	6,003	-	6,003	6,004	-	6,004
Bank and credit card fees and interest payable	6,527	-	6,527	5,055	-	5,055
Legal and professional fees	3,322	-	3,322	2,881	-	2,881
Accountancy	-	5,760	5,760	-	7,303	7,303
	<u>323,041</u>	<u>5,760</u>	<u>328,801</u>	<u>308,883</u>	<u>7,303</u>	<u>316,186</u>
Analysed between Charitable activities	<u>323,041</u>	<u>5,760</u>	<u>328,801</u>	<u>308,883</u>	<u>7,303</u>	<u>316,186</u>

Governance costs includes payments to the independent examiner of £2,000 + vat (2021- £4,000 + vat) for independent examination of the charity's annual accounts.

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

10 Employees

The average monthly number of employees during the year was:

2022 Number	2021 Number
<u>39</u>	<u>41</u>

BRIGHTON WALDORF SCHOOL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

10 Employees

(Continued)

Employment costs	2022 £	2021 £
Wages and salaries	689,104	647,576
Social security costs	42,525	39,940
Other pension costs	16,943	20,178
	<u>748,572</u>	<u>707,694</u>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2022 Number	2021 Number
£60,001 - £70,000	-	1
	<u>-</u>	<u>1</u>

11 Key management personnel

Brighton Waldorf School considers its key management personnel to consist of: D Mooncie (School Director) and J Saker (Finance Coordinator). The total employee benefits received by the two were £74,374 (2021: £82,448).

12 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

13 Tangible fixed assets

	Plant and equipment £	Computers £	Total £
Cost			
At 1 September 2021	38,470	15,996	54,466
Additions	-	1,123	1,123
	<u>38,470</u>	<u>17,119</u>	<u>55,589</u>
At 31 August 2022	38,470	17,119	55,589
Depreciation and impairment			
At 1 September 2021	37,420	13,272	50,692
Depreciation charged in the year	263	1,390	1,653
	<u>37,683</u>	<u>14,662</u>	<u>52,345</u>
At 31 August 2022	37,683	14,662	52,345
Carrying amount			
At 31 August 2022	<u>787</u>	<u>2,457</u>	<u>3,244</u>
At 31 August 2021	<u>1,050</u>	<u>2,724</u>	<u>3,774</u>

BRIGHTON WALDORF SCHOOL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

14 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	17,898	125,181
Other debtors	16,708	15,856
Prepayments and accrued income	23,412	7,828
	<u>58,018</u>	<u>148,865</u>

15 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		215	-
Deferred income	16	15,860	69,109
Trade creditors		74,948	63,514
Other creditors		26,460	25,293
Accruals		8,160	6,240
		<u>125,643</u>	<u>164,156</u>

16 Deferred income

	2022 £	2021 £
Arising from fees in advance	<u>15,860</u>	<u>69,109</u>

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	<u>15,860</u>	<u>69,109</u>
Movements in the year:		
Deferred income at 1 September 2021	69,109	(10,830)
Released from previous periods	(69,109)	10,830
Resources deferred in the year	<u>15,860</u>	<u>69,109</u>
Deferred income at 31 August 2022	<u>15,860</u>	<u>69,109</u>

BRIGHTON WALDORF SCHOOL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds		Movement in funds		
	Balance at 1 September 2020	Incoming resources	Balance at 1 September 2021	Incoming resources	Balance at 31 August 2022
	£	£	£	£	£
Woodwork	431	-	431	-	431
Bike shed	1,000	-	1,000	-	1,000
	<u>1,431</u>	<u>-</u>	<u>1,431</u>	<u>-</u>	<u>1,431</u>

Woodwork fund - these are funds to be spent on the repair of wooden structures. The balance is carried forward to be spent against future repair costs.

Bike shed - these funds were received for the specific purpose of restoring the wooden bike shed at the school.

18 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total Unrestricted funds 2022 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 August 2022 are represented by:					
Tangible assets	3,244	-	3,244	3,774	3,774
Current assets/(liabilities)	2,498	1,431	3,929	73,646	75,077
	<u>5,742</u>	<u>1,431</u>	<u>7,173</u>	<u>1,431</u>	<u>78,851</u>

19 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

All trustees pay financial contributions at normal terms. However where one of the parents in the family is a teacher of the school a teachers discount applies. All material charges and extras are billed as normal. There were no trustees with children at the school during the year.

BRIGHTON WALDORF SCHOOL LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

20	Cash generated from operations	2022 £	2021 £
	Deficit for the year	(71,678)	(3,937)
	Adjustments for:		
	Depreciation and impairment of tangible fixed assets	1,655	1,568
	Movements in working capital:		
	Decrease/(increase) in debtors	90,847	(78,173)
	Increase in creditors	14,738	2,295
	(Decrease)/increase in deferred income	(53,249)	88,154
	Cash (absorbed by)/generated from operations	(17,687)	9,907
21	Analysis of changes in net funds		
	The charity had no debt during the year.		

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Signer: West & Berry Limited (michelle@westandberry.co.uk)

Identity Check: Email Authentication

Signature Type: Typed

Time Zone: UTC+01:00, Europe/London (British Summer Time)

Event Log

Jul 6, 2023, 1:31:33 PM - Email notification sent to West & Berry Limited (michelle@westandberry.co.uk).

Jul 6, 2023, 1:31:37 PM - Email notification delivered to West & Berry Limited (michelle@westandberry.co.uk).

Jul 6, 2023, 2:39:41 PM - West & Berry Limited (michelle@westandberry.co.uk) opened the email notification (estimated).

Jul 6, 2023, 2:40:13 PM - West & Berry Limited (michelle@westandberry.co.uk) electronically signed or completed the document, from 82.132.226.108.

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Signed By

Signer: Tom Druitt (tom.druitt@brightonwaldorfschool.org)

Identity Check: Email Authentication

Signature Type: Mouse or hand drawn

Time Zone: UTC+01:00, Europe/London (British Summer Time)

Event Log

Jul 6, 2023, 3:01:47 PM - Email notification sent to Tom Druitt (tom.druitt@brightonwaldorfschool.org).

Jul 6, 2023, 3:01:49 PM - Email notification delivered to Tom Druitt (tom.druitt@brightonwaldorfschool.org).

Jul 6, 2023, 3:07:52 PM - Tom Druitt (tom.druitt@brightonwaldorfschool.org) opened the email notification (estimated).

Jul 6, 2023, 3:12:03 PM - Tom Druitt (tom.druitt@brightonwaldorfschool.org) electronically signed or completed the document, from 31.22.44.169.

END OF LOG

Brighton Waldorf School Limited

England & Wales - Charity number 802036

Accounts

Registered number: 02395378
Charity number: 802036

Brighton Waldorf School Limited
(A company limited by guarantee)

Unaudited

Trustees' report and financial statements

For the year ended 31 August 2021

Brighton Waldorf School Limited
(A company limited by guarantee)

Contents

	Page
Reference and administrative details of the charity, its Trustees and advisers	1
Trustees' report	2 - 9
Trustees' responsibilities statement	10
Independent examiner's report	11
Statement of financial activities	12
Balance sheet	13
Statement of cash flows	14
Notes to the financial statements	15 - 27

Brighton Waldorf School Limited
(A company limited by guarantee)

Reference and administrative details of the charity, its Trustees and advisers
For the year ended 31 August 2021

Trustees	T Bishop, Chair G Johnston T Druitt P Levy J Grimshaw (appointed 13 July 2021)
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Company registered number	02395378
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Charity registered number	802036
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Registered office	Brighton Waldorf School Roedean Road Brighton Sussex BN2 5RA
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Accountants	Kreston Reeves LLP Chartered Accountants Plus X Innovation Hub Lewes Road Brighton East Sussex BN2 4GL
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Solicitors	Stevensdrake 117-119 High Street Crawley West Sussex RH10 1DD
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Brighton Waldorf School Limited
(A company limited by guarantee)

Trustees' report
For the year ended 31 August 2021

The Trustees present their annual report together with the financial statements of the charity for the year ended 31 August 2021. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition effective October 2019).

Since the charity qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and Activities

a. Policies and objectives

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the charity commission relating to public benefit when reviewing the Schools aims and objectives. This is reflected in the schools primary purpose which is to advance, for the public benefit, education for students of different abilities between the ages of 2 and 16 within an inclusive financial contribution structure.

The object of the School is to provide for the conduct and education of children in accordance with Steiner Waldorf education established principles curriculum and pedagogy.

Brighton Waldorf School provides a proven alternative to mainstream education for children from the ages of 2 to 16. It is one of 32 Steiner Schools in the UK (there are over 1800 worldwide) that follows the renowned international Steiner Waldorf curriculum. The curriculum offers a comprehensive range of subjects with a focus of interdisciplinary learning and the development of social and creative abilities alongside academic achievement. The school also offers a range of GCSEs to Upper School pupils alongside the Steiner Waldorf curriculum.

Our main objectives for the year 2020 21 were;

To develop and further improve the leadership and management of the school;

- To provide a nurturing environment for learning
- To provide a high quality Waldorf education;
- To further improve systems and processes to guarantee the safety and wellbeing of all our pupils
- To provide an excellent working environment for our staff and to encourage and support further professional development;
- To improve IT systems and facilities;
- To improve the facilities and structure of our building;
- To continue to provide bursaries and support for eligible families;
- To continue to build links with sixth form and other Colleges.
- To build a sustainable financial future for the school

Brighton Waldorf School Limited
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 August 2021

Ethos

Brighton Waldorf School was founded 36 years ago as a result of a parental initiative of people desiring a Steiner Waldorf education for their children.

The first Steiner School was founded for the children of the workers in the Waldorf cigarette factory and we follow the principals introduced there, to give the children a real appreciation of the natural world and advanced social skills which go some way to counteracting the effects of city living in current times. The emphasis of the education is on the holistic development of every pupil, to nurture the skills and confidence each child will need in life.

Brighton is an increasingly urban community with major contrasts socially and economically our school is located between an area of substantial deprivation and an area of some wealth.

We rely solely on financial contributions from parents and fundraising. It is a fundamental principle of Steiner education that it should be available to all children irrespective of financial circumstances, so our contributions are graduated to allow as wide access as possible and we accept several children who are sponsored by charities at sometimes considerably less than even our most reduced contribution.

Our school is committed to safeguarding and promoting the welfare of all our pupils and expects all staff and volunteers to share this commitment.

b. Strategies for achieving objectives

The Trustees are responsible for ensuring that the object of the Charity to provide education for all children in accordance with Steiner Waldorf education principles is met, maintained and furthered strategically.

Responsibility for the strategic aim of ensuring and enhancing the quality of the curriculum is devolved to the College of Teachers.

Responsibility for the day to day leadership and management of the school is devolved to the Senior Leadership Team.

Other strategic imperatives are:

- To maintain wide access to the school of children of diverse ages and backgrounds;
- To maintain a team of high quality; professionals, committed teaching and administration staff;
- To maintain and improve the physical environment of the school and its resources.

c. Policies

A number of policies create a structure within which our strategies can be realised in practice:

Admissions Policy

The Brighton Waldorf School operates a socially inclusive admissions policy that does not select on the grounds of gender, ability, race or religion. The School considers all children is having individual needs and aims to meet those needs in the best way possible, taking into consideration the child's age, developmental stage in other circumstances.

Brighton Waldorf School Limited
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 August 2021

Financial Contribution Policy

Brighton Waldorf School has an inclusive finance structure which endeavours to permit all pupils to benefit from Waldorf education regardless of financial background. Waldorf schools in the UK receive no government funding or commercial sponsorship, so some equivalent of fee income essential for running of the school. However, we do not take the view that families are purchasing education for their own child but that they are contributing as much as they can, within guidelines, to enable the whole school to exist, as each part of is dependent and interactive with another.

Brighton Waldorf School's financial contributions for children in Classes 1 to 10 do not depend on age the children. It is expected that families with a net income of over £40,000 per annum will contribute at a set level. Families with an income below this can apply for a reduced contribution on a sliding scale depending on their proved income, in accordance with our policy of striving for the broadest educational community possible.

Bursaries Policy

The school operates two hardship funds: The staff hardship funds received 10% of net funds raised by general whole school events and pupil fund 15%.

Staff Support Policies

All staff receive a reduction in fee contributions for their children, but all must pay the required minimum charge.

All staff are eligible to apply for a one year's unpaid sabbatical after the completion of 8 years full time employment. In principle this is to enable the class teacher on completion of their eight years with the Class to be able to renew, refresh and re train as necessary so that they will be able to begin the next eight years cycle. This sabbatical is also available to part time staff pro rata to the number of years of continuous service.

A staff hardship fund, which is 10% of all fundraised monies, is a fund available to a staff member in crisis, on application to the Trustees.

Staff CPD entitlement, the school supports and encourages relevant professional development.

The school contributes to a health cashback plan for all employees.

The Friends of Brighton Waldorf School fundraise in support of staff development activities.

The school continually strives for increasing diversity among staff members.

Achievements and performance

a. Key financial performance indicators

The Trustees noted that total income for the period (Notes 3 to 6) of £908,716 (2020: £805,057) was up/(down) £103,659 (2020: (£136,000)) on year or 12.88% (2020: 14.47%).

Costs of carrying out normal business (Notes 7 to 11) were (down)/up on year by (£168,543) (2020: £95,239) or 15.5% (2020: 9.66%).

As a result, for the year ending 31st August 2021 the reported deficit of £3,937 (2020: £276,139).

Salary costs of £707,696 (2020: £755,130) fell by 6.28% (2020: 0.2%) (Note 10).

Trade debtors of £125,181 (2020: (£44,236)) are up/(down) on year but bad debt write offs are lower at £12,787 (2020 £24,945) (Notes 8 & 13).

The Trustees noted that whilst there is asset coverage against debts the net position for the year of £78,851 (2020: £82,788) (Note 17), remains very tight and vigilance is required specifically around the management of aged debtors and operational expenditure to avoid cashflow limitations.

Brighton Waldorf School Limited
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 August 2021

b. Review of activities

Due to the impact of the Coronavirus Pandemic the school was closed to pupils under the DfE and UK Government Directive from January 2021 to March 2021.

During this period the school successfully delivered classes through the Threshold (online) Learning Platform to enable continuous high quality remote learning to all pupils, aged 2 to 16 years. The school remained open to the pupils of Key Workers and Supported (vulnerable) Children.

The school was significantly impacted financially due to Covid 19. Covid 19 Credits were generated to Spring Term tuition invoices resulting in a fee income loss of £54,003

It is worth noting that these credits were applied while the school was providing both Threshold (online) Learning and Open School Provisions to Key Worker and Supported Pupils. It is also of note that staff who were involved in the Open School Provision delivered both physical at school learning and remote online learning to pupils that could not access education.

The school made full use of the HMRC CJRS. The school was not able to draw down any other loans, grants or funding. The school was unable to attract any other government grant of business interruption schemes

Pupil Numbers

Numbers throughout the school decreased in the year by 7 at the end of August last year to 126 pupils.

Pupil Academic and Other Achievements

Steiner Waldorf education provides a complete curriculum for children aged all ages. However in order to facilitate successful onward progress to interview the next phase of their education we offer a range of GCSE subjects including Maths, English Language and Literature, Chemistry, German language, Drama and Art alongside the established curriculum.

Brighton Waldorf School is not academically selective, nevertheless this year students still recorded Grade 4 to 9 passes of 88%.

All students have been able to progress in their chosen next step whether this into whether this is into A level or more vocational courses.

Other Achievements

Class 5 and 4 pupils have participated in the year the recreation of the Olympic games at Michael Hall School.

Festival assemblies throughout the year have seen wonderful work throughout the age ranges.

Eurythmy provision continues to be offered across the school.

All classes now have a parent class contact to facilitate parental involvement and communication.

The PTA is in its sixth year set up new fundraising events and paid for new equipment.

Steiner Curriculum Activities

Literacy, Numeracy, English, French, German, Humanities, Science, Art, Clay Work, Music Eurythmy, Games, Sports and Movement, Lifeskills, Handwork and Crafts, Cookery, Gardening, Seasonal festivals and curriculum appropriate educational visits such as camps.

Community Links and Activities

Friends of the school, local links, participation in the Brighton Festival, room hire and school shop.

We also work continuously with Brighton & Hove and East Sussex local authorities to provide early years free entitlement for two, three and four year olds.

Trustees' report (continued)
For the year ended 31 August 2021

c. Investment policy and performance

The Trustees agreed that all income would be spent on delivering the objects of the charitable purpose that of providing Steiner Waldorf Education.

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. Financial objectives and policies

The financial statements show total income for the year on school activities of £908,716 (2020 £805,057) the principal source of income is fees accounting for 79% (2020: 84%) of the schools income. The trustees continue their strategy of deploying all their income resources to investing in the educational purpose of the charity. As an educational charity, the school enjoys tax exemption on its educational activities and an 80% reduction on business rates for the property that it occupies. The financial benefits resulting from these tax extensions are used for educational purposes and help to maintain access for fees and bursaries policies.

The overall aim this year as before was to maintain financial stability. In addition a thorough review of bad debts resulted in the write off of unrecoverable debts as well as the referral of a significant amount to debt collector.

A deficit of (£3,937) for the year is reported (2020 £276,139) showing that underlying finances are precarious. The trustees are continuing to work on bad debt collection policies.

Furthermore systems have been put in place to ensure a much smaller risk of bad debt in the future and the Trustees are confident that the remaining debt is recoverable.

c. Reserves policy

The Trustees policy is to operate on the basis of being able to continue to generate sufficient income to use towards meeting its charitable objectives and in accordance with its principal aims. Total funds held at the end of the year were £78,851 (2020 £82,485). This is made up of unrestricted reserves of £77,420 (2020 £81,357) and restricted funds of £1,431 (2020 £1,431).

Trustees' report (continued)
For the year ended 31 August 2021

Business & Education (COVID-19) Intervention Plan

In response to the COVID-19 pandemic and the UK Government School Closure Notices served for the period 23/03/20 onwards, the School initiated a Business & Education (COVID-19) Intervention Plan and the Threshold (online) Learning Suite to provide for the continuity of learning and business activity of the charity. This was initiated in the previous academic year 2019/20 and continued during 2020/21.

The Business & Education (COVID-19) Intervention Plan was delivered in Three Phases. Across each phase the school developed and extended its Threshold (online) Learning to all pupils, providing Education from Home Packs (via email and the postal service,) Google Classroom materials through the G-Suite Platform, Class 'Zoom' Lessons (from age 7 through to 16), weekly Parent 'Zoom' Forums and Weekly Community Updates, Soundcloud and school YouTube Channel resources and pupil school email address setup, through these media the school was able to maintain the delivery of education and continuity of communication to pupils, to both promote their learning and emotional well being during a period of challenge and uncertainty.

The school assessed the Grades for Class 10 (Year 11) GCSE pupils in line with the guidance from the DfE and JQC and course moderation requirements.

The Business & Education (COVID-19) Intervention Plan also made use of the HMRC Coronavirus Job Retention Scheme where appropriate to mitigate against the impact caused to business interruption and income losses during the same period, and through the year 2020/21 on a Flexi Furlough basis.

The School maintained a School Open Provision for Key/Critical Works and Vulnerable Pupils in line with DfE guidance and daily reporting. The Provision was delivered by key staff across three days per week, observing social distancing and parental reporting of their child's health and temperature prior to attendance.

Going forward, the school is implementing a Recovery Strategy which seeks to a) re-engage and reconnect with the school community and improve retention, outreach, fundraising and drive up pupil numbers; b) put in place the necessary leadership and management structures to respond to the new challenges and changed expectations post Covid-19; and c) invest in IT to support and improve the schools online learning capabilities. We are confident that this strategy will support the renewal of the school post-pandemic and create a modern, successful school that offers exceptional opportunities for learners in a safe and supportive environment.

Structure, governance and management

a. Constitution

The charity is registered as a charitable company limited by guarantee and was set up by a Trust deed on 04/03/1993 .

The charity is constituted under a Trust deed dated 04/03/1993 and is a registered charity number 802036.

b. Method of appointment or election of Trustees

The management of the charity is the responsibility of the Trustees who are elected and co opted under the terms of the Articles of Association and who are also directors for the purposes of company law.

The Council of Management reviews the skills needed to manage the affairs of the school on at least an annual basis. Potential Trustees are invited to attend Council meetings as observers. Should they be deemed suitable and interested in taking on the responsibilities of trusteeship then they are co opted by the existing Trustees for the remainder of the year. Co opted trustees are normally expected to stand for formal election at the next AGM. A formal induction of elected Co opted Trustees is undertaken by the Chair and Company Secretary with assistance of the Administrator as necessary. Formal training for all trustees is managed by the Company Secretary.

All Trustees must obtain an enhanced Criminal Records Bureau disclosure. The disclosure is conducted by the DfE and the Chair then subsequently ensures that the disclosures of the other Trustees are completed.

Trustees' report (continued)
For the year ended 31 August 2021

c. Pay policy for senior staff

The Council agree the remuneration of all staff, which are set according to the work that a staff member undertakes, there are no scales within each professional area, so all teachers are paid the same rate of pay irrespective of length of service or other leadership responsibilities. The Council have the discretionary authority to award salary on an individual basis, where this happens they use the national benchmarks for pay from the Education Sector, both Steiner Waldorf and other.

d. Organisational structure and decision making

The Trustees form a Council of Management which is responsible for the legal and financial running of the school and meets once a month. One third of the members retire annually by rotation but they are entitled to stand for re election. The Trustees are also Directors of Brighton Waldorf School Limited as shown on page 1. They receive no benefits from holding either of these posts.

Although the Council has overall responsibility for the School, decisions about educational matters are made by the College of Teachers. The College of Teachers is comprised of teachers who have been employed by the school for more than one year, who feel able to make an extra commitment to the school.

College meets weekly in term time and also meets during school holidays as necessary.

The Council also mandates the School Leadership Team (formerly the Management Team) with the responsibility of financial and resource management and the day to day running of the school. The School Leadership Team consists at present of the Chair of the College of Teachers the School Director, other senior staff and Trustees. It meets formally on a weekly basis but its members are in daily contact informally. The members of the School Leadership Team sit on the College of Teachers and the two groups work closely together, reporting to the Trustees at its Council meetings.

e. Risk management

The Governors are responsible for oversight of the risks faced by the School. Detailed considerations of risk are delegated to the School Management team. Risks are identified and assessed in the context of relevant policies for these areas: safety, student welfare, employment, school trips and events and community access.

Through the risk management process established for the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Trustees' report (continued)
For the year ended 31 August 2021

Plans for future periods

a. Future developments

The future developments planned for the School by the Trustees are as follows;

- To further increase pupil numbers throughout the school;
- To build fundraising capacity to improve resources available to the school
- To continually review and enhance the curriculum delivery;
- To increase staff levels of pay;
- To complete the restructure of administration in line with specialist advice;
- To improve the outside playspace kindergarten and other children;
- To improve the fabric of the building;
- To enhance IT provision for pupils and staff.

The Council are focused on developing and delivering new strategies for improvement to secure the on-going sustainability of the School. These strategies include the second year implementation of the new school fee contributions system, improvements to the internal and external fabric of the School building and site management, to use better channels of publicity to increase admissions enquiry and pupil enrolment, to review and improve the quality of teaching and learning through the implementation of a new assessment of marking policy.

Approved by order of the members of the board of Trustees and signed on its behalf by:

.....
Mrs T M Bishop
Chair

Date : 28/0922

Approved by order of the members of the board of Trustees and signed on their behalf by:

Ther's Bishop
.....
Mrs T M Bishop
Trustee

Date:

Statement of Trustees' responsibilities
For the year ended 31 August 2021

The Trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' 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 . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on its behalf by:

Therese Bishop
.....
Mrs T M Bishop
(Chair)

Date: 28/09/22

Brighton Waldorf School Limited
(A company limited by guarantee)

Independent examiner's report
For the year ended 31 August 2021

Independent examiner's report to the Trustees of Brighton Waldorf School Limited ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 August 2021.

Responsibilities and basis of report

As the Trustees of the charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

Signed: 

Dated: 29 September 2022

Simon Webber, BA(hons) DChA FCA

Kreston Reeves LLP
Chartered Accountants
Brighton

Brighton Waldorf School Limited
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 August 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	189,170	-	189,170	111,816
Charitable activities	4	717,381	-	717,381	682,487
Other trading activities	5	2,165	-	2,165	8,254
Investments	6	-	-	-	2,500
Total income		908,716	-	908,716	805,057
Expenditure on:					
Raising funds	7	445	-	445	3,556
Charitable activities		912,208	-	912,208	1,077,640
Total expenditure		912,653	-	912,653	1,081,196
Net movement in funds		(3,937)	-	(3,937)	(276,139)
Reconciliation of funds:					
Total funds brought forward		81,357	1,431	82,788	358,927
Net movement in funds		(3,937)	-	(3,937)	(276,139)
Total funds carried forward		77,420	1,431	78,851	82,788

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

The notes on pages 15 to 27 form part of these financial statements.

Balance sheet
As at 31 August 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	12	3,774	3,317
		<u>3,774</u>	<u>3,317</u>
Current assets			
Debtors	13	148,866	70,693
Cash at bank and in hand		90,367	82,485
		<u>239,233</u>	<u>153,178</u>
Creditors: amounts falling due within one year	14	(164,156)	(73,707)
Net current assets		<u>75,077</u>	<u>79,471</u>
Total assets less current liabilities		<u>78,851</u>	<u>82,788</u>
Total net assets		<u>78,851</u>	<u>82,788</u>
Charity funds			
Restricted funds	15	1,431	1,431
Unrestricted funds	15	77,420	81,357
Total funds		<u>78,851</u>	<u>82,788</u>

The charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Mrs T M Bishop
 Mrs T M Bishop

(Chair)

Date: 28/09/22

The notes on pages 15 to 27 form part of these financial statements.

Brighton Waldorf School Limited
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 August 2021

	2021 £	2020 £
Cash flows from operating activities		
Net cash used in operating activities	9,907	(151,687)
Cash flows from investing activities		
Purchase of tangible fixed assets	(2,025)	(2,412)
Net cash used in investing activities	(2,025)	(2,412)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	7,882	(154,099)
Cash and cash equivalents at the beginning of the year	82,485	236,584
Cash and cash equivalents at the end of the year	90,367	82,485

The notes on pages 15 to 27 form part of these financial statements

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2021

1. General information

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £5 per member of the charity.

The registered address of the charity is:
Brighton Waldorf School, Roedean Road, Brighton, Sussex BN2 5RA

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Brighton Waldorf School Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Directors assess whether the use of going concern is appropriate and whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the School to continue as a going concern. The impact of COVID-19 has put significant pressure on the school finances. The Directors have acted quickly to minimise all discretionary costs and have made use of available government support and reliefs including the Coronavirus Job Retention Scheme. Having reviewed the expected ongoing demand for pupil places and its future projected cash flows for the year from 1st September 2021 to 31 August 2022, the Directors now have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future. The Directors have considered the level of funds held and the expected level of income and expenditure for a period of twelve months from finalisation of these financial statements. In light of the low level of reserves held by the charity, if expected pupil numbers are not achieved, it may cast doubt on this assessment and the directors will need to take appropriate action to secure additional funding or make required changes to operational activities. These considerations take into account the impact of COVID-19 to date and its expected ongoing impact and have concluded that it is appropriate to continue to adopt the going concern basis in preparing the financial statements as outlined in the Directors' responsibilities statement.

2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Notes to the financial statements
For the year ended 31 August 2021

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

2.5 Government grants

Government grants are credited to the Statement of financial activities as the related expenditure is incurred.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives,

Depreciation is provided on the following basis:

Office equipment	-	25% reducing basis
Computer equipment	-	25% straight line

2.7 Debtors

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

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Notes to the financial statements
For the year ended 31 August 2021

2. Accounting policies (continued)

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.10 Financial instruments

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

2.11 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2021

3. Income from donations and legacies

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Donations	628	628	2,530
Government grants	188,542	188,542	109,286
	<u>189,170</u>	<u>189,170</u>	<u>111,816</u>
<i>Total 2020</i>	<u>111,816</u>	<u>111,816</u>	

4. Income from charitable activities

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Income from charitable activities - Provision of education	717,381	717,381	682,487
	<u>682,487</u>	<u>682,487</u>	
<i>Total 2020</i>	<u>682,487</u>	<u>682,487</u>	

5. Fundraising income

Income from fundraising events

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Activities for generating funds	2,165	2,165	8,254
	<u>8,254</u>	<u>8,254</u>	
<i>Total 2020</i>	<u>8,254</u>	<u>8,254</u>	

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2021

6. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Investment income - local investment properties	-	-	2,500
<i>Total 2020</i>	2,500	2,500	

7. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Bazaar expenses	445	445	3,025
School photos	-	-	531
	445	445	3,556
<i>Total 2020</i>	3,556	3,556	

8. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Provision of education	596,023	316,185	912,208	1,077,640
<i>Total 2020</i>	660,101	417,539	1,077,640	

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2021

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Provision of education 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Staff costs	567,760	567,760	608,833
Depreciation	1,568	1,568	1,179
Supplies and equipment	21,621	21,621	31,953
Staff training and development	4,217	4,217	17,070
Other staff costs	857	857	1,066
	596,023	596,023	660,101
<i>Total 2020</i>	660,101	660,101	

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2021

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Provision of education 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Staff costs	139,936	139,936	146,297
Legal and professional fees	2,881	2,881	9,251
Finance costs	3,757	3,757	3,746
Hire of plant and machinery	6,003	6,003	6,003
Computer expenses	23,868	23,868	17,498
Rates and water	16,492	16,492	16,492
Insurance	14,940	14,940	13,328
Light and heat	10,155	10,155	12,822
Telephone	5,666	5,666	4,007
Postage and stationery	8,042	8,042	5,853
School maintenance	25,757	25,757	18,932
Cleaning	22,537	22,537	20,200
Bad debts	20,259	20,259	106,795
Advertising	7,292	7,292	24,321
PAYE interest paid	1,297	1,297	53
Governance costs	7,303	7,303	11,941
	<u>316,185</u>	<u>316,185</u>	<u>417,539</u>
<i>Total 2020</i>	<u>417,539</u>	<u>417,539</u>	

9. Independent examiner's remuneration

	2021 £	<i>2020 £</i>
Fees payable to the charity's independent examiner for the independent examination of the charity's annual accounts	4,800	4,500
Fees payable to the charity's independent examiner in respect of:		
All other services not included above	<u>2,503</u>	<u>5,341</u>

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2021

10. Staff costs

	2021 £	<i>2020</i> <i>£</i>
Wages and salaries	647,576	<i>685,181</i>
Social security costs	39,941	<i>52,152</i>
Contribution to defined contribution pension schemes	20,179	<i>17,797</i>
	<u>707,696</u>	<i><u>755,130</u></i>

The average number of persons employed by the charity during the year was as follows:

	2021 No.	<i>2020</i> <i>No.</i>
Total	<u>41</u>	<i><u>49</u></i>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021 No.	<i>2020</i> <i>No.</i>
In the band £60,001 - £70,000	1	<i>1</i>

Brighton Waldorf School considers its key management personnel to consist of; D Mooncie (School Director) and J Saker (Finance Coordinator). The total employee benefits received by the two were £82,448 (2020: £82,989).

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 August 2021, no Trustee expenses have been incurred (2020 - £NIL).

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2021

12. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 September 2020	38,470	13,971	52,441
Additions	-	2,025	2,025
At 31 August 2021	<u>38,470</u>	<u>15,996</u>	<u>54,466</u>
Depreciation			
At 1 September 2020	37,071	12,053	49,124
Charge for the year	349	1,219	1,568
At 31 August 2021	<u>37,420</u>	<u>13,272</u>	<u>50,692</u>
Net book value			
At 31 August 2021	<u>1,050</u>	<u>2,724</u>	<u>3,774</u>
At 31 August 2020	<u>1,399</u>	<u>1,918</u>	<u>3,317</u>

13. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	125,181	44,236
Other debtors	15,857	17,915
Prepayments and accrued income	7,828	8,542
	<u>148,866</u>	<u>70,693</u>

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2021

14. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	63,514	41,589
Other creditors	25,293	14,688
Accruals and deferred income	75,349	17,430
	<u>164,156</u>	<u>73,707</u>

15. Statement of funds

Statement of funds - current year

	Balance at 1 September 2020 £	Income £	Expenditure £	Balance at 31 August 2021 £
Unrestricted funds				
General Fund	81,357	908,716	(912,653)	77,420
	<u>81,357</u>	<u>908,716</u>	<u>(912,653)</u>	<u>77,420</u>
Restricted funds				
Woodwork	431	-	-	431
Bike shed	1,000	-	-	1,000
	<u>1,431</u>	<u>-</u>	<u>-</u>	<u>1,431</u>
Total of funds	<u>82,788</u>	<u>908,716</u>	<u>(912,653)</u>	<u>78,851</u>

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2021

15. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2020 £</i>
Unrestricted funds				
General Fund	357,496	805,057	(1,081,196)	81,357
Restricted funds				
Woodwork	431	-	-	431
Bike shed	1,000	-	-	1,000
	1,431	-	-	1,431
Total of funds	<u>358,927</u>	<u>805,057</u>	<u>(1,081,196)</u>	<u>82,788</u>

Woodwork Fund - Funds to repair Wooden structures, to be carried forward against future repair costs.

Bike Shed - Funds received restricted for use on restoring the wooden bikeshed at the school

Notes to the financial statements
For the year ended 31 August 2021

16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	3,774	-	3,774
Current assets	237,802	1,431	239,233
Creditors due within one year	(164,156)	-	(164,156)
Total	77,420	1,431	78,851

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	3,317	-	3,317
Current assets	151,747	1,431	153,178
Creditors due within one year	(73,707)	-	(73,707)
Total	81,357	1,431	82,788

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net expenditure for the year (as per Statement of Financial Activities)	(3,937)	(276,139)
Adjustments for:		
Depreciation charges	1,568	1,179
Decrease/(increase) in debtors	(78,173)	311,617
Increase/(decrease) in creditors	90,449	(188,344)
Net cash provided by/(used in) operating activities	9,907	(151,687)

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2021

18. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	90,367	82,485
Total cash and cash equivalents	90,367	82,485

19. Analysis of changes in net debt

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	82,485	7,882	90,367
	82,485	7,882	90,367

20. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £20,179 (2020 - £17,797). At the balance sheet date there were no contributions payable to the fund.

21. Related party transactions

All trustees pay financial contributions at normal terms. However where one of the parents in the family is a teacher of the school a teachers discount applies. All material charges and extras are billed as in the normal course of events. There were no trustees with children at the school during the year.

Brighton Waldorf School Limited

England & Wales - Charity number 802036

Accounts

Registered number: 02395378
Charity number: 802036

Brighton Waldorf School Limited
(A company limited by guarantee)

Unaudited

Trustees' report and financial statements

For the year ended 31 August 2020

Brighton Waldorf School Limited
(A company limited by guarantee)

Contents

	Page
Reference and administrative details of the charity, its Trustees and advisers	1
Trustees' report	2 - 9
Trustees' responsibilities statement	10
Independent examiner's report	11
Statement of financial activities	12
Balance sheet	13
Statement of cash flows	14
Notes to the financial statements	15 - 28

Brighton Waldorf School Limited
(A company limited by guarantee)

Reference and administrative details of the charity, its Trustees and advisers
For the year ended 31 August 2020

Trustees	R Baleert (resigned 10 November 2019) P Collinson (resigned 11 June 2020) T M Bishop, Chair W Poole Wilson (resigned 6 January 2020) T Houlbrook (resigned 10 November 2019) G Johnston (appointed 11 June 2020) T Druitt (appointed 11 June 2020) J McGavin (appointed 25 November 2019, resigned 5 April 2020) P Levy (appointed 11 June 2020)
Company registered number	02395378
Charity registered number	802036
Registered office	Brighton Waldorf School Roedean Road Brighton Sussex BN2 5RA
Accountants	Kreston Reeves LLP Chartered Accountants Plus X Innovation Hub Lewes Road Brighton East Sussex BN2 4GL
Solicitors	Stevensdrake 117-119 High Street Crawley West Sussex RH10 1DD

Brighton Waldorf School Limited
(A company limited by guarantee)

Trustees' report
For the year ended 31 August 2020

The Trustees present their annual report together with the financial statements of the charity for the year ended 31 August 2020. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition effective October 2019).

Since the charity qualifies as small under section 382, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and Activities

a. Policies and objectives

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the charity commission relating to public benefit when reviewing the Schools aims and objectives. This is reflected in the schools primary purpose which is to advance, for the public benefit, education for students of different abilities between the ages of 2 and 16 within an inclusive financial contribution structure.

The object of the School is to provide for the conduct and education of children in accordance with Steiner Waldorf education established principles curriculum and pedagogy.

Brighton Waldorf School provides a proven alternative to mainstream education for children from the ages of 2 to 16. It is one of 32 Steiner Schools in the UK (there are over 1800 worldwide) that follows the renowned international Steiner Waldorf curriculum. The curriculum offers a comprehensive range of subjects with a focus of interdisciplinary learning and the development of social and creative abilities alongside academic achievement. The school also offers a range of GCSEs to Upper School pupils alongside the Steiner Waldorf curriculum.

Our main objectives for the year 2019-20 were;

- To increase pupil numbers throughout the school;
- To provide an excellent standard of Steiner Waldorf education;
- To increase provision for children of early years preschool ages;
- To provide an excellent working environment for our staff and to encourage and support further professional development;
- To improve IT systems and facilities;
- To improve the facilities and structure of our building;
- To continue to provide bursaries and support for eligible families;
- To continue to build links with sixth form and other Colleges.

Ethos

Brighton Waldorf School was founded almost 36 years ago as a result of a parental initiative of people desiring a Steiner Waldorf education for their children.

The first Steiner School was founded for the children of the workers in the Waldorf cigarette factory and we follow the principals introduced there, to give the children a real appreciation of the natural world and advanced social skills which go some way to counteracting the effects of city living in current times. The emphasis of the education is on the holistic development of every pupil, to nurture the skills and confidence each child will need in life.

Brighton Waldorf School Limited
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 August 2020

Brighton is an increasingly urban community with major contrasts socially and economically our school is located between an area of substantial deprivation and an area of some wealth.

We rely solely on financial contributions from parents and fundraising. It is a fundamental principle of Steiner education that it should be available to all children irrespective of financial circumstances, so our contributions are graduated to allow as wide access as possible and we accept several children who are sponsored by charities at sometimes considerably less than even our most reduced contribution.

Our school is committed to safeguarding and promoting the welfare of all our pupils and expects all staff and volunteers to share this commitment.

b. Strategies for achieving objectives

The Trustees are responsible for ensuring that the object of the Charity to provide education for all children in accordance with Steiner Waldorf education principles is met, maintained and furthered strategically.

Responsibility for the strategic aim of ensuring and enhancing the quality of the curriculum is devolved to the College of Teachers.

Other strategic imperatives are:

- To maintain wide access to the school of children of diverse ages and backgrounds;
- To maintain a team of high quality; professionals, committed teaching and administration staff;
- To maintain and improve the physical environment of the school and its resources.

c. Policies

A number of policies create a structure within which our strategies can be realised in practice:

Admissions Policy

The Brighton Waldorf School operates a socially inclusive admissions policy that does not select on the grounds of gender, ability, race or religion. The School considers all children is having individual needs and aims to meet those needs in the best way possible, taking into consideration the child's age, developmental stage in other circumstances.

Financial Contribution Policy

Brighton Waldorf School has an inclusive finance structure which endeavours to permit all pupils to benefit from Waldorf education regardless of financial background. Waldorf schools in the UK receive no government funding or commercial sponsorship, so some equivalent of fee income essential for running of the school. However, we do not take the view that families are purchasing education for their own child but that they are contributing as much as they can, within guidelines, to enable the whole school to exist, as each part of is dependent and interactive with another.

Brighton Waldorf School's financial contributions for children in Classes 1 to 10 do not depend on age the children. It is expected that families with a net income of over £40,000 per annum will contribute at a set level. Families with an income below this can apply for a reduced contribution on a sliding scale depending on their proved income, in accordance with our policy of striving for the broadest educational community possible.

Bursaries Policy

The school operates two hardship funds: The staff hardship funds received 10% of net funds raised by general whole school events and pupil fund 15%.

Trustees' report (continued)
For the year ended 31 August 2020

Staff Support Policies

All staff receive a reduction in fee contributions for their children, but all must pay the required minimum charge.

All staff are eligible to apply for a one year's unpaid sabbatical after the completion of 8 years full time employment. In principle this is to enable the class teacher on completion of their eight years with the Class to be able to renew, refresh and re train as necessary so that they will be able to begin the next eight years cycle. This sabbatical is also available to part time staff pro rata to the number of years of continuous service.

A staff hardship fund, which is 10% of all fundraised monies, is a fund available to a staff member in crisis, on application to the Trustees.

Staff CPD entitlement, the school supports and encourages relevant professional development.

The school contributes to a health cashback plan for all employees.

The Friends of Brighton Waldorf School fundraise in support of staff development activities.

The school continually strives for increasing diversity among staff members.

Achievements and performance

a. Key financial performance indicators

The Trustees noted that total income for the period (Notes 3 to 7) of £805,057 was down £136,200 on year or 14.47%.

It was noted that Covid 19 had a significant impact on the income of the charity at a cost of £213,000.

Costs of carrying out normal business (Notes 8 to 11) were up on year by £95,239 or 9.66%. Adjusting for bad debt in the year ending 31st August 2020 which were lower than usual the accounts shows that the costs of carrying out normal activity were up 8.68% year on year.

As a result, for the year ending 31st August 2020 the reported deficit of £276,139 compares less favourably with the with 2019 reported deficit of £44,700.

The negative impact to the school finances through the impact of Covid 19 resulted in lost income of £164,000 due to tuition credits being applied as 25% for Main School and 50% for Early Years for the period 23/03/20 to 08/06/20 with some accounts being credited for Class 7 through to Class 10 for the whole period of the summer term.

Salary costs of £755,130 grew year on year by 0.2% (Note 11) this was due to increases in pension costs with the actual cost of salaries down due to leavers and organisational restructuring

Trade debtors of £44,236 are down on year compared to 2019 £356,987 but bad debt write offs are higher at £24,945 (2019 £14,101) (Notes 9 & 14).

The Trustees noted that whilst there is asset coverage against debts the net position for the year of £82,788 compared to 2019 £358,927 (Note 17), remains very tight and vigilance is required specifically around the management of aged debtors and operational expenditure to avoid cashflow limitations.

Trustees' report (continued)
For the year ended 31 August 2020

b. Review of activities

Due to the impact of the Coronavirus Pandemic the school was closed to pupils under the DfE and UK Government Directive from March 2020 to June 2020.

During this period the school successfully launched the Threshold (online) Learning Platform to enable continuous high quality remote learning to all pupils, aged 2 to 16 years. The school remained open to the pupils of Key Workers and Supported (vulnerable) Children.

The school was significantly impacted financially due to Covid 19 with a fee income loss of £164,000. Covid-19 Credits were generated to tuition invoices as 25% for Main School and 50% for Early Years for the period 23/03/20 to 08/06/20 with some accounts being credited for Class 7 through to Class 10 for the whole period of the summer term.

It is worth noting that these credits were applied while the school was proving both Threshold (online) Learning and Open School Provisions to Key Worker and Supported Pupils. It is also of note that staff who were involved in the Open School Provision delivered both physical at school learning and remote online learning to pupils that could not access education.

The school made full use of the HMRC CJRS. The school was not able to drawn down any other loans, grants or funding. The school was unable to attract any other government grant of business interruption schemes

Pupil Numbers

Numbers throughout the school decreased in the year by 7 at the end of August last year to 126 pupils.

Pupil Academic and Other Achievements

Steiner Waldorf education provides a complete curriculum for children aged all ages. However in order to facilitate successful onward progress to interview the next phase of their education we offer a range of GCSE subjects including Maths, English Language and Literature, Chemistry, German language, Drama and Art alongside the established curriculum.

Brighton Waldorf School is not academically selective nevertheless this year students still recorded Grade 4 to 9 passes of 88%.

All students have been able to progress in their chosen next step whether this into whether this is into A level or more vocational courses.

Other Achievements

Class 5 and 4 pupils have participated in the year the recreation of the Olympic games at Michael Hall School.

Festival assemblies throughout the year have seen wonderful work throughout the age ranges.

Eurythmy provision continues to be offered across the school.

All classes now have a parent class contact to facilitate parental involvement and communication.

The PTA is in its fifth year set up new fundraising events and paid for new equipment.

Steiner Curriculum Activities

Literacy, Numeracy, English, French, German, Humanities, Science, Art, Clay Work, Music Eurythmy, Games, Sports and Movement, Lifeskills, Handwork and Crafts, Cookery, Gardening, Seasonal festivals and curriculum appropriate educational visits such as camps.

Brighton Waldorf School Limited
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 August 2020

Community Links and Activities

Friends of the school, local links, participation in the Brighton Festival, room hire and school shop.

We also work continuously with Brighton and Hove East Sussex local authorities to provide early years free entitlement for two, three and four year olds.

c. Investment policy and performance

The Trustees agreed that all income would be spent on delivering the objects of the charitable purpose that of providing Steiner Waldorf Education.

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. Financial objectives and policies

The financial statements show total income for the year on school activities of £805,057 (2019 £941,257) the principal source of income is fees accounting for 84% of the schools income. The trustees continue their strategy of deploying all their income resources to investing in the educational purpose of the charity. As an educational charity, the school enjoys tax exemption on its educational activities and an 80% reduction on business rates for the property that it occupies. The financial benefits resulting from these tax extensions are used for educational purposes and help to maintain access for fees and bursaries policies.

The overall aim this year as before was to maintain financial stability. In addition a thorough review of bad debts resulted in the write off of unrecoverable debts as well as the referral of a significant amount to debt collector.

A deficit of £276,139 for the year is reported (2019 £44,700) showing that underlying finances are precarious. The trustees are continuing to work on bad debt collection policies.

Furthermore systems have been put in place to ensure a much smaller risk of bad debt in the future and the Trustees are confident that the remaining debt is recoverable.

c. Reserves policy

The Trustees policy is to operate on the basis of being able to continue to generate sufficient income to use towards meeting its charitable objectives and in accordance with its principal aims. Total funds held at the end of the year were £82,485 (2019 £358,927). This is made up of unrestricted reserves of £81,357 (2019 £357,496) and restricted funds of £1,431 (2019 £1,431).

Trustees' report (continued)
For the year ended 31 August 2020

Business & Education (COVID-19) Intervention Plan

In response to the 2020 Coronavirus (COVID-19) pandemic and the UK Government School Closure Notices served for the period 23/03/20 onwards, the School initiated a Business & Education (COVID-19) Intervention Plan and the Threshold (online) Learning Suite to provide for the continuity of learning and business activity of the charity.

The Business & Education (COVID-19) Intervention Plan was delivered in Three Phases. Across each phase the school developed and extended its Threshold (online) Learning to all pupils, providing Education from Home Packs (via email and the postal service,) Google Classroom materials through the G-Suite Platform, Class 'Zoom' Lessons (from age 7 through to 16,) weekly Parent 'Zoom' Forums and Weekly Community Updates, Soundcloud and school YouTube Channel resources and pupil school email address setup, through these media the school was able to maintain the delivery of education and continuity of communication to pupils, to both promote their learning and emotional well being during a period of challenge and uncertainty.

The School assessed the Predicted Grades for Class 10 (Year 11) GCSE pupils in line with the guidance from the DfE and JQC and course moderation requirements.

The Business & Education (COVID-19) Intervention Plan also made use of the HMRC Coronavirus Job Retention Scheme with 70% of staff furloughed for the period March to April and 54% during the May period, to mitigate against the impact caused to business interruption and income losses during the same period, and through the year 2020/21 on a Flexi Furlough basis.

The School maintained a School Open Provision for Key/Critical Works and Vulnerable Pupils in line with DfE guidance and daily reporting. The Provision was delivered by key staff across three days per week, observing social distancing and parental reporting of their child's health and temperature prior to attendance.

Structure, governance and management

a. Constitution

The charity is registered as a charitable company limited by guarantee and was set up by a Trust deed on 04/03/1993 .

The charity is constituted under a Trust deed dated 04/03/1993 and is a registered charity number 802036.

b. Method of appointment or election of Trustees

The management of the charity is the responsibility of the Trustees who are elected and co opted under the terms of the Articles of Association and who are also directors for the purposes of company law.

The Council of Management reviews the skills needed to manage the affairs of the school on at least an annual basis. Potential Trustees are invited to attend Council meetings as observers. Should they be deemed suitable and interested in taking on the responsibilities of trusteeship then they are co opted by the existing Trustees for the remainder of the year. Co opted trustees are normally expected to stand for formal election at the next AGM. A formal induction of elected Co opted Trustees is undertaken by the Chair and Company Secretary with assistance of the Administrator as necessary. Formal training for all trustees is managed by the Company Secretary.

All Trustees must obtain an enhanced Criminal Records Bureau disclosure. The disclosure is conducted by the DFE and the Chair then subsequently ensures that the disclosures of the other Trustees are completed.

Trustees' report (continued)
For the year ended 31 August 2020

c. Pay policy for senior staff

The Council agree the remuneration of all staff, which are set according to the work that a staff member undertakes, there are no scales within each professional area, so all teachers are paid the same rate of pay irrespective of length of service or other leadership responsibilities. The Council have the discretionary authority to award salary on an individual basis, where this happens they use the national benchmarks for pay from the Education Sector, both Steiner Waldorf and other.

d. Organisational structure and decision making

The Trustees form a Council of Management which is responsible for the legal and financial running of the school and meets once a month. One third of the members retire annually by rotation but they are entitled to stand for re election. The Trustees are also Directors of Brighton Waldorf School Limited as shown on page 1. They receive no benefits from holding either of these posts.

Although the Council has overall responsibility for the School, decisions about educational matters are made by the College of Teachers. The Colleges of Teachers is comprised of teachers who have been employed by the school for more than one year, who feel able to make an extra commitment to the school.

College meets weekly in term time and also meets during school holidays as necessary.

The Council also mandates the School Leadership Team (formerly the Management Team) with the responsibility of financial and resource management and the day to day running of the school. The School Leadership Team consists at present of the Chair of the College of Teachers the School Director, other senior staff and Trustees. It meets formally on a weekly basis but its members are in daily contact informally. The members of the School Leadership Team sit on the College of Teachers and the two groups work closely together, reporting to the Trustees at its Council meetings.

e. Risk management

The Governors are responsible for oversight of the risks faced by the School. Detailed considerations of risk are delegated to the School Management team. Risks are identified and assessed in the context of relevant policies for these areas: safety, student welfare, employment, school trips and events and community access.

Through the risk management process established for the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Trustees' report (continued)
For the year ended 31 August 2020

Plans for future periods

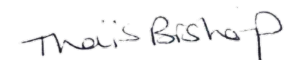
a. Future developments

The future developments planned for the School by the Trustees are as follows;

- To further increase pupil numbers throughout the school;
- To continually review enhance the curriculum delivery;
- To increase staff levels and pay;
- To restructure administration in line with specialist advice;
- To improve the outside playspace kindergarten and other children;
- To improve the fabric of the building;
- To enhance IT provision for pupils and staff.

The Council are focused on developing and delivering new strategies for improvement to secure the on going sustainability of the School. These strategies include the second year implementation of the new school fee contributions system, improvements to the internal and external fabric of the School building and site management, to use better channels of publicity to increase admissions enquiry and pupil enrolment, to review and improve the quality of teaching and learning through the implementation of a new assessment of marking policy.

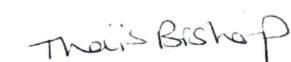
Approved by order of the members of the board of Trustees and signed on its behalf by:



.....
Mrs T M Bishop
Chair

Date : 15/07/2021

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
Mrs T M Bishop
Trustee

Date: 15/07/2021

Brighton Waldorf School Limited
(A company limited by guarantee)

Statement of Trustees' responsibilities
For the year ended 31 August 2020

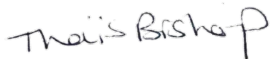
The Trustees (who are also the directors of the charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on its behalf by:



.....
Mrs T M Bishop
(Chair)

Date: 15/07/2021

Brighton Waldorf School Limited
(A company limited by guarantee)

Independent examiner's report
For the year ended 31 August 2020

Independent examiner's report to the Trustees of Brighton Waldorf School Limited ('the charity')

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 August 2020.

Responsibilities and basis of report

As the Trustees of the charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of (enter body here), which is one of the listed bodies.

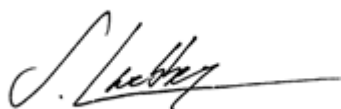
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my work or for this report.

Signed:



Dated: 26 July 2021

Simon Webber, BA(hons) DChA FCA

Kreston Reeves LLP
Chartered Accountants
Brighton

Brighton Waldorf School Limited
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 August 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:					
Donations and legacies	3	111,816	-	111,816	907
Charitable activities	4	682,487	-	682,487	877,718
Other trading activities	5	8,254	-	8,254	6,537
Investments	6	2,500	-	2,500	7,710
Other income	7	-	-	-	48,385
Total income		805,057	-	805,057	941,257
Expenditure on:					
Raising funds	8	3,556	-	3,556	2,286
Charitable activities		1,077,640	-	1,077,640	983,671
Total expenditure		1,081,196	-	1,081,196	985,957
Net movement in funds		(276,139)	-	(276,139)	(44,700)
Reconciliation of funds:					
Total funds brought forward		357,496	1,431	358,927	403,627
Net movement in funds		(276,139)	-	(276,139)	(44,700)
Total funds carried forward		81,357	1,431	82,788	358,927

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

The notes on pages 15 to 28 form part of these financial statements.

Brighton Waldorf School Limited
(A company limited by guarantee)
Registered number: 02395378

Balance sheet
As at 31 August 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	13	3,317	2,084
		3,317	2,084
Current assets			
Debtors	14	70,693	382,239
Cash at bank and in hand		82,485	236,584
		153,178	618,823
Creditors: amounts falling due within one year	15	(73,707)	(261,980)
Net current assets		79,471	356,843
Total assets less current liabilities		82,788	358,927
Total net assets		82,788	358,927
Charity funds			
Restricted funds	16	1,431	1,431
Unrestricted funds	16	81,357	357,496
Total funds		82,788	358,927

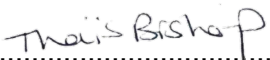
The charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Mrs T M Bishop

(Chair)

Date: 15/07/2021

The notes on pages 15 to 28 form part of these financial statements.

Brighton Waldorf School Limited
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 August 2020

	2020 £	2019 £
Cash flows from operating activities		
Net cash used in operating activities	(151,687)	(772,331)
Cash flows from investing activities		
Purchase of tangible fixed assets	(2,412)	1,000,000
Net cash (used in)/provided by investing activities	(2,412)	1,000,000
Cash flows from financing activities		
Repayments of borrowing	-	182,346
Net cash provided by financing activities	-	182,346
Change in cash and cash equivalents in the year	(154,099)	410,015
Cash and cash equivalents at the beginning of the year	236,584	(173,431)
Cash and cash equivalents at the end of the year	82,485	236,584

The notes on pages 15 to 28 form part of these financial statements

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2020

1. General information

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £5 per member of the charity.

The registered address of the charity is:
Brighton Waldorf School, Roedean Road, Brighton, Sussex BN2 5RA

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Brighton Waldorf School Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Directors assess whether the use of going concern is appropriate and whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the School to continue as a going concern. The impact of COVID-19 has put significant pressure on the school finances. The Directors have acted quickly to minimise all discretionary costs and have made use of available government support and reliefs including the Coronavirus Job Retention Scheme. Having reviewed the expected ongoing demand for pupil places and its future projected cash flows for the year from 1st September 2020 to 31 August 2021, the Directors now have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future. The Directors have considered the level of funds held and the expected level of income and expenditure for a period of twelve months from finalisation of these financial statements. In light of the low level of reserves held by the charity, if expected pupil numbers are not achieved, it may cast doubt on this assessment and the directors will need to take appropriate action to secure additional funding or make required changes to operational activities. These considerations take into account the impact of COVID-19 to date and its expected ongoing impact and have concluded that it is appropriate to continue to adopt the going concern basis in preparing the financial statements as outlined in the Directors' responsibilities statement.

2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Notes to the financial statements
For the year ended 31 August 2020

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

2.5 Government grants

Government grants are credited to the Statement of financial activities as the related expenditure is incurred.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives,

Depreciation is provided on the following basis:

Office equipment	-	25% reducing basis
Computer equipment	-	25% straight line

2.7 Debtors

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

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Notes to the financial statements
For the year ended 31 August 2020

2. Accounting policies (continued)

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.10 Financial instruments

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

2.11 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2020

3. Income from donations and legacies

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Donations	2,530	2,530	907
Government grants	109,286	109,286	-
	<u>111,816</u>	<u>111,816</u>	<u>907</u>
<i>Total 2019</i>	<u>907</u>	<u>907</u>	

4. Income from charitable activities

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Income from charitable activities - Provision of education	682,487	682,487	877,718
	<u>682,487</u>	<u>682,487</u>	<u>877,718</u>
<i>Total 2019</i>	<u>877,718</u>	<u>877,718</u>	

5. Fundraising income

Income from fundraising events

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Activities for generating funds	8,254	8,254	6,537
	<u>8,254</u>	<u>8,254</u>	<u>6,537</u>
<i>Total 2019</i>	<u>6,537</u>	<u>6,537</u>	

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2020

6. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Investment income - local investment properties	2,500	2,500	7,710
<i>Total 2019</i>	7,710	7,710	

7. Other incoming resources

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Old deposit balances	-	-	48,385
<i>Total 2019</i>	48,385	48,385	

8. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Bazaar expenses	3,025	3,025	2,082
School photos	531	531	204
	3,556	3,556	2,286
<i>Total 2019</i>	2,286	2,286	

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2020

9. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £	Total funds 2019 £
Provision of education	660,101	417,539	1,077,640	983,671
<i>Total 2019</i>	<i>659,168</i>	<i>324,503</i>	<i>983,671</i>	

Analysis of direct costs

	Provision of education 2020 £	Total funds 2020 £	Total funds 2019 £
Staff costs	608,833	608,833	600,267
Depreciation	1,179	1,179	732
Supplies and equipment	31,953	31,953	41,902
Staff training and development	17,070	17,070	14,231
Other staff costs	1,066	1,066	2,036
	660,101	660,101	659,168
<i>Total 2019</i>	<i>659,168</i>	<i>659,168</i>	

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2020

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Provision of education 2020 £	Total funds 2020 £	<i>Total funds 2019 £</i>
Staff costs	146,297	146,297	152,798
Legal and professional fees	9,251	9,251	40,351
Finance costs	3,746	3,746	14,855
Hire of plant and machinery	6,003	6,003	5,262
Computer expenses	17,498	17,498	17,873
Rates and water	16,492	16,492	13,758
Insurance	13,328	13,328	4,116
Light and heat	12,822	12,822	11,765
Telephone	4,007	4,007	5,585
Postage and stationery	5,853	5,853	7,558
School maintenance	18,932	18,932	43,729
Cleaning	20,200	20,200	17,982
Bad debts	106,795	106,795	14,101
Advertising	24,321	24,321	46,549
PAYE interest paid	53	53	54
Profit/loss on the disposal of assets	-	-	(79,945)
Governance costs	11,941	11,941	8,112
	<u>417,539</u>	<u>417,539</u>	<u>324,503</u>
<i>Total 2019</i>	<u>324,503</u>	<u>324,503</u>	

10. Independent examiner's remuneration

	2020 £	2019 £
Fees payable to the charity's independent examiner for the independent examination of the charity's annual accounts	4,500	4,500
Fees payable to the charity's independent examiner in respect of:		
All other services not included above	5,341	3,612

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2020

11. Staff costs

	2020 £	2019 £
Wages and salaries	729,438	731,445
Social security costs	7,895	12,042
Contribution to defined contribution pension schemes	17,797	9,578
	<u>755,130</u>	<u>753,065</u>

The average number of persons employed by the charity during the year was as follows:

	2020 No.	2019 No.
Total	<u>49</u>	<u>54</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2020 No.	2019 No.
In the band £60,001 - £70,000	1	-

Brighton Waldorf School considers its key management personnel to consist of; D Mooncie (School Director) and J Saker (Finance Coordinator). The total employee benefits received by the two were £82,989.

12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2019 - £NIL).

During the year ended 31 August 2020, no Trustee expenses have been incurred (2019 - £NIL).

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2020

13. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 September 2019	38,470	11,559	50,029
Additions	-	2,412	2,412
At 31 August 2020	<u>38,470</u>	<u>13,971</u>	<u>52,441</u>
Depreciation			
At 1 September 2019	36,606	11,339	47,945
Charge for the year	-	1,179	1,179
At 31 August 2020	<u>36,606</u>	<u>12,518</u>	<u>49,124</u>
Net book value			
At 31 August 2020	<u>1,864</u>	<u>1,453</u>	<u>3,317</u>
At 31 August 2019	<u>1,864</u>	<u>220</u>	<u>2,084</u>

14. Debtors

	2020 £	2019 £
Due within one year		
Trade debtors	44,236	356,987
Other debtors	17,915	16,844
Prepayments and accrued income	8,542	8,408
	<u>70,693</u>	<u>382,239</u>

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2020

15. Creditors: Amounts falling due within one year

	2020	2019
	£	£
Trade creditors	41,589	37,467
Other creditors	14,688	16,515
Accruals and deferred income	17,430	207,998
	<u>73,707</u>	<u>261,980</u>

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2020

16. Statement of funds

Statement of funds - current year

	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
Unrestricted funds				
General Fund	357,496	805,057	(1,081,196)	81,357
Restricted funds				
Woodwork	431	-	-	431
Bike shed	1,000	-	-	1,000
	1,431	-	-	1,431
Total of funds	358,927	805,057	(1,081,196)	82,788

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2020

16. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 August 2019 £</i>
Unrestricted funds					
General Fund	(240,286)	941,257	(985,957)	642,482	357,496
Revaluation reserve	457,992	-	-	(457,992)	-
	<u>217,706</u>	<u>941,257</u>	<u>(985,957)</u>	<u>184,490</u>	<u>357,496</u>
Restricted funds					
Building fund	184,490	-	-	(184,490)	-
Woodwork	431	-	-	-	431
Bike shed	1,000	-	-	-	1,000
	<u>185,921</u>	<u>-</u>	<u>-</u>	<u>(184,490)</u>	<u>1,431</u>
Total of funds	<u>403,627</u>	<u>-</u>	<u>(985,957)</u>	<u>-</u>	<u>358,927</u>

Woodwork Fund - Funds to repair Wooden structures during the year part of this fund has been spent with the balance to be carried forward against future repair costs.

Bike Shed - Funds received restricted for use on restoring the wooden bikeshed at the school

Notes to the financial statements
For the year ended 31 August 2020

17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	3,317	-	3,317
Current assets	151,747	1,431	153,178
Creditors due within one year	(73,707)	-	(73,707)
Total	81,357	1,431	82,788

Analysis of net assets between funds - prior period

	<i>Unrestricted funds 2019 £</i>	<i>Restricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Tangible fixed assets	2,084	-	2,084
Current assets	617,392	1,431	618,823
Creditors due within one year	(261,980)	-	(261,980)
Total	357,496	1,431	358,927

18. Reconciliation of net movement in funds to net cash flow from operating activities

	2020 £	2019 £
Net expenditure for the period (as per Statement of Financial Activities)	(276,139)	(44,700)
Adjustments for:		
Depreciation charges	1,179	732
Loss/(profit) on the sale of fixed assets	-	(79,945)
Decrease/(increase) in debtors	311,617	(9,924)
Decrease in creditors	(188,344)	(638,494)
Net cash used in operating activities	(151,687)	(772,331)

Brighton Waldorf School Limited
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 August 2020

19. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	82,485	236,584
Total cash and cash equivalents	82,485	236,584

20. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	236,584	(154,099)	82,485
	236,584	(154,099)	82,485

21. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £17,797 (2019 - £9,578) were payable to the fund at the balance sheet date and are included in creditors.

22. Related party transactions

All trustees pay financial contributions at normal terms. However where one of the parents in the family is a teacher of the school a teachers discount applies. All material charges and extras are billed as in the normal course of events. There were no trustees with children at the school during the year.