

ALDWICKBURY SCHOOL TRUST LIMITED
(A Charitable Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2020

Company Number: 950339

Registered Charity Number: 311059

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ALDWICKBURY SCHOOL TRUST LIMITED
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GOVERNORS, OFFICERS AND ADVISERS
FOR THE YEAR ENDED 31 JULY 2020

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

The Governors of Aldwickbury School Trust Ltd (the School) are the School's charity trustees under charity law and the directors of the charitable company. The members of the Governing Body who served in office as Governors during the year are detailed below.

Mr P. Barr⁵
Mr J. G. Bromfield, M.B.E., B.A., P.G.C.E* (Chair) ^{1,2,4,5}
Dr R.L. Axworthy, Ph.D., B.A. ^{1,4}
Mrs A. Beaty, B.A., T.E.P. ^{2,3}
Mr E.R.L. Bond, B.A. ⁵
Mr C. Boothby, BSc (Econ) ³
Miss J. Bryant, M.A., L.L.M. ^{3,4,5} (Vice-Chair)
Mr A.D. Coley ¹
Mrs R.K. Cooke, B.A. ²
Mr C. M. Dinwoodie, L.L.B., M.B.A., A.C.I.I. ^{1,5}
Mrs C Dugmore¹
Mr J. Hodgson, B.A.

¹ Member of the Finance and General Purposes Committee

² Member of the Nominations and Governance Committee

³ Member of the Marketing Committee

⁴ Member of the Remuneration Committee

⁵ Member of the Education Committee

During the year the activities of the Governing Body were carried out through five committees. The membership of these committees is shown above for each Governor.

OFFICERS

Headmaster:	Mr V.W. Hales, B.Ed.
Bursar:	Major (retd) I S McLaughlin MSc CMgr

PROFESSIONAL ADVISERS

Bankers:	Barclays Bank PLC West Hertfordshire Business Banking Team PO Box 87 22-24 Upper Marlborough Road St Albans Hertfordshire AL1 3HJ
Auditors:	Moore Kingston Smith LLP Devonshire House 60 Goswell Road London EC1M 7AD

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ANNUAL REPORT OF THE GOVERNORS
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The Board of Governors present their Annual Report for the year ended 31 July 2020 under the Companies Act 2006 and the Charities Act 2011, consisting of the Directors' Report and Strategic Report under the 2006 Act, together with the audited financial statements for the year.

DIRECTORS' REPORT

CONSTITUTION AND OBJECTS

Aldwickbury School Trust Ltd is a charitable company founded in 1969. Its charity registration number is 311059 and company registration number is 950339. The liability of its members is limited to a maximum of £1 each by guarantee. The Registered Office and principal address of the Company is Wheathampstead Road, Harpenden, Hertfordshire, AL5 1AD. The Company is governed by its Articles of Association.

The Objects of the Company, in accordance with its Articles of Association, are primarily to carry on a school and other educational activities and to promote the fundamental principles of the Christian Religion. In the furtherance of these Objects the Directors, as the charity trustees, have complied with the duty in s.17 of the Charities Act 2011 to have due regard to the Charity Commission's published general and relevant sub-sector guidance concerning the operation of the Public Benefit requirement under that Act.

AIMS, OBJECTIVES AND ACTIVITIES

Aims

The School's aims are:

- To maintain the School as a predominantly day school with boarding opportunities in the upper years, in which there are strong and active partnerships between parents and the School and between the local community and the School;
- To offer all pupils a range of opportunities so that they can achieve to the best of their ability within a framework of the shared Aldwickbury Values and standards;
- To value and nurture pupils as individuals, giving them a sense of their own self-worth and of the value of service to others, thus preparing them for life beyond the School.

Primary objectives

The primary objectives of the School to fulfil these aims are:

- To provide high standards of teaching so that all boys achieve their potential;
- To encourage the boys in becoming independent learners, able to think for themselves;
- To provide a broad and balanced curriculum from which all boys will enjoy and benefit;
- To provide opportunities for the boys to live out the Aldwickbury Values, which are broadly based in the Christian Faith, developing them as their own;
- To encourage the boys to take full advantage of every opportunity presented to them;
- To create an outward looking community, including boys, staff, parents and governors, where mutual respect is encouraged and expected.

These objectives are set out in the School's Strategic Plan, within five strands as follows:

Strand 1	Building on current strengths
Strand 2	Promoting outstanding teaching and learning
Strand 3	Promotion of the extra-curricular provision and the extended day activities
Strand 4	Using ICT for teaching, learning, administration and communication
Strand 5	Enhancement of community links

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GOVERNANCE AND MANAGEMENT

Governing Body

The Directors have a range of skills relevant to the governance of the School, including, for example, in education, law, finance, property and planning. Some are parents of former pupils. In considering new candidates for appointment to the Board, the Nominations and Governance Committee is mindful of skills needed to compliment existing board members. All candidates are interviewed before nomination to the Board for appointment.

Governor recruitment

Potential Governors are recommended to the board by current existing board members and through recommendations by sector recognised authorities such as Association of Governing Bodies of Independent Schools (AGBIS). Recommendations are made on a candidates qualities, experience and profession. The candidate is considered by submitting a curriculum vitae which outlines their key skills before they are invited into the school for a visit and meet the headmaster, bursar and Chair of Governors. It is the responsibility of the Nominations and Governance Committee to interview each candidate before making their recommendations to the entire board for approval.

Governor-training

New Governors are inducted into the workings of the School and of the Company as a registered Charity, including strategy, policies and procedures, by the Chairman, the Clerk and the Headmaster. A comprehensive induction pack is provided and training needs are reviewed on an individual basis. Where training is undertaken, it is arranged via seminars and workshops organised externally by specialist providers. Additional training is also undertaken at the annual Strategy Day.

Organisational Management

The Governors meet as a Board at least three times a year to determine the general policies of the School and to review its overall management and control for which they are responsible.

Oversight of the School's finances is provided by the Finance and General Purposes Committee, chaired by Dr R.L. Axworthy, which meets before each meeting of the full Governing Board.

The Marketing Committee, chaired by Mr C. Boothby, meets at least three times per year and oversees the strategy of the various marketing activities within the School, with the aim of ensuring a coherent and focussed Whole School Marketing Policy. The Nominations and Governance Committee, chaired by Ms A. Beaty, meets as needed with the primary purpose of ensuring good governance including succession planning.

The Education Committee, chaired by Mr E Bond, meets three times a year. It oversees the educational policy of the School and receives reports on initiatives and developments from relevant members of staff. It also has the responsibility for the oversight of the School's safeguarding policies and the safeguarding governor, Mr P Barr is a member of the committee.

The day to day management of the School is delegated to the Headmaster and the Bursar, who involve the Senior Management Team in delivering the services provided by the School, and together this group are the key management personnel. The Headmaster and Bursar attend as required all meetings of the Governing Body and Committees.

Remuneration Policy

Remuneration of staff is determined by the Board on the advice of the Remuneration Committee, with the objective of providing appropriate incentives to encourage and enhance performance and of rewarding fairly and responsibly individual contributions to the School's successes. The appropriateness and relevance of the remuneration policy is reviewed annually, and the remuneration of senior staff is considered alongside national benchmarks.

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Structure and Relationships

The School does not have any subsidiaries neither is it a subsidiary of any other entity. The Headmaster is a member of the Independent Association of Prep Schools (IAPS) for the promotion and maintenance of preparatory school standards generally, the School is a member of the Boarding School Association (BSA) for boarding matters, the Independent Schools' Bursars Association (ISBA) for support and development of business management and the Association of Governing Bodies of Independent Schools (AGBIS) for the promotion and support of good governance.

The School co-operates and works with local charities and educational establishments in its ongoing endeavours to widen public access to the schooling provided, to optimise the educational use of sporting facilities, to develop access to cultural facilities at the School and to awaken in its pupils an awareness of the wider social context of the education they receive at the School.

Employment policy

The School is an equal opportunities employer. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

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STRATEGIC REPORT

MISSION STATEMENT

The School's principal activity continues to be devoted to its objects as a charitable company for educational purposes, by educating boys from 4-13 years of age. The Board's main objective has continued to be to educate all the School's pupils to as high a standard as the individual's potential will allow, in both academic and non-academic areas.

STRATEGIES TO ACHIEVE THE PRIMARY OBJECTIVES

Central to the main objective of educating boys to as high a standard as possible, significant investment continues to be made in the School's facilities for education, as outlined below under 'Site development'.

ACHIEVEMENTS AND PERFORMANCE

Review of achievements and performance for the year

The impact of Covid - 19 makes a traditional assessment of the School's activities and success difficult to achieve. The school magazine of 2020 shows a school that maintained its sense of community during lockdown, when, like all schools, Aldwickbury moved to the new world of remote learning. Through mediums such as SeeSaw, Showbie and Zoom a full curriculum was delivered with teachers, boys and parents learning new skills and developing old ones, Creative ways of presenting work were found, with the provision developing with helpful advice from parents who had an unusual insight into their son's classrooms. A genuinely broad and balanced education was maintained, including the provision of clubs, activities, and individual music and drama lessons. It was also important to maintain, as far as was possible, the sense of fun that epitomises an Aldwickbury education. Pastoral care was a priority with regular contact between the Tutors and pupils, as well as boys' parents.

In June, Reception, Year 1 and 6 were welcomed back fully. Later other year groups returned for parts of the day, with all boys having the opportunity to return to school to see their friends by the end of term. They saw that that Aldwickbury may have had to adapt, but that underneath it was the same school. The success of the approach to the return to school was measured in the smiles of the boys and parents as they emerged from their virtual school!

The School year ended with a celebration of its success through a film, and a socially distanced Year 8 Prizegiving, which was attended only by the boys, the parents having to watch on-line! It was testament to everyone involved in providing the education at Aldwickbury. Whilst many events and activities had been cancelled due to COVID (covered in the COVID-19 part of this document), there were much to celebrate in the first half of the year when the School had been able to offer its traditional range of activities.

Some of the "normal" highlights are worth recording here, and include the following:

Academically it was another positive year, with the boys achieving a great deal in the classroom throughout the school. The Year 8 Leavers again showed the value of a 13+ education, and they left to go to seven different senior schools:

- 18 to St Albans
- 10 to Bedford
- 2 each to Haileybury and Oundle
- 1 each to Berkhamsted, Harrow, St Columba's

Scholarships were achieved by boys in Year 8 as follows:

- 1 Academic at St Albans
- 1 All-Rounders at Bedford (Music and Academic)
- 1 Art at St Albans
- 3 Sports, one each at Berkhamsted, Bedford and Haileybury

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In other year groups the early entry test results were very pleasing, with over 90% of boys passing at a number of academically selective schools.

Culturally the school was busy in the first half of the year, with all boys in Reception, Years 1, 2, 4 and 6 having the opportunity to perform in front of their parents in various productions. The Carol Service was a particular highlight with all boys in Years 5 to 8 attending and they were joined by a large number of parents and friends of the school. St John's Church, Southdown was packed to join with a traditional services of lessons and carols, led by our choir of over 80 boys.

Over 30 football teams represented the school enjoying a successful year with 166 boys scoring a goal! The under 11 team did exceptionally well to qualify for the ISFA National Finals at St George's Park but sadly this was cancelled due to COVID. Rugby was also successful until that season was ended through covid. Throughout lockdown the games department ensured sports was delivered on-line, and after the return to school the boys had plenty of "COVID safe sporting activity".

It is clear that this was not a "normal year" at Aldwickbury, but nonetheless there was a great deal to celebrate!

Pupil numbers

The demand for places at Aldwickbury remains strong, with waiting lists for places in several year-groups. A summary of the last two academic years is as follows:

	As at July 2019	As at July 2020
Pre-Prep (Reception – Yr 2)	112	106
Main School (Yrs 3-8)	<u>266</u>	278
Total pupils	<u>378</u>	<u>384</u>

Prior to the pandemic, the number of boys from Year 5 to 8 who took advantage of the opportunity to enjoy the flexible boarding opportunities offered by the School had seen some growth however, in accordance with Government guidance, boarding was not offered for the Summer term, reflected in the total numbers of new boarders throughout the year; 83 (2019: 100).

Site development

During the financial year, the School has continued to invest in its facilities with projects including the following:

- Completion of the Maintenance facility.
- Continued investment in learning technologies by enhancing the iPad provision for boys and staff.
- Continued upgrade of classroom interactive teaching panels (third year of a three year roll out across the School).
- Improving the outdoor activity areas with significant investment in the tree house surround.
- Replaced all the EYFS playground equipment and safety surface.
- Investment in outdoor wash basins to improve the health and hygiene measures in school as a direct response to COVID-19.

Plans for future site development are set out below within the Financial Review section of this report.

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PUBLIC BENEFIT

The School's strategic aim as a charitable independent school is to promote high academic standards and to seek to develop the talent of individual boys to the full. It does so in the context of the provision of a public benefit, whereby as many others as possible may benefit from the School's strategic aims and by aiming to play a responsible, generous role in the community within a Christian framework (the School is designated as a Church of England School by the Department for Education).

As a charity, all the School's income must be applied for educational purposes. As an educational charity tax exemptions apply to educational activities provided these are applied for the School's charitable aims. As a charity the School is also entitled to an 80% reduction on business rates on property occupied for the charitable purposes. The financial benefits received for these tax exemptions are all applied for educational purposes and indirectly help to maintain bursary policies. However, as an educational charity VAT input tax on our costs cannot be reclaimed as the School is exempt for VAT purposes. As an employer tax is also paid through PAYE and national insurance contributions.

The Governors have given significant consideration to the Charity Commission guidance on public benefit, including the guidance 'Public Benefit: Running a Charity (PB2)'. The board recognise that, under the Charities Act 2011, the School must ensure that its aims are for the public benefit. In determining the School's objectives, the Governors confirm that, during the year in question, they have fulfilled their legal duty to have due regard in general to the Charity Commission's published guidance and, in particular, to its supplementary public benefit guidance on advancing education and on fee-charging, both in meeting the public benefit requirement and in discharging their responsibilities as trustees.

Widening access: Bursaries

The School's fees are set at a level to ensure the financial viability of the School and promotion of education, including the ability to continue to invest in first-class facilities for pupils. However, it is important to the School that access to the education that it offers is not restricted only to those who can afford to pay fees and thus the School's Bursary Policy contributes to a widening of access to the education the School offers and the facilities available. The Governors continue to review the School's Bursary policy in order to ensure that children are able to accept places offered at the School even if they are unable to afford the fees. The availability of bursaries is publicised in all advertisements and other marketing materials produced by the School. The School does not have an endowment fund so must also ensure a balance between fee-paying parents, many of whom make considerable personal sacrifices to fund their children's education, and those benefitting from the awards.

Under the Bursary programme, support is available for up to 100% of fees for a limited number of pupils on a means-tested basis. Seven grants were offered however, only five grants were in place during the year, two of which provided 100% support and all of which provide assistance to boys who otherwise could not afford to come to the School (2019: four grants of which one at 100%). The School also offers assistance for the continued education of children from families experiencing unforeseen or temporary financial hardship; which has seen requests increase as a result of the COVID-19 pandemic. The total amount of discounts was £143,579 (2019: £114,340) of which the total amount of bursaries and hardship assistance during the year was £93,529 (2019: £74,354).

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Partnership with The Shared Learning Trust

Over the past four years, the School has built a partnership with The Vale, Rushmere and Linden Academies based in Bedfordshire. The three primary schools are part of The Shared Learning Trust (TSLT), a multi-academy trust. Over the course of the year, the School has collaborated with TSLT in a number of areas to share best practice.

- In July 2019, the School and TSLT signed a 'Memorandum of Understanding' formalising the partnership between the organisations.
- The Deputy Head of the Vale Academy was offered support with his NAHT project on boys' literacy.
- TSLT has provided the School with CPD opportunities for their staff.
- The School's Head of Individual Development has been appointed a Governor of the TSLT's Primary Community Cluster Board.
- TSLT and the School have discussed the issues surrounding the recruitment of academic staff.

Aldwickbury has offered tailored academic support to TSLT in a number of areas. The School has supported TSLT's curriculum in a number of different ways.

- The Head of Latin taught an 'Introduction to Latin' class at both schools.
- Languages Day was celebrated with a French breakfast for Year 3 children hosted at Aldwickbury School.
- A group of Year 5 & 6 children from The Linden and The Vale attended a Macbeth workshop run by the Young Shakespeare Company.
- The Director of Sport offered a programme of 'Team Games' to all of Year 1 at the Vale Linden and Rushmere academies
- History mystery workshops were run by Year 8 pupils from Aldwickbury for all of Year 5 at the Vale and Linden Academies
- Both schools attended Mathematics Masterclasses and Challenges.
- Children's author, Fred Sedgwick, hosted a special Poetry workshop for Year 6 children.
- Children from the Vale and Linden schools attended a rugby camp run by coaching staff from Saracens rugby club.

Aldwickbury also runs a number of events for local schools. These include English and Maths masterclasses. In addition, we run Maths challenges for Year 4 & Year 6 children from 30 maintained and independent schools. In addition, seven members of staff are governors of local primary and secondary schools. They are supported by Aldwickbury should they need to take time out during a school day.

Aldwickbury has made Academic support available to children considered 'Gifted and Talented' as well as those that are recognised as being from 'Pupil Premium' backgrounds.

Facilities and Community Access

The School is keen to share its facilities for the enjoyment and benefit of the local community. During the year covered by this report, this has included the following:

- Aldwickbury continues to strengthen its links with local schools by making its pool available for three local primary schools to provide weekly swimming lessons to their pupils. The School makes no charges to the schools for the use of the pool and is committed to a continued support.
- The School has continued to benefit from its number of Gap Year Tutors and has increased from three to four so that one of the Tutors can provide free coaching to the junior team of a local cricket club.

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- The School also provides the use of the swimming pool to a local independent school, two local swimming clubs and local cubs, brownies and scout groups at much reduced rates.
- From autumn 2019, the School began building connections with Harpenden Rugby club.
- A local music group and a local children's dance school have continued to enjoy using the School's Concert Hall at a significantly reduced cost.
- The School's sports facilities are used weekly by two community sports groups.

Charitable Giving

Despite the impact of COVID-19, the School facilitated many fundraising events during the year, allowing boys and staff to raise over £1,700 for a number of local, national and international charities including COSMIC, the School's chosen charity for the current year, Jeans for Genes and Great Ormond Street Hospital. In addition, the School hosted the Aldwickbury Friends Association (AFA)'s annual bazaar in November 2019, where the School's pupils, parents and staff worked together to raise money for both AFA and charitable causes.

VOLUNTEERS

AFA has continued to make a substantial contribution to the events at the School and is busy planning for the forthcoming academic year. Parents have helped with various activities, some of which have provided the boys with valuable opportunities to develop their skills as well as raising funds for charities and special projects at the School.

FINANCIAL REVIEW

Results for the Year

Total income and operational expenditure for the year were largely on budget, resulting in an overall net surplus of £601,344 (2019: £640,283) as reported in the Statement of Financial Activities on page 17.

COVID-19 Pandemic

In response to Government direction in relation to COVID-19, the school closed to all boys except the children of key workers. This restricted the schools ability to maximise savings as the majority of the school facilities remained operational to meet need of those key worker children.

As a consequence of the reduced provision in the summer term the Board made fee concessions to parents. You have linked the concession to the provision of the education and I would not advise you to do that – instead could you say

As a result of the on going uncertainty and in support of our parents, the Governors offered concessions to the Summer terms fees which were tiered with a 25% reduction given to the parents of Reception pupils and 20% for years one and two. Years 3 to 8 were given a 15% discount. These discounts totalled £334,585 to which can be added to the loss of additional income normally received during the summer term. In addition, COVID - 19 hardship grants amounted to £13,534 of which £7,093 came from the generosity of parents who contributed to this hardship fund.

The restrictions of the lockdown prevented Aldwickbury school from a normal routine operational and educational provision. Some of these areas would normally generate additional income and allow the school to meet the charitable objects in its requirement to operate for public benefit. This includes the use of the school pool by local state schools (at no charge) and hosting events such as maths challenges. Aldwickbury would routinely allow local clubs to use the swimming pool, gymnasium and Chiddell hall where we would charge a moderate fee. It is estimated that the school would have been able to generate an income of £3,500 based on last years figures. Sadly, all educational trips, coach hire, the skiing trip, annual French trip and year 8 leavers trip were cancelled. Whilst the school has made claims for refunds through the relevant insurances it is expected that premiums will increase in the next financial years. The Governors also reviewed the school's ongoing expenditure and plans

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most notable, the plans the school had made to build a new sports hall which was due to commence in the early summer had to be delayed and it is hoped will be realised within the next financial year.

The school took advantage of the Government furlough scheme, claiming £73,636 which reflected the furloughing of staff members non-essential to the provision of remote learning or in maintaining essential school and business output.

In the phased re-opening in June 2020, Aldwickbury utilised outdoor space as far as possible to ensure boys could meet safely helped by hiring a marquee to allow the school to provide a socially distanced meeting area where boys were able to reacquaint themselves with Aldwickbury and their friends; deemed essential for their mental wellbeing.

Assets and Obligations

Tangible Fixed Assets are shown at a net book value of £9,364,285 (2019: £9,079,770) in note 13 to the financial statements, including assets under construction of £450,083 (2019: £358,340) for which a depreciation charge has not been made. Assets under construction consist of professional fees incurred as part of the School's planning for a future new Sports Hall.

The School has continued to invest in developing its site during the year, as outlined in the Site Development section of this report, above. As a result, total capital expenditure during the year ended 31 July 2020 was £743,764 (2019: £490,315), all of which was funded from the School's own reserves.

Reserves Policy

The free reserves of the School, as defined by the Charities SORP (FRS 102), are those reserves which have not been spent, committed or designated. They therefore exclude all restricted funds, designated funds and unrestricted fixed assets and represent the funds which are freely available to the School to spend as the Governors see fit on charitable activities. Under this definition, the School's total funds are £9,029,579, (2019: 8,428,235) of which unrestricted general funds of £9,029,579 post audit, (2019: £8,428,235) are tied up in its land and buildings.

Each year a detailed budget is produced for the following year and period performance is monitored against those figures. In setting the budget, the Governors' policy is to generate sufficient reserves each year to enable the School to invest in its facilities and fulfil its objectives, to support and service its borrowings, and to provide working capital. The School utilises all of its reserves in meeting these aims and does not expect to generate free reserves over and above the level required to meet them.

As at 31 July 2020, the School's designated fund balance is £Nil and remains unchanged from last year. The designated fund related to a donation received in 2017 from Chidell Scholarship Trust, a registered charity set up and funded by the School and remaining under the control of the School due to two of its three trustees also being trustees of the School. The Chidell Scholarship Trust was wound up during the 2016/2017 year with all funds being returned to the School. In accordance with the wishes of all three trustees of the Chidell Scholarship Trust, the School's Trustees have agreed that the funds received by the School are to be designated and used to fund financial assistance to pupils in accordance with the School's existing bursary policy, such that all funds have been depleted by 31 July 2019 due to bursaries awarded during the past two academic years.

Investment Policy and Objectives

The School has absolute powers of investment of its corporate reserves. The funds at the year end, together with future surpluses, will be used to repay the balances on the outstanding loans, which have been obtained to develop the school buildings.

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FUTURE PLANS

The number of pupils in the School has reached the maximum that can easily be sustained by the resources available and it is not the intention in the short-term to increase these numbers substantially.

In line with the policies outlined above, the School will continue to build its reserves to finance the ongoing capital expenditure needed to continue to upgrade facilities in order to keep pace with what has become expected of it as a leading educational establishment.

Strategic plans are determined by the Board in consultation with senior staff. Any further building development at the School would need to be progressed with prudence, financed by, and therefore entirely dependent on, sustaining the pupil numbers at the School.

Planning for a new sports hall continued during the current financial year and all provision work has been completed prior to tender. However, in light of the current uncertainty, the Governors agreed to postpone any decision on building until the next financial year at the earliest.

Investment during 2020/21 will mainly be focussed on the school's ability to provide a safe environment for its boys and the staff whilst ensuring the school is able to react effectively to any further developments in requirements for teaching and learning. The main focus is on the ability to maintain frequent cleaning and hygiene, investment in technologies for remote learning, and maintaining and updating existing assets.

RISK MANAGEMENT

The Board continues to keep the activities of the School under review, particularly with reference to any major financial and non-financial risks to which the School is exposed and is satisfied that systems are in place to mitigate those risks so far as is reasonably possible. The board specifically assessed the risk prior to a partial and full re-opening of the school post lockdown and were satisfied that Aldwickbury followed the latest Government guidance on COVID-19 safety measures.

The School maintains a Risk Register which Governors review regularly, in which the key risks that have been identified include the following:

- The school is providing a safe environment for it's community throughout the COVID-19 pandemic
- Effectiveness of Governance & Management, to include compliance with changing regulations as set out by the Charities Commission and the Department for Education;
- Effectiveness of operations, to include non-COVID related environmental considerations, such as traffic movements on site, waste management and essential plant services;
- Effectiveness of safeguarding procedures;
- Ensuring the financial health and stability of the School, to include the retention of pupils in challenging economic times.

Risk management procedures include the following:

- The School has a Risk Assessment Policy and risk assessments reviewed regularly and carried out in all areas requiring risk assessment, including areas such as fire safety and educational trips and visits and curriculum subjects including Science and Design Technology. All members of staff receive induction training in risk assessments tailored to their specific areas.
- The School has a specific COVID-19 environmental risk assessment that considers the system of controls set out by the Government which seeks to prevent and respond to any infection by applying an appropriate reaction to COVID-19 scenarios.
- The School's policy is not to carry out any high risk activity or any activity where the residual risk following implementation of all reasonable control measures remains unacceptable. Activities involving boys are normally low risk. The School uses the suitable qualified individual and or the appropriate ratio and supervision in order to mitigate against medium risk activities with pupils, such as swimming and pond dipping. Staff and pupils are always given a safety briefing before participating in any medium risk activities, and are expected to follow instructions.

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- The focus of the School's pastoral policy is to ensure that every pupil leaves as a confident, articulate young person capable of keeping himself safe at school, in the home and in all situations. PSHEE programmes, IT lessons and Assemblies help towards promoting an increasing understanding as the pupil develops, of the risks that exist in both the real and the electronic worlds, and on sensible precautions that should be taken. Science lessons encourage students to conduct their own safety-related research into the potential hazards of chemicals, gas, electricity and flammable materials.
- All members of staff are given induction training into the school's arrangements for risk assessments and health and safety, followed by ongoing training and updates as required. The Health & Safety Committee, whose membership consists of both teaching and support staff drawn from all key areas of the school, meet twice a term to review all aspects of Health & Safety.
- External financial factors which are outside of the School's control but have the potential to cause financial difficulties for the School, such as the impact of COVID-19, wider economic decline, further changes in the Teachers' Pensions Scheme (TPS), taxation legislation and Brexit, are regularly monitored by Governors and the School's Senior Management Team.

Risk management is discussed at board level as a standing agenda item and the Governors are able to mitigate, treat, tolerate or terminate against the threat; for example, a COVID-19 Response Action Planning group has been formed by the school's most senior leaders to inform immediate decisions related to school operations during the pandemic and a Pension Working Party has been set up as an active response by the Board of Governors to the managing of an externally imposed risk arising from the TPS changes.

ALDWICKBURY SCHOOL TRUST LIMITED
(A Charitable Company Limited by Guarantee)

ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 JULY 2020

STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also the directors of Aldwickbury School Trust Limited for the purposes of company law and Trustees for the purposes of charity law) are responsible for preparing the Annual Report and the financial statements with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body has elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Company law requires the members of the Governing Body to prepare financial statements for each financial year. Under company law the Governing Body members 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Governing Body members are required to:

- select the most appropriate accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The members of the Governing Body are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provisions of the charity's constitution. 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.

Relevant Audit Information

Insofar as each of the Directors, as members of the Governing Body, at the date of approval of this report is aware there is no relevant audit information (information needed by the Company's auditor in connection with preparing the audit report) of which the Company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the Company's auditor is aware of that information.

Approved by the Governing Body of Aldwickbury School Trust Limited on 24 November 2020, including, in their capacity as company directors, approving the Directors' and Strategic Reports contained therein, and signed on its behalf by:



J. Bromfield MBE
Chair of Governors

2. 12. 20,

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALDWICKBURY SCHOOL

TRUST LIMITED (A Charitable Company Limited by Guarantee)

Opinion

We have audited the financial statements of Aldwickbury School Trust Limited ('the company') for the year ended 31 July 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALDWICKBURY SCHOOL
TRUST LIMITED
(A Charitable Company Limited by Guarantee)**

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in [the strategic report or] the trustees' annual report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 13, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALDWICKBURY SCHOOL
TRUST LIMITED
(A Charitable Company Limited by Guarantee)**

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

Shivani Kothari (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Date *14 December 2020*

Devonshire House
60 Goswell Road
London
EC1M 7AD

Aldwickbury School Trust Limited

STATEMENT OF FINANCIAL ACTIVITIES (including the income and expenditure statement) for the year ended 31 July 2020

	Notes	Unrestricted / Designated funds £	Total 2020 £	Total 2019 £
INCOME FROM:				
Charitable Activities				
School fees	2	5,468,084	5,468,084	5,586,586
Other educational income	3	395,240	395,240	495,349
Other income				
Other trading income	5	4,829	4,829	3,342
Investments				
Investment Income	6	5,951	5,951	9,308
Voluntary sources				
Grants and donations	7	90,848	90,848	1,498
Total income and endowments		5,964,952	5,964,952	6,096,083
EXPENDITURE ON:				
Costs of raising funds				
Interest and other costs		24,673	24,673	36,644
Charitable activities				
Education	8	5,338,935	5,338,935	5,419,255
Total expenditure	8	5,363,608	5,363,608	5,455,899
Net operating income/(expenditure)		601,344	601,344	640,184
Other Profit or Loss on sale of assets/property		-	-	100
Net income/(expenditure)	12	601,344	601,344	640,284
Net movement in funds		601,344	601,344	640,284
Fund balances brought forward	17	8,428,235	8,428,235	7,787,951
Fund balances carried forward	18	9,029,579	9,029,579	8,428,235

The statement of financial activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The accompanying notes form part of these financial statements.

Aldwickbury School Trust Limited

BALANCE SHEET as at 31 July 2020

	Notes	2020 £	2019 £
FIXED ASSETS			
Tangible assets	13	9,364,285	9,079,770
		9,364,285	9,079,770
CURRENT ASSETS			
Debtors	14	138,629	227,897
Cash at bank and in hand		1,498,931	1,431,105
		1,637,560	1,659,002
CREDITORS: Amounts falling due within one year	15	(985,140)	(1,200,783)
NET CURRENT ASSETS		652,420	458,219
TOTAL ASSETS LESS CURRENT LIABILITIES		10,016,705	9,537,989
CREDITORS: Amounts falling due after more than one year	16	(987,126)	(1,109,754)
NET ASSETS		9,029,579	8,428,235
FUNDS			
Unrestricted funds – general	17	9,029,579	8,428,235
		9,029,579	8,428,235

Approved and authorised for issue by the Board of Governors on 02 December 2020 and signed on their behalf by:



J. Bromfield
Chairman of the Board of Governors

The accompanying notes form part of these financial statements.
Company Number: 950339

Aldwickbury School Trust Limited

CASHFLOW STATEMENT

for the year ended 31 July 2020

CASH FLOW STATEMENT

	Notes	2020 £	2019 £
Net cash inflow from operating activities	21	952,940	1,264,318
Cash flows from investing activities:			
Bank interest received		5,951	9,308
Proceeds from sale of fixed assets		-	100
Payments to acquire fixed assets		(743,764)	(490,315)
Net cash outflow from investing activities		<u>(737,813)</u>	<u>(480,907)</u>
Financing:			
Loans repaid		(122,628)	(666,153)
Interest paid		(24,673)	(36,644)
Net cash outflow from financing activities		<u>(147,301)</u>	<u>(702,797)</u>
Increase/(decrease) in cash		67,826	80,614
Cash and cash equivalents at the beginning of the reporting period		<u>1,431,105</u>	<u>1,350,491</u>
Cash and cash equivalents at the end of the reporting period		<u>1,498,931</u>	<u>1,431,105</u>

Aldwickbury School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 July 2020

1 ACCOUNTING POLICIES

Aldwickbury School Trust Limited is a company limited by guarantee with registered number 950339, incorporated and domiciled in England and Wales. Its registered office is Aldwickbury School, Wheathampstead Road, Harpenden, AL5 1AD.

1.1 BASIS OF PREPARATION

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charitable Company is a public benefit entity for the purposes of FRS 102 and therefore the Charity also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

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 pound.

Going Concern and significant estimates and judgements

In recognising their duties under the terms of SORP para 1.23 and para 3.38 the Governors understand that they must continue to assess the school as a going concern and where there are uncertainties, they must provide their explanation. In achieving this the Governors now mandate that they will discuss the school as a going concern at each finance and general purpose meeting and make recommendations to the full board accordingly.

In assessing the going concern assumptions the Governors take into account all available information about the future that will affect the way in which the school will be able to maintain its level of income and its operational capability whilst remaining competitive against its peers. This includes but is not limited to;

- Reviewing the cash flow projection of a rolling 18 month period from the date of the finance and general purpose meeting,
- Review of pupil numbers and future forecasts,
- Staffing review to meet pupil numbers,
- Review of the spending strategy and budget setting,
- Assess the pandemic challenges and future areas of concern that may impact the school's operational ability; (financially and academically),

The Governors continually review the school's ability to meet its fixed costs and have periodically formed working groups such as the Pensions Working Group, to assess and analyse specific topics such as the Teachers Pension Scheme affordability. Where pupil numbers fall, the Governors expect and allow the headmaster to make staffing adjustments accordingly. Throughout the COVID-19 pandemic, Aldwickbury have actively chosen not to recruit into vacant posts and make restructuring decisions to maximise on the potential savings whilst maintaining the academic output. Finally, in recognising the requirement to make smarter spending decisions, the Governors have allowed management decisions that offer greater flexibility in the financial commitments the school makes. This has been demonstrated in the decision to bring catering back 'in-house', which has ensured that the school is able to meet the pace of the catering restrictions in re-opening the school.

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year, nor will it effect the School's ability to meet its ongoing obligations for the following 12 months from the date these accounts have been signed.

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

1.2 COMPANY LIMITED BY GUARANTEE

The School is a Public Benefit Entity registered as a charity in England and Wales (charity number: 311059) and a company limited by guarantee (company number: 950339).

1.3 FIXED ASSETS

Depreciation

Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the costs less estimated residual value of each asset, by equal annual instalments, over their expected useful lives which are considered to be:

Freehold buildings and	-	50 years
Furniture, fixtures and equipment	-	5 years
Computer equipment	-	3 years

Finance Costs

Finance Costs incurred which are directly attributable to the construction of fixed assets are capitalised over the period of construction and depreciated in the Statement of Financial Activities over the useful life of the asset.

Aldwickbury School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 July 2020

1.4 VALUE ADDED TAX

Value added tax is not recoverable and is therefore included in the expenses to which it relates.

1.5 DONATIONS

Donations received for the general purpose of the school are credited to the school's general fund. Donations subject to specific wishes of the Donors are carried to a relevant restricted fund.

1.6 INCOMING RESOURCES

All incoming resources are included in the Statement of Financial Activities (SOFA) when the school is legally entitled to the income and the amount can be quantified with reasonable accuracy.

School Fees that have been received prior to the year end, and which relate to activities in subsequent years, are treated as deferred income in the year of receipt and are released in the relevant period thereafter.

1.7 RESOURCES EXPENDED

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a percentage basis consistent with use of the resources.

Costs of raising funds are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Direct costs relate to staff costs and are attributable to specific activities. Support costs are those costs incurred in support of expenditure on the objects of the school. Governance costs are those incurred in connection with governing of the school and compliance with constitutional and statutory requirements.

1.8 FINANCIAL INSTRUMENTS

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions. Assets and liabilities held in foreign currency are translated to GBP at the balance sheet date at an appropriate year end exchange rate.

1.9 PENSION COSTS

The school contributes to the Teachers' Pension Scheme on behalf of eligible teaching staff. The school contributes towards a group personal pension scheme for the other eligible employees. The amount charged to the Statement of Financial Activities for all schemes is the contributions payable in the year.

1.10 OPERATING LEASES

Annual rentals are charged to the Statement of Financial Activities on a straight line basis over the lease term.

1.11 FUND ACCOUNTING

Where the school receives funds which are restricted in their usage, they are disclosed as restricted funds. The school also earmarks all funds for set purposes and these are classed as designated funds.

1.12 CHARITABLE STATUS

The Company is registered as a charity, registration number 311059, and in consequence is exempt from taxation on income arising from and expended on its charitable activities.

Aldwickbury School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 July 2020

2 FEE INCOME

The School's activities are carried out within the UK.
The school's fee income comprised:

	2020 £	2019 £
Gross fees	5,946,249	5,700,926
Less: Discounts	(143,580)	(114,340)
Less: COVID 19 discounts	(334,585)	-
	5,468,084	5,586,586

3 OTHER EDUCATIONAL INCOME

	2020 £	2019 £
Extra curricular lessons & wraparound care	368,278	464,432
Registration fees	6,200	5,940
Sundry fees	20,762	24,977
	395,240	495,349

5 OTHER TRADING INCOME

	2020 £	2019 £
Rent and lettings	4,829	3,342
	4,829	3,342

6 INVESTMENT INCOME

	2020 £	2019 £
Interest received	5,951	9,308
	5,951	9,308

7 DONATIONS AND GRANTS

	2020 £	2019 £
Donations and gifts	17,212	1,498
Furlough income	73,636	-
	90,848	1,498

Aldwickbury School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 July 2020

8 EXPENDITURE

(a) Costs of Raising Funds	Staff costs (note 9) £	Other £	Depreciation £	Total 2020 £
Financing costs	-	24,673	-	24,673
Total Costs of Raising Funds	-	24,673	-	24,673
Charitable expenditure	Staff costs (note 9) £	Other £	Depreciation £	Total 2020 £
Teaching	2,958,396	160,114	-	3,118,510
Welfare	70,191	290,791	-	360,982
Premises and Estates	162,208	486,876	459,247	1,108,331
Administration	449,372	279,098	-	728,470
Governance	-	22,642	-	22,642
Total Charitable Expenditure	3,640,167	1,239,521	459,247	5,338,935
Total Expended	3,640,167	1,264,194	459,247	5,363,608
Costs of Raising Funds	Staff costs (note 9) £	Other £	Depreciation £	Total 2019 £
Financing costs	-	36,644	-	36,644
Total Costs of Raising Funds	-	36,644	-	36,644
Charitable expenditure	Staff costs (note 9) £	Other £	Depreciation £	Total 2019 £
Teaching	2,730,881	289,530	-	3,020,411
Welfare	70,262	373,111	-	443,373
Premises and Estates	177,512	557,837	484,370	1,219,719
Administration	413,735	303,318	-	717,053
Governance	-	18,699	-	18,699
Total Charitable Expenditure	3,392,390	1,542,495	484,370	5,419,255
Total Expended	3,392,390	1,579,139	484,370	5,455,899

Aldwickbury School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 July 2020

8 EXPENDITURE

(b) Other Governance Costs include:	2020 £	2019 £
- Auditors' remuneration	17,280	15,273
- Other Auditors remuneration	5,362	1,440
Legal and Professional Fees	134	1,966

(c) Administration Costs	2020 £	2019 £
Salaries	376,669	350,358
National Insurance	35,733	35,487
Pension Costs	36,970	27,890
Staff Training	9,443	20,204
Other Staff Related Costs	11,369	7,800
Subscriptions	10,147	10,167
Staff travel	8,975	11,241
Operating Leases	6,436	6,522
IT support	45,857	52,940
Postage and stationery	28,544	30,721
Telephones	17,587	13,459
Marketing and advertising	80,077	87,473
Miscellaneous - Administration	13,201	10,992
Legal and Professional Fees	11,070	16,439
Other Administration Costs	36,392	33,698
	728,470	715,391

9 STAFF COSTS

	2020 £	2019 £
Wages and salaries	2,845,011	2,724,498
Social security costs	263,161	257,132
Other pension costs	531,995	410,760
	3,640,167	3,392,390

The average monthly number of employees during the year was as follows:

	2020 No.	2019 No.
Academic	74	72
Non-Academic	28	28
	102	100

The number of employees whose emoluments amounted to £60,000 in the year was as follows:

	2020 No.	2019 No.
£60,000 - £70,000	2	1
£70,001 - £80,000	-	1
£100,001 - £110,000	-	1
£120,001 - £130,000	1	-
	3	3

Pension contributions for the year amounted to £56,139 (2019: £65,088) for the above employees.

Aldwickbury School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 July 2020

10 GOVERNORS REMUNERATION AND BENEFITS

There were no Governors' remuneration or other benefits for the year ended 31 July 2020 nor for the year ended 31 July 2019.

Travel and training expenses of £134 (2019: £683) for 11 governors were paid by the charity during the year.

Key management personnel include the Governors and the senior executives which are made up of the Headmaster, Bursary and five additional members of the Senior Management Team. The total pay and benefits received by key management personnel were £576,267 (2019: £519,355).

11 PENSIONS

The School participates in the Teachers' Pension Scheme ('the TPS') for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £472,489 (2019: £361,069) and at the year end £54,521 (2019: £42,911) was accrued in respect of contributions to this scheme.

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

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

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

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

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

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

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

The School participates in a Standard Life Group Personal Pension Scheme for its eligible non-teaching staff. The pension charge for the year includes contributions payable to Standard Life of £59,505 (2019: £49,651) and at the year-end £nil (2019 - £nil) was accrued in respect of contributions to this scheme.

12 NET INCOME FOR THE YEAR

	2020	2019
	£	£
Net income is stated after charging:		
Depreciation of tangible fixed assets	459,247	484,370
Operating lease rentals – other	6,436	6,522

Aldwickbury School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 July 2020

13 TANGIBLE FIXED ASSETS

	Freehold Property £	Assets under Construction £	Plant & Equipment £	Fixtures & Fittings £	Motor Vehicles £	Total £
Cost:						
At 1 August 2019	10,428,007	358,340	87,066	1,782,328	54,443	12,710,184
Additions	-	596,405	20,102	127,257	-	743,764
Disposals	-	-	(8,640)	(102,465)	-	(111,105)
Transfer	504,662	(504,662)	-	-	-	-
At 31 July 2020	10,932,669	450,083	98,528	1,807,120	54,443	13,342,843
Depreciation:						
At 1 August 2019	2,197,085	-	61,469	1,325,568	46,292	3,630,414
Charge for year	218,122	-	11,831	227,258	2,038	459,249
Disposals	-	-	(8,640)	(102,465)	-	(111,105)
Transfer	-	-	-	-	-	-
At 31 July 2020	2,415,207	-	64,660	1,450,361	48,330	3,978,558
Net book value:						
At 31 July 2020	8,517,462	450,083	33,868	356,759	6,113	9,364,285
At 1 August 2019	8,230,922	358,340	25,597	456,760	8,151	9,079,770

14 DEBTORS

	2020 £	2019 £
Fees and extras	45,663	89,568
Other debtors	12,356	4,270
Prepayments and accrued income	80,610	134,059
	138,629	227,897

15 CREDITORS

Amounts falling due within one year:	2020 £	2019 £
Loans	82,845	156,768
Trade creditors	74,035	189,394
Taxation and social security costs	68,854	66,667
Fees in advance and fee deposits	321,843	342,704
Other creditors	55,058	75,821
Accruals	382,505	369,429
	985,140	1,200,783
Deferred income:	2020 £	2019 £
Brought forwards	342,704	303,250
Released in year	(342,704)	(303,250)
Received in year	321,843	342,704
Carried forwards	321,843	342,704

Deferred income relates to schools fees and trips received in advance for the following term.

Aldwickbury School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 July 2020

16 CREDITORS DUE AFTER ONE YEAR

	2020 £	2019 £
Amounts falling due after more than one year:		
Bank loan	679,257	801,260
School fee deposits	307,869	308,494
	987,126	1,109,754
	2020 £	2019 £
Movement on loans		
In one year or less	82,845	156,768
Between one and two years	156,768	156,768
Between two and five years	522,489	372,415
	762,102	685,951

The School's loan balances as at 31 July 2020 consist of:

£1,209,640 Barclays PLC loan drawn down in 2007 to finance the redevelopment of the Dining Hall and Kitchen, of which the remaining balance at the reporting date is £250,970, (2019: £343,693). This loan is secured on a charge over the school's assets and undertakings, including freehold property. Interest is charged at 0.95% over Bank of England base rate. The amount is being repaid over fifteen years.

A subsequent loan of £761,250 drawn down from Barclays PLC in 2013 to finance the Chidell Hall development, of which the remaining balance at the report date is £261,275 (2019: £342,693). This loan is similarly secured, with a fixed rate of interest at 5%, to be repaid over ten years.

An unsecured loan facility from a private individual of £249,857 was drawn down in 2015 in order to fund the tennis court and cricket net refurbishment. The capital is to be repaid at the end of a 10 year period, together with the interest, which accrues on a straight line basis at 2%. The total amount outstanding at the year end, including accrued interest is £278,161 (2019: £272,077).

Aldwickbury School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 July 2020

17 STATEMENT OF FUNDS

	At 1 August 2019 £	Income £	Expenditure £	Transfer Between Funds £	Gains/ (losses) £	At 31 July 2020 £
Unrestricted funds:						
General reserve	8,428,235	5,964,952	(5,363,608)	-	-	9,029,579
Total funds	8,428,235	5,964,952	(5,363,608)	-	-	9,029,579

	At 1 August 2018 £	Income £	Expenditure £	Transfer Between Funds £	Gains/ (losses) £	At 31 July 2019 £
Unrestricted funds:						
General reserve	7,724,950	6,096,183	(5,455,899)	63,001	-	8,428,235
Total designated	63,001	-	-	(63,001)	-	-
Total funds	7,787,951	6,096,183	(5,455,899)	-	-	8,428,235

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	2020 Total £
Tangible fixed assets	9,364,285	9,364,285
Current assets	1,637,560	1,637,560
Current liabilities	(985,140)	(985,140)
Long term liabilities	(987,126)	(987,126)
Total net assets	9,029,579	9,029,579

	Unrestricted funds £	2019 Total £
Tangible fixed assets	9,079,770	9,079,770
Current assets	1,659,002	1,659,002
Current liabilities	(1,200,783)	(1,200,783)
Long term liabilities	(1,109,754)	(1,109,754)
Total net assets	8,428,235	8,428,235

Aldwickbury School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 July 2020

19 COMMITMENTS UNDER OPERATING LEASES

At 31 July 2020, the company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2020 Plant & Machinery	2020 Office equipment	2019 Plant & Machinery	2019 Office equipment
Due within one year	27,694	-	10,928	-
Due between two and five years	78,841	-	19,914	-
Due after more than five years	-	-	-	-
	106,535	-	30,842	-

20 RELATED PARTIES

Ainsley & Partners

The partnership, of which one governor is a managing partner, was retained to provide surveying and project management services in relation to the planning application and project management for the new sports hall and maintenance facilities. Fees totalling £60,120 including VAT have been paid to the company (2019: £54,780), with £Nil outstanding at the year-end (2019: £6,180). All transactions were done so at arm's length.

21 NOTES TO THE CASHFLOW STATEMENT

	2020 £	2019 £
Reconciliation of operating result to net cash inflow from operating activities		
Net movement in funds	601,344	640,284
Depreciation	459,249	484,370
Bank interest received	(5,951)	(9,308)
Interest payable	24,673	36,644
Profit/(Loss) on sale of Fixed Assets	-	(100)
Increase/(Decrease) in creditors	(215,643)	101,970
(Increase)/Decrease in debtors	89,268	10,458
	952,940	1,264,318

