Company Registration No. 07577822 (England and Wales)

BOWDON PREPARATORY SCHOOL (A COMPANY LIMITED BY GUARANTEE) ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

Haines Watts
Chartered Accountants

Bridge House 157A Ashley Road Hale Altrincham Cheshire

WA14 2UT

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees Mrs J Duschenes

Dr H Zhao Dr N Tighe Mr G Hemming Mr G Lines Mrs E Howard Ms R Murphy Ms W Littman

Mr N Edwards (Appointed 13 January 2022) Mrs Abbie Stewart (Appointed 31 January 2022) Ms Ettrut Hussain (Appointed 25 August 2022) Dr Xiaofan Wang (Appointed 6 February 2023)

Secretary Ms K Pheasant

Charity number 1142325

Company number 07577822

Registered office Ashley Road

Altrincham Cheshire WA14 2LT

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2022

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

Reference and administrative information

Reference and administrative details are shown in the schedule of company information on the first page of the financial statements.

The trustees

The trustees who served the company during the period were as follows:

Mrs J Duschenes
Dr H Zhao
Dr N Tighe
Mr G Hemming
Mr G Lines
Mrs E Howard
Ms R Murphy
Ms W Littman
Mr N Edwards (appointed 13 January 2022)
Mrs A Stewart (appointed 31 January 2022)
Ms Ettrut Hussain (appointed 25 August 2022)

Structure, governance and management

The Governors, who are also the charity trustees, are responsible for the overall management and control of Bowdon Preparatory School and meet in full at least four times a year. The work of implementing most of their policies is carried out by the Headmistress and the Senior Management Team. The Business Committee, which also meets at least four times a year, works under the chairmanship of a Governor appointed at the first Governors' meeting each academic year. The Bowdon Preparatory School Bursar is responsible for coordinating the work of the Governors and their Committees.

Organisational management

The Directors determined the general policy of the School. The day-to-day running of the School was delegated to Mrs Gee, supported by senior educational staff. Mrs Gee undertook the key leadership role, overseeing educational, pastoral and administrative functions. The day-to-day administration of the School was undertaken within the policies and procedures approved by the Directors. Mrs Gee attended all Directors' meetings from August 2021 to January 2022. From February to July 2022, Mrs Makepeace-Taylor attended all Directors meetings, having been appointed by the Board as Acting Head in February, following Mrs Gee's involvement in a serous car accident. Mrs Gee (and in her absence Mrs Makepeace-Taylor) oversaw the recruitment of all education and other staff.

Risk management

The Directors were collectively responsible for overseeing the risks faced by the School. Detailed considerations of risk were considered by sub-groups of the Directors and day-to-day operations were delegated to appropriate staff at the School. Risks were identified and assessed and controls were established throughout the year, and steps were taken to mitigate risks, including insurance cover where appropriate. A regular review of the charity's risk management processes continued during the year, in response to the COVID-19 pandemic.

Risks were managed under the headings of:

- (a) Health & Safety, Safeguarding/Child protection
- (b) Property/Buildings
- (c) Education/Teaching
- (d) Financial Sustainability Governance & Management
- (e) Human Resources/Employment.

Through the risk management processes, the Directors were satisfied that the major risks identified had been adequately mitigated where necessary. It was recognised that systems can only provide reasonable but not absolute assurance that major risks had been adequately managed. The key controls include formal agendas for board meetings, minutes of all meetings and follow-up action points, and formal written policies.

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

FOR THE YEAR ENDED 31 AUGUST 2022

Director recruitment and training

Directors were appointed at the full Directors' meetings by the existing Directors.

The Board of Directors required breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new Directors, as well as appropriate skills and experience, the Directors sought people with a high commitment to the School's ethos. The Directors are looking for additional officers to add to the skills of the existing board and are likely to seek to make further appointments in the coming school year.

Group structure and relationships

The School's activities and trading performance are included in these accounts. The School has no subsidiaries but benefits from the generosity of an active Parent Teacher Association whose support is greatly appreciated and acknowledged.

The School and its community benefit greatly from the work of the Parent Teacher Association, through fundraising events that finance enrichment activities and opportunities for the pupils and also strengthen the School's ethos through the family community events.

Our parents help with many community projects and fundraising activities. Following the pandemic, the amount of activity during the year increased and included:

- Running a second-hand uniform shop
- Organising an Upper School Christmas party including fund-raising activities
- Organising a Summer Ball in aid of the school and a local youth charity
- Funding library resources
- Funding specialist curriculum materials
- · Funding Christmas treats
- · Funding Entertainment for the Lower School Christmas party
- · Funding a Quidditch day for the Prep pupils
- Funding a Viking Workshop for Pre-Prep pupils
- Funding the Year 6 Leavers Party
- · Supporting at B-Fest

Objectives and activities

Our aims

The School operates under the terms of the Memorandum and Articles of Association. The Objects of the School, as defined in the Articles, are the advancement of education for the public benefit at Altrincham in Cheshire, through an independent preparatory school for girls and boys, in which pupils are taught the duties and doctrines of Christianity. The School is non-selective. Although the Objects allow for the education of boys, there is no intention of doing so at the present time and the school remains committed to girls rather than mixed education.

We aim, through the Pre-Prep and Prep Departments, to provide an excellent education to girls aged 3-11. We seek to enable the attainment of the highest academic levels, through an academic curriculum and attentive pastoral care, whilst promoting the physical, moral and social development of pupils. Pupils are encouraged to benefit from the extra-curricular programme providing opportunities for creativity and self-expansion.

Our objectives

Our objectives reflect the educational aims and the ethos of the School. With academic success comes choice. We are committed to producing well-balanced, rounded and confident individuals. The Directors have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education and on fee charging.

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

FOR THE YEAR ENDED 31 AUGUST 2022

Our key objectives for the year were:

- 1. To re-establish a sense of pride and commitment in regard to behaviour and attitudes ensuring all in school grow and succeed, and are well prepared for life in modern Britain
- 2. In line with our school motto "Believe, Persevere, Succeed", further embed wellbeing, and support mental health across the school community following lockdown
- 3. Maximise pupils' intellectual growth and achievement to secure effective transition and future success
- 4. Build pupil numbers; ensure school places are highly sought-after as a result of all pupils receiving an outstanding child-centred education.

Our ethos, strategy and policies

Our ethos can be summed up as a school that enables each pupil to achieve their potential, identifying and building on their areas of strength, be they academic, sporting, artistic or other. Our vision is to empower girls to believe in themselves, and to persevere and succeed in all that they do. All pupils are encouraged to adopt the traditional values of hard work, self-discipline and respect for others.

The Company is a registered charity that seeks to benefit the public through the pursuit of its stated aims.

Policies:

- Our school welcomes pupils from all backgrounds. Entrance interviews and assessments are undertaken to satisfy ourselves and parents that potential pupils would benefit from the educational offer and supportive environment that the School provides. An individual's economic status, ethnicity, race, religion or disability does not form part of the assessment processes.
- We are an equal-opportunity organisation and are committed to a working environment that is free from any form of discrimination on grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability.
- Our school is committed to safeguarding and promoting the welfare of pupils and requires all staff and
 volunteers to share this commitment. Parents are given regular feedback on their children's social and
 academic progress through regular parents' evenings and written reports. In addition, our staff maintain informal
 contact with parents as required.
- Our school is committed to ensuring that access to the education that we offer is not restricted to those who can afford our fees. The funds of the School need to be built up first, but several bursaries have been made to relieve hardship where a pupil's education would be at risk owing to, for example, business failure or redundancy. In assessing means, we took into account a number of factors, including family income, savings, assets and investments, and dependent relatives. The School does not, however, have a capital endowment and we have to be careful to maintain a balance between fee-paying parents, many of whom made considerable sacrifices to pay fees, and those who benefit from awards. The Bursary awards ranged from 10% to 100% remission of fees. Details of how to apply are included in information packs provided to parents applying to the School. The success of our Bursary Scheme is explained in our review of activities and achievements below.
- The school also offers discounts where parents have more than one child at the School, which we believe
 assists larger families' access to our school.
- We seek to attract and retain high-calibre staff; there is a contributory pension scheme available to all staff, both teaching and non-teaching.

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

FOR THE YEAR ENDED 31 AUGUST 2022

Review of activities and achievements for the year

Review of activities

Public benefit

Bursaries/family support

- Bursaries have been provided during the year
- Three morning clubs are available namely Wake up Shake up, Workout and Story Time
- · Afterschool club is offered, along with at least two activity clubs each night attendances at the clubs are high
- Staff training to support vulnerable families
- Increased wellbeing provision for pupils
- Holiday Club is offered for all half-term and full holidays for pupils and non-pupils aged 3-11

Extra-curricular local involvement

Fundraising - The school supported the following charities:

In house

- Save the Children £314
- British Legion Poppy Appeal collection
- Crisis at Christmas £275
- Children in Need £681
- Jeans for Genes £670
- Just One Tree £292

General:

- Trafford South Food Bank donation of harvest food
- Oasis Academy Harper Mount donation of library books

Career support and professional development

Post-COVID, two trainee teachers deferred progressing their qualifications to 2022/23. In the meantime, we continued to support their teaching.

Facilities

- Use of car park by local community (Altrincham Baptist Church)
- Rental of the school by Stagecoach Performing Arts School, Little Kickers and Hale Theatre School

Achievements for the year

Pastoral care

The effects of the pandemic endured with many pupils in need of significantly more pastoral support. As a result, we took the following action:

- · InSET Day devoted to pupil mental health and wellbeing
- Staff received training in Enhancing Therapeutic Provision and supporting pupils with Mental Health problems
- Identified how many potential pupils needed support and how much
- Promoted SEMH & mindfulness within the classroom
- Introduced 'Mental Health Champions' across the school to foster positive wellbeing
- Improved the provision of information for parents so they could seek support, guidance and advice if they had concerns about their children
- Incorporated wellbeing into weekly class/assembly sessions
- Significantly developed pupil voice and pupil leadership.

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

FOR THE YEAR ENDED 31 AUGUST 2022

Teaching and learning

We were able to return largely to a normal operating pattern at the start of the year.

In summary:

- A full review of SMSC/Curriculum plans undertaken with subject leaders embedding aspects within their own curriculum plans
- During each term, Year 5 girls were offered four before-school sessions per week to sharpen skills and support
 development of comprehension, verbal reasoning, general maths, and non-verbal reasoning. These took place in
 focused groups, which were appropriate to the children's pace of learning. Given the need to support post-lockdown
 recovery, these sessions were provided free of charge
- A strong focus was placed on identifying perceived and actual gaps in learning, and building confidence in their own
 ability for English and Maths by using CEM testing and teaching children individually, or in small, focused learning
 groups, to ensure optimum progress for all the girls
- Reading recovery was put in place, where necessary, to aid phonic development and comprehension from Y1-6, and Y3-6 received high-quality specialist teaching sessions in the library, where discussion of novels improved higher-level reading skills further
- We ran residential trips for all pupils in Prep with an additional trip for Year 3
- Higher profile of current affairs in Prep had a positive impact on pupil personal and social development
- Introduction of additional digital learning resources in Century Tech and Little Wandle to support learning, particularly English and maths, across the school
- One of the highlights of the year was the successful achievement and renewal of our Primary Science Quality Mark status. PSQM is recognised by Ofsted and other organisations in science education as an effective vehicle for whole school improvement in science
- Recruitment of outstanding and inspiring teachers and support staff.

Success and achievements

We were very proud of the girls' academic achievements during the year, in particular:

- Attainment of 71% of Year 6 leavers within the top 10% of all pupils nationally and 44% in the top 5%
- 91% of Year 6 leavers receiving offers at selective senior schools
- Academic National bronze award in mathematics
- Year 6 continued to work towards the UKMT Junior Maths Challenge with our greatest success ever, securing a total of 27 certificates while five girls had the chance to compete in the follow-on round.

As well as its academic excellence, the school is proud of its record in encouraging its pupils to get involved in the wider opportunities and to aim high. These activities are numerous and extensive. Some of the highlights were:

- ISA U11 Regional and National Netball Champions
- Athletics Greater Manchester Champions
- 3 pupils represented Bowdon Prep at the ISA National Cross-Country Championships
- Greater Manchester Finalists in the mixed lacrosse tournament and through to National Finals (the National event did not take place)
- Trafford Champions with Altrincham Prep School for Boys in the Sports Hall Athletics Competition
- Hosted the ISA Regional Dance Festival for the fourth time Year 2 and Year 6 finished as Runners Up in their respective categories
- Hosted the first U10 Regional Netball Competition Runners Up
- U9 Regional Netball Bronze Medallists
- · Achieved the Gold School Games Mark for the fourth time in a row
- LAMDA Year 2 to Year 6: 29 distinctions, 7 merits
- · Mini B-Fest and B-Fest providing an opportunity for all pupils to perform to an audience
- Year 3 waxworks
- Year 5 & 6 production of 'High School Musical' at the Waterside Theatre

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

FOR THE YEAR ENDED 31 AUGUST 2022

Pupil numbers and fees

Our educational activities were carried out through our Prep Reception and Prep Year 1- 6 Departments.

The average number of pupils at the School during the year was as follows:

	2022	2021
Pre-Preparatory	52	46
Preparatory	230	212
Total	282	258

Our fee increase in September 2022 was 8.5%. Our fees for the year to August 2023 before the deduction of any bursaries or discounts are £2,997 per term.

Public benefit

In setting its aims, the Governors have carefully considered and complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's published general guidance on public benefit and, in particular, to the guidance on the advancement of education and fee charging. The School fulfils its public benefit requirement in various ways, including:

- (a) Bursaries the School operates bursaries to four children ranging from 10% to 100% for pupils who would otherwise be unable to take up a place. There is no current bursary fund and the bursaries need to be paid out of the income achieved for the year. The School must balance the awarding of bursaries against the long-term sustainability of the School in general. Where possible, the School will award bursaries in cases of hardship and especially to children who will benefit and flourish from the environment the School has to offer. Bursaries are offered only to existing pupils and that forms part of the bursaries policy.
- (b) Facilities local residents have used the car park regularly, including Altrincham Baptist Church every Sunday.

 All the external club providers are allowed to use the school facilities free of charge.
- (c) Volunteers parents of pupils helped with various activities at the School, including the Christmas fair, and the Governors would like to express their gratitude for the continuing and valuable support.

Financial review and results for the year

- 1. Operating performance overview the School reported a surplus of £138,050 after a £12.071 contribution to the bursary fund. The School has no current debt, and maintains strong cash reserves.
- Numbers the School, like other preparatory schools, faces considerable pressure on roll numbers, owing to increased competition, the general downward trend in demographic numbers and problems with the wider economy. The Governors are not complacent about the need to carefully monitor cash flow and expenditure in this environment. That said, the school is at capacity in a number of year groups. This is thanks to the hard work of Mrs Gee and all the staff at the school.
- 3. Income total fee income of £2,268,143 has been achieved this year.
- 4. Expenditure whilst there have been a number of material increases in expenditure this year, the careful control of expenditure has meant that overall resources expended has remained relatively constant at just over £2.4million. The average number of staff increased from 64 to 67, however total staff costs fell by 1% to £1.81m. We remain focused on keeping costs under tight control and in line with budget projections.
- 5. Reserves policy the School has invested in upgrading its buildings and facilities, but it has no free unrestricted reserves. The Governors wish to build up a capital fund for use should parts of the building fail, although this requirement is being carefully balanced with the more immediate educational needs of the school.

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

FOR THE YEAR ENDED 31 AUGUST 2022

6. Investment policy and objectives – the Memorandum and Articles of Association authorise the Governors to make and hold investments and to operate an overdraft facility and take loans. At present, the Governors have not needed to run an overdraft or take out any such loan. At present, the Governors consider they have sufficient cash reserves for emergency requirements.

Plans for future periods

Future plans – the School's current financial and premises plans continue to be reviewed by the Governors. The key objectives for the coming year are to:

- Develop an ICT strategy to make use of effective technologies
- Continue to develop Teaching and Learning to ensure learning fully challenges and supports all pupils to reach targets
- · Further enhance English and maths provision throughout the school
- Further develop pupil and parent voice to develop and improve Teaching and Learning
- Review and develop the PSHE& RSE provision
- Extend and develop pupil leadership across the school
- Increase capacity to improve wellbeing
- Further build community links and relationships
- Create a premises development plan to create flexible learning and work-spaces

The Governors will continue to maintain strong control over the finances of the school whilst being committed to investing prudently in the facilities, premises and especially the staff to support the key objectives and ensure the school prospers in the future.

Auditor

Haines Watts is deemed to be re-appointed as auditors under section 485 of the Companies Act 2006.

Each of the persons who is a director at the date of approval of this report confirms that:

- so far as each director is aware, there is no relevant audit information of which the company's auditor is unaware;
- each director has taken all steps that they ought to have taken as a director to make themselves aware of any
 relevant audit information and to establish that the company's auditor is aware of that information.

Registered office: Ashley Road Altrincham Cheshire WA14 2LT Signed by order of the trustees

Mrs J Duschenes Chair of Trustees

Date: 21. J. 23

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

The trustees, who are also the directors of Bowdon Preparatory School 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.

Mrs J Duschenes Chair of Trustees

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF BOWDON PREPARATORY SCHOOL

Opinion

We have audited the financial statements of Bowdon Preparatory School (the 'charity') for the year ended 31 August 2022, which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its
 incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
 and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The 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 contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion;

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- · sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF BOWDON PREPARATORY SCHOOL

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. 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 anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Whittick BSc FCA (Senior Statutory Auditor)

for and on behalf of Haines Watts Chartered Accountants Statutory Auditor Bridge House 157A Ashley Road Hale

Altrincham Cheshire

WA14 2UT

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

Income from:	Notes	Unrestricted funds £	Total 2021 £
Charitable activities	3	2,630,697	2,243,168
Investments	4	940	1,153
Total income		2,631,637	2,244,321
Expenditure on:			
Charitable activities	5	2,493,587	2,377,576
Total resources expended		2,493,587	2,377,576
Net income/(expenditure) for the year/ Net movement in funds		138,050	(133,255)
Fund balances at 1 September 2021		2,399,285	2,532,540
Fund balances at 31 August 2022		2,537,335	2,399.285
		•	

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

BALANCE SHEET

AS AT 31 AUGUST 2022

	2022		22	2021	
	Notes	£	£	£	£
Fixed assets					4 200 007
Tangible assets	10		1,904,632		1,888,927
Current assets					
Debtors	11	749,367		569,252	
Cash at bank and in hand		1,026,921		1,045,266	
		1,776,288		1,614,518	
Creditors: amounts falling due within one year	13	(1,143,585)		(1,097,032)	
Net current assets			632,703		517,486
Total assets less current liabilities			2.537.335		2,406,413
Creditors: amounts falling due after more than one year	14		-		(7,128)
Net assets			2,537,335		2,399,285
Income funds					
Unrestricted funds			2,537,335		2,399,285
			2,537.335		2,399,285

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, although an audit has been carried out under section 144 of the Charities Act 2011.

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 under the requirements of the Companies Act 2006, 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.

The financial statements were approved by the Trustees on 24.8.23.

Mrs J Duschenes Chair of Trustees

Company registration number 07577822

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2022

		20	22	203	21
	Notes	£	£	£	£
Cash flows from operating activities					
Cash generated from operations	17		125,767		160,025
Investing activities					
Purchase of tangible fixed assets		(137,924)		(38,536)	
Investment income received					
investment income received		940		1,153	
Net cash used in investing activities			(136,984)		(37,383)
3			(,,		(07,000)
Financing activities					
Payment of obligations under finance leases		(7,128)		(7,128)	
					
Net cash used in financing activities			(7,128)		(7,128)
Net (decrease)/increase in cash and cash					
equivalents			(18,345)		115,514
,			(, , , , , , ,		,
Cash and cash equivalents at beginning of ye	ear		1,045,266		929,752
Cash and cash equivalents at end of year			1,026,921		1,045,266

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

Charity information

Bowdon Preparatory School is a private company limited by guarantee incorporated in England and Wales. The registered office is Ashley Road, Altrincham, Cheshire, WA14 2LT.

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 \mathfrak{L} .

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the 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.

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.

Fees receivable are accounted for in the period in which the service is provided, and as such, consist of charges for the school year ending 31 August 2022.

Other fixed assets and net current liabilities from Culcheth Hall School were previously introduced as donations at market value.

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.

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

1 Accounting policies

(Continued)

Resources expended are accounted for on an accruals basis. The irrecoverable element of VAT is included with the item of expense to which it relates. Expenditure is allocated to expense headings either on a direct cost basis, or apportionment according to time spent.

Costs of charitable activities include expenditure associated with the running of the school and include both direct and support costs.

Supplies of games equipment, books, stationery and sundry materials are written off when the expenditure is incurred.

Governance costs represent the costs of audit, accounting, legal and professional fees incurred during the incorporation and maintenance of the charity.

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:

Land and buildings

2% on a straight line basis

Other assets

15% - 25% of written down value

Plant and machinery

25% of written down value

Office equipment

25% of written down value

School equipment

25% of written down value

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.

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

1 Accounting policies

(Continued)

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.

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.

For eligible employees, the school contributes to the Teachers' Pension Agency, a superannuation scheme which provides benefits based on final pensionable salary.

There is also a group contributory scheme for non-teaching staff, with the contribution rates set by the school.

The pension costs charged in the accounts represent the amount of contributions payable to the schemes in respect of the accounting period.

1.11 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases.

Assets held under finance leases are recognised as assets at the lower of the assets' fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to net income/(expenditure) for the year so as to produce a constant periodic rate of interest on the remaining balance of the liability.

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

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 Income - charitable activities

2022	School fees received 2022 £	Income from extra-curricular activities 2022 £	Income from lunches 2022 £	Total 2022 £
Sales within charitable activities	2,268,143	211,844	150,710	2,630,697
2021	School fees received 2021 £	Income from extra-curricular activities 2021 £	Income from lunches 2021 £	Total 2021 £
Sales within charitable activities	2,002,983	134,136	106,049	2,243,168

4 Investments

	Unrestricted	Unrestricted
	funds	funds
	2022	2021
	£	£
de la companya de la	0.40	4.450
Interest receivable	940	1,153

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

5	Expenditure - chari	table activit	ìes					
		Teaching costs	Welfare costs	Premises costs	Support costs	Governance costs	Total	2021
		£	£	£	£	£	£	£
	Staff costs	1,391,553	72,668	71,815	277,749	-	1,813,785	1,828,423
	Depreciation	7,092	-	109,477	5,650	-	122,219	109,006
	Establishment costs	59,913	6,251	58,294	29,334	ž.	153,792	144,293
	Teaching costs	126,249	74.654	-	-	-	126,249 71,654	64,423 51,176
	Catering consumables	-	71,654	-	-	-	71,004	51,170
	Cleaning	_	_	90,457	_	_	90,457	81,992
	Administration -	_	_	-	78,258	_	78,258	55,639
	Sundry costs				, -,			
	Governance costs		-			37,173	37,173	42,624
		1,584,807	150,573	330,043	390,991	37,173	2,493,587	2,377,576
	=							
		1,584,807	150,573	330,043	390,991	37,173	2,493,587	2.377,576
	Analysis by fund						,	
	Unrestricted funds	1,584,807	150,573	330,043	390,991	37,173	2,493,587	
	-	1,584,807	150,573	330,043	390,991	37,173	2,493,587	
	For the year ended		·					
	31 August 2021							
	Unrestricted funds	1,539,082	130.031	306,178	359,661	42,624		2,377,576
		1,539,082	130,031	306,178	359,661 ————	42,624		2,377,576
	-							
6	Support costs							
				Governance	0000	0004	Basis of	
			costs £	costs £	2022 £	2021 £	allocation	
	Audit fees		_	6,820	6,820	6,700	Governanc	e
	Accountancy		_	6,948	6,948	4,548	Governanc	
	Legal and professiona	il	-	23,405	23,405	31,376	Governanc	
			-	37,173	37,173	42,624		
								

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

7	Net movement in funds	2022 £	2021 £
	Net movement in funds is stated after charging/(crediting)		
	Fees payable to the company's auditor for the audit of the company's financial		
	statements	6,820	6,700
	Depreciation of owned tangible fixed assets	118,498	104,044
	Depreciation of tangible fixed assets held under finance lease	3,721	4,962
8	Trustees		<u> </u>

None of the trustees (or any persons connected with them) received any remuneration/reimbursed expenses during the year.

9 Employees

	2022	2021
Number of full-time teaching staff	13	13
Number of part-time teaching staff	14	14
Number of full-time teaching support staff	8	8
Number of part-time teaching support staff	7	7
Number of full-time pupil support staff	2	2
Number of part-time pupil support staff	9	7
Number of full-time administration staff	4	5
Number of part-time administration staff	4	2
Number of full-time welfare staff	3	3
Number of full-time premises staff	2	2
Number of part-time premises staff	1	1
Total for all employees	67	64
	2022	2021
Employment costs	£	£
Wages and salaries	1,458,984	1,484,998
Social security costs	133,010	133,866
Other pension costs	221,789	209,559
	1,813,783	1,828,423

The key management personnel of the charity comprise the member of the Executive Leadership Team. The total amount of employee benefits received by key management personnel for their services to the charity was £327,032 (2021: £304,154).

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

	2022	202 1
	Number	Number
£70,001 - £80,000	-	1
£80,001-£90,000	1	-
		

Of the employees whose emoluments exceed £60,000, 1 (2021: 1) have retirement benefits accruing under defined benefit pension schemes.

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

10 Tangible fixed assets

	Land & buildings £	Other assets £	Plant & machinery	School equipment £	Office equipment £	Total £
Cost						
At 1 September 2021	1,800,000	634,601	40,451	78,589	61,136	2,614,777
Additions		127,328	935	3,470	6,191	137,924
At 31 August 2022	1,800,000	761,929	41,386	82,059	67,327	2,752,701
Depreciation and impairment						
At 1 September 2021	270,000	338,414	22,065	52,535	42,836	725,850
Depreciation charged in the year	27.000	77,822	4,655	7,092	5,650	122,219
At 31 August 2022	297,000	416,236	26,720	59,627	48,486	848.069
Carrying amount						
At 31 August 2022	1,503,000	345, 693	14,666	22,432	18,841	1,904,632
At 31 August 2021	1,530,000	296,187	18,386	26,054	18,300	1,888,927
The net carrying value of tangibl leases or hire purchase contracts - £4,962)	e fixed assets . The deprecia	s includes t ation charge	he following i	n respect of a such assets a	mounted to £3 2022 £	,721 (2021 2021 £
Office equipment					11,165	14,886
11 Debtors						
Amounts falling due within one	year:				2022	2021
					£	Ę
Trade debtors					715,829	509,932
Prepayments and accrued income	!				33,538	59,320
					749,367	569,252

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

				_
12	Finance lease commitments			
	Future minimum lease payments due under finance leases:			
			2022 £	2021 £
	Within one year		7,128	7,128
	Within two and five years		-	7,128
			7,128	14,256
13	include purchase options at the end of the lease period, are assets. The lease is on a fixed repayment basis and no arra rental payments. Creditors: amounts falling due within one year	ngements have b	een entered into fo	or contingent
	3 ,		2022	2021
		Notes	£	£
	Obligations under finance leases	12	7,128	7,128
	Other taxation and social security		29.931	34,859
	Deferred income	16	821,310	782,799
	Trade creditors		28,034	27,884
	Other creditors		30,620	27,488
	Accruals and deferred income		226,562	216,874
			1,143,585	1,097,032
14	Creditors: amounts failing due after more than one year			
			2022	2021
		Notes	£	£
	Obligations under finance leases	12	-	7,128

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

15 Retirement benefit schemes

As detailed in Note 1, for eligible employees, the company contributes to the Teachers' Pension Agency scheme, for all other staff there is the option to join a defined contribution pension scheme operated by the School through an independent pension provider.

The Teachers' Pension Scheme (TPS) is a statutory, defined benefit scheme. The regulations under which the TPS operates are the Teachers' Pensions Regulations 2014. These regulations apply to teachers in schools and other educational establishments in England and Wales maintained by local authorities, to teachers in many independent and voluntary aided schools and to teachers and lecturers in establishments of further and higher education. Membership is automatic for full-time and part-time teachers and lecturers. Teachers and lecturers are able to opt out of the TPS.

The pension costs of the TPS are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS was carried out as at 31 March 2016 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 5 March 2019.

The key elements of the valuation and subsequent consultation are:

- Employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration charge) (formerly 16.48%).
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.45%.

During the year, the employer contribution rate was 23.68%. The TPS valuation for 2016 determined an employer rate of 23.68% from September 2019, which is payable during the implementation period until the next valuation as at March 2020, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2023.

For the year covered by these accounts employee contribution rates ranged between 7.4% and 11.3%, depending on the member's salary.

Under the definitions set out in FRS102 (Retirement Benefits), the TPS is a multi-employer pension scheme. The school is unable to identify its share of the underlying assets and liabilities of the scheme. Accordingly, the school has taken advantage of the exemption under FRS102 and has accounted for its contributions as if it were a defined contribution scheme. The school has set out above the information available on the deficit in the scheme and the implications for the school in terms of anticipated contribution rates.

The employer's contributions payable for the year, for all schemes, were £221,789 (2021 - £209,559) and the amount outstanding at the year end was £23,897 (2021 - £25,593).

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

16	Deferred income			
			2022 £	2021 £
	Other deferred income		821,310	782,799
	Deferred income is included in the financial statements a	s follows:		
			2022 £	2021 £
	Current liabilities		821,310	782,799
			821,310	782,799
17	Cash generated from operations		2022 £	2021 £
	Surplus/(deficit) for the year		138,050	(133,255)
	Adjustments for: Investment income recognised in statement of financial ad Depreciation and impairment of tangible fixed assets	ctivities	(940) 122,219	(1,153) 109,006
	Movements in working capital: (Increase) in debtors Increase in creditors Increase in deferred income		(180,115) 8,042 38,511	(13,815) 47,922 151,320
	Cash generated from operations		125,767	160,025
18	Analysis of changes in net funds	At 1 September 2021	Cash flows	At 31 August 2022
		£	£	£
	Cash at bank and in hand	1,045,266	(18,345)	1,026,921
	Obligations under finance leases	(14,256)	7,128	(7,128)
		1,031,010	(11,217)	1,019,793

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2022

The following pages do not form part of the statutory financial statements which are the subject of the independent auditor's report on pages 9 and 10.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

	2022	2021
La constant and a con	£	£
Incoming resources Voluntary income		
Donations: Donated net current liabilities	_	
Donations: Donated cash funds	_	
·		
nvestment income Bank interest receivable	940	1,153
ncoming resources from charitable activities		
chool fees received	2,268,143	2,002,983
come from extra-curricular activities	211,844	134,136
come from school book sales	· -	. –
come from lunches	150,710	106,049
ncome from uniform sales	_	_
	2,630,697	2,243,168
		<u> </u>
otal incoming resources	<u></u>	2,244,321
otal medining resources	2,001,001	
desources expended		
Charitable activities		
taff costs - Wages & Salaries	1,458,984	1,484,998
taff costs - Employer's NIC	133,010	133,866
taff costs - Pension costs	221,789	209,559
perating leases - Other assets		
stablishment - Rates & Water	8,523	16,414
stablishment - Light & heat	37,426	41,644
stablishment - Repairs & maintenance	71,704	56,002
stablishment - Insurance	32,346	25.220
stablishment - Other	3,795	5,013
epreciation	122,219	109,006
eaching costs - Bursaries and scholarships	12,071	17,300
eaching costs - Other costs	44,453	30,273
eaching costs - Extra-curricular activities costs	64,918	25,145
eaching costs - Administration other costs	817	1,138
eaching costs - Bad debt provision	3,990	-9,433
/elfare - Catering consumables & LTO's	71,654	51,176
remises - Cleaning - other costs	90,457	81,992
upport - Interest payable	70.050	-
upport - Administration - Sundry costs upport - Donations	78,258 -	55,639 -
apport conditions	0.450.444	2 224 050
	2,456,414	2,334,952
overnance costs	0.040	A E 40
ccountancy fees	6,948 6,820	4,548 6,700
udit fees ther financial costs	6,820 23,405	31,376
nier nitarielai costs		
	37,173	42,624
otal resources expended	2,493,587	2,377,576
	-	
let incoming / (outgoing) resources for the year	138,050	(133,255)

DETAILED STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

	2022	2021
	£	£
Charitable activities		
Teaching costs Activities undertaken directly		
Staff costs - Wages & Salaries	1,105,892	1,134,143
Staff costs - Employer's NIC	98,640	101,076
Staff costs - Pension costs	187,021	179,110
Operating leases - Other assets	-	-
Establishment - Light & heat	33,683	37,480
Establishment - Repairs & maintenance	17,547	12,767
Establishment - Insurance	8,683	5,133
Depreciation Taggling seats - Russeries and sabelerabine	7,092	4,950
Teaching costs - Bursaries and scholarships Teaching costs - Other costs	12,071	17,300
Teaching costs - Other costs Teaching costs - Extra-curricular activities costs	44.453 64,918	30,273 25,145
Teaching costs - Administration other costs	817	1,138
Teaching costs - Bad debt provision	3,990	-9,433
	1,584,807	1,539,082
Welfers and Activities and attack if and		
Welfare costs - Activities undertaken directly Staff costs - Wages & Salaries	0E 220	04.500
Staff costs - Wages & Galaries Staff costs - Employer's NIC	65,220 5,491	64,508 5,338
Staff costs - Pension costs	1,957	1,953
Establishment - Repairs & maintenance	4,270	5,098
Establishment - Insurance	1,981	1,958
Welfare - Catering consumables & LTO's	71,654	51,176
	150,573	130,031
Premises costs - Activities undertaken directly		
Staff costs - Wages & Salaries	64,133	61,848
Staff costs - Employer's NIC	5,232	4,888
Staff costs - Pension costs	2,448	2,396
Establishment - Rates & Water Establishment - Repairs & maintenance	8.523	16,414
Establishment - Insurance	35,906 13.867	26,739
Depreciation	109,477	13,702 98,199
Premises - Cleaning - other costs	90,457	81,992
	330,043	306,178
Support costs - Activities undertaken directly		
Staff costs - Wages & Salaries	223,739	224,499
Staff costs - Employer's NIC	23,647	22,564
Staff costs - Pension costs	30,363	26,100
Operating leases - Other assets	-	-
Establishment - Light & heat	3,743	4,164
Establishment - Repairs & maintenance	13,981	11,398
Establishment - Insurance	7,815	4,427
Establishment - Other Depreciation	3,795 5,650	5,013
Support - Interest payable	5,650	5,857
Support - Administration - Sundry costs	78,258	55,639
Support - Donations		-
	390,991	359,661
	2,456,414	2,334,952