

# **Abbot's Hill Limited**

**Incorporated in England and Wales No. 00559674  
Registered Charity No. 311053**

## **GOVERNORS' REPORT AND FINANCIAL STATEMENTS**

**For the year ended**

**31 August 2022**

# Abbot's Hill Limited

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for the year ended 31 August 2022

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# Abbot's Hill Limited

## Annual Report of the Governors

### Year ended 31 August 2022

The Governors are the charity trustees and company directors of Abbot's Hill Limited (variously described in this report as "the Company", "the School" and "the Charity", as appropriate).

The Governors have all served in office throughout the year. They are:

J Mark BA (Hons)	Chair (F) (E) (S) (RC)	
N James MA (Oxon)	(Vice Chair) (F) (R) (S) (NC)	
N Chadwick		
M Hart MA (Cantab), MBA	(F) (SC)	
J Gillespie MA (Cantab)		
S Thakur PhD	(E)	
D Walters BSc, FCA	(FC) (R) (S)	<i>resigned 30 September 2022</i>
M Sims MBA	(FC) (R) (S)	<i>appointed 1 September 2021</i>
J Ross BA (Hons), PGCE, NPQH	(EC) (S)	<i>resigned 18 August 2022</i>
J Myers	(E) (H&S)	
L Summerton MA, PhD	(S) (F) (E)	
G James MA (Oxon), PGCE	(SG) (E)	<i>resigned 25 November 2021</i>
C Edmundson B.Mus (Hons), PGCE (Cantab), MBA (Exeter)	(EC) (SG)	
N Hopkins	(EDI)	<i>appointed 23 June 2022</i>

- (P) Parent of a pupil at the School
- (F) Member of the Finance & Audit Committee
- (E) Member of the Education Committee
- (S) Member of the Strategy Committee
- (R) Member of the Remuneration Committee
- (H&S) Governor with Health & Safety oversight
- (EDI) Governor with Equality, Diversity and Inclusion oversight
- (SG) Governor with Safeguarding oversight
- (NC) Chair of Nominations Committee
- (RC) Chair of Remuneration Committee
- (FC) Chair of Finance and Audit Committee
- (SC) Chair of Strategy Committee
- (EC) Chair of Education Committee

The Board of Governors is a self-appointing body. Governors retire by rotation and can be re-elected in accordance with the Articles of Association.

Head	Mrs K Gorman BA, Ed (Cantab)
Bursar	Mrs C Korniczky BA (Hons), ACA
Address	Abbot's Hill School Bunkers Lane Hemel Hempstead Herts HP3 8RP

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Bankers	Allied Irish Bank (GB) 202 Finchley Road London NW3 6BX
Auditor	Moore Kingston Smith LLP 9 Appold Street London EC2A 2AP
Insurance Brokers	Marsh Insurance Brokers Perrymount Road Haywards Heath West Sussex RH16 1TA
Solicitors	Veale Wasbrough Vizards Orchard Court Orchard Lane Bristol BS1 5WS



# **Abbot's Hill Limited**

## **Annual Report of the Governors**

### **Year ended 31 August 2022**

The Governors are pleased to present their report for Abbot's Hill School with the financial statements for the year ended 31 August 2022 prepared in accordance with the Statement of Recommended Practice (SORP), Accounting and Reporting by Charities Act 2015.

#### **A YEAR OF SUSTAINED PROGRESS AND CHALLENGES**

After the disruption and challenges due to the Covid-19 pandemic, Abbot's Hill started the year with confidence. Pupil numbers were high and rising thanks to the excellence of our provision during lockdown and parental satisfaction with the school's provision was continuing to improve. As in the previous year, 100% of pupils gained a place at their first choice of 6th Form.

Education at Abbot's Hill is about more than exam results. The investment made by the school in the personal development of pupils is reflected in the range of sporting, creative and leadership opportunities on offer. The school's ethos, which nurtures not only academic achievement but also the development of character, ensures preparedness for the challenges and opportunities that the future has in store.

The 2021-2022 school year began with a focus on our values and the finalising of a Strategic Plan which was shared with staff at INSET in September 2021.

The final version of the Strategic plan was shared with all staff on the INSET day at the beginning of the Autumn term and highlighted the statement of values which lies at the heart of everything the school does.

Having deferred action to address the unaffordability for the school of the Teachers' Pension Scheme during the two years of Covid lockdowns, the governors concluded that the issue could no longer be ignored and, having sought professional advice, they decided reluctantly but unanimously to embark on a consultation with the teaching staff to explain the necessity to consider withdrawing from the TPS. The governors sought the services of HCR Law to ensure that the consultation was properly managed and that the teachers were supplied with the business case which demonstrated the need to consider withdrawing from the TPS in order to ensure the future viability and sustainability of the school. Teachers were also offered one-to-one meetings with Mercer Marsh Benefits to learn about the differences between various pension schemes. The consultation was conducted through a committee of five elected Teacher representatives who met with three governors who had been nominated by the Board onto a TPS Committee. The Board was hopeful that the teachers would understand the overall picture and accept that a change might be necessary but, unfortunately, the involvement of two unions, the NEU and NASUWT, resulted in confrontation, which led to strike action by a large number of teachers.

Despite the school's efforts to persuade the unions to call off the strikes, industrial action took place over 15 days between December 2021 and May 2022. Thanks to the presence of the teachers who chose to remain in school, the support staff and governors, the school was able to remain open and additional educational support was provided. Not surprisingly, this period caused considerable anxiety for pupils, staff and parents as the industrial action continued.

The school took into account the feedback from staff during the consultation and amended the "total withdrawal from TPS" offer to teaching staff to enable current teachers to be able to choose to remain in the TPS if they accepted a pay cut. Alternatively, they could choose, alongside new staff under the Phased Withdrawal scheme, to maintain their salary levels but join a new DC pension scheme. With assistance from ACAS, the strike action was called off and many teaching staff chose to join the new DC scheme offering an 18% employer contribution including income protection and life assurance cover alongside flexibility to convert pension contributions into additional salary if they wish.

The Governors and Head kept the parents updated via letters, which included FAQs, zoom meetings and face to face meetings, with individuals and groups of parents. This was a period of tremendous difficulty which the school navigated with resilience and determination but always being mindful of the impact of the disruption on the pupils, staff and parents.

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The school now wishes to move forward in a positive manner whilst ensuring that all staff are aware of the economic and political challenges which may lie ahead.

#### **STATUS AND ADMINISTRATION**

The Company carries on business as Abbot's Hill School, incorporating a Senior School and a Prep School for girls aged 4-16 with a co-educational Day Nursery and Pre-School.

The school was established in 1912. Abbot's Hill Limited was registered as a charity in February 1963 under charity number 311053. The governing documents of the Company are its Articles of Association, adopted on its incorporation on 6 January 1956 and subsequently amended on 20 March 2003 and most recently on 19 March 2020.

On 31 August 2012, all shares in Abbot's Hill Limited were transferred to a new holding company limited by guarantee called "Abbot's Hill School". The members of that holding company are the Governors of the school. The Articles of Association of Abbot's Hill School, the holding company, were amended by special resolution on 11 July 2020.

#### **GOVERNANCE**

The Governors, who are also the Charity's trustees and the Company's directors, are responsible for the overall management and control of the school. The Governors meet as a full Board three times a year, as well as for an annual strategy day.

Between these regular meetings, two committees (the Finance & Audit Committee and the Education Committee) meet at least once each term to provide a detailed review of specific matters, to oversee performance of delegated policies and to ensure progress generally. The Strategy Committee meets annually, to review progress against our strategic plan and to set and agree future strategic targets.

Dedicated working parties are set up from time to time to focus on projects requiring closer Governor scrutiny.

The school's Health & Safety Committee meets termly and is chaired by the Bursar supported by the Domestic Bursar in her capacity as Health & Safety Co-ordinator. A Governor attends these meetings in a liaison and oversight role on behalf of the Board of Governors. Respective Heads of Department and other key personnel also attend. The school's Digital Strategy Committee also meets termly chaired by the Director of Technology & Data Compliance Officer. A Governor also attends these meetings. There is a designated Safeguarding Governor who reports to the full board and holds regular meetings with the school's Designated Safeguarding Lead.

The day-to-day running of the school is delegated to the Head and Bursar who advise the Board of Governors with support from the rest of the Executive Committee ("Exec"). The members of Exec during the year were: the Head, the Bursar, the Senior Deputy Head, the Head of Prep, the Deputy Head Pastoral and the Deputy Head Academic.

New Governors are appointed by the full Board of Governors following a formal procedure. Governors are subject to election in accordance with the Company's Articles of Association and must submit themselves by rotation for re-election at subsequent Annual General Meetings.

New Governors receive appropriate training and a full Governors' induction pack upon appointment. They are encouraged to attend relevant training courses especially those organised by AGBIS, the ISBA and ISC.

Governors bring first-hand knowledge and understanding of the school's ethos. It is the school's policy to ensure the Governors have the range of skills required for an appropriately balanced Board. The Clerk maintains a matrix of Governor skill-sets and requirements and this is reviewed regularly by the Board.

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to determine recruitment needs. The Board is satisfied that it has a good balance of skills and experience and a Nominations Committee facilitates effective succession planning.

Governors hold a meeting each calendar year to discuss and update the Strategic Plan for the school. This feeds into the School Development Plan and the departmental plans and also informs the school's financial planning.

#### **OBJECTIVES AND ACTIVITIES**

The principal objects of the Charity are to carry on, develop and manage the school for the promotion or advancement of education.

#### **Our Mission**

To foster a community in which all individuals are happy and inspired to live purposeful and fulfilling lives while remaining true to our founding values of strength and character.

#### **Our Vision**

A first-choice school with outstanding environments in which to work, learn and play. We embrace diversity and provide an education fit for the modern world by challenging everyone in our community to be confident in who they are, develop strength of character and to become active, compassionate citizens who make significant and lasting contributions to others throughout their lives.

#### **Objectives for the Year**

The Governors' main objective continued to be to educate all of the school's pupils to at least the same high standard achieved by the school in recent years by offering a curriculum and pastoral provision which is designed to foster each pupil's full potential and well-being.

During the year, facilities improvements were scaled back during the pandemic for financial reasons and many projects were put on hold. However, necessary roof repairs were made to the Stable Block.

The rolling replacement of windows and other essential projects should continue next year.

One marquee remained in place on the front lawn for the entire academic year to provide much needed space for dining facilities until the school is able to fund a new kitchen and dining room.

Other key objectives were to continue to enhance all aspects of Health & Safety, especially in light of the risks associated with the coronavirus, to provide effective governance and management, to continue to support other schools and organisations for public benefit and to further develop our ambitious Digital strategy for the benefit of all users (pupils, staff, and visitors). An Equality, Diversity and Inclusion Governor was appointed and the school established a whole-school Inclusion Committee involving staff, pupils and parents.

The Strategic Plan also emphasises the requirement to build financial strength to ensure stability and a sustainable future for the school.

#### **Principal Activity**

Abbot's Hill provides education across three age ranges. The Senior School provides day-school education for girls between the ages of 11 and 16 years, up to GCSE level. The Prep School educates girls between the ages of 4 and 11 years, preparing them for secondary education. A large number of girls progress from Prep to Senior. Abbot's Hill Day Nursery and Pre-School is a provision for boys and girls aged 6 months to 4 years which prepares them for more formal schooling in Reception.

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**REVIEW OF ACHIEVEMENTS AND PERFORMANCE**

Goal 1: A distinct market proposition

The school's Strategic Plan was put in place in September 2021. This document was written in tune with the local market, wider socio-economic factors and the multiple contexts in which the pupils and staff live and work.

The document sets out a clear framework for the school's development planning under six, strategic 'pillars'. These 'pillars' recognise the school's distinctive qualities and are:

**1. Inspired Learners**

Inspiring teaching by expert and dedicated practitioners enables excellent outcomes and fosters a lifelong love of learning, open-mindedness, discernment and confidence.

**2. Flourishing individuals**

The promotion of physical and mental health, happiness and wellbeing sustains our community and enables our pupils and staff to flourish and fulfil their potential.

**3. Leadership and growth**

Developing a skilled, diverse and highly qualified staff body which benefits from strong leadership at all levels. Professional relationships are founded on the values of trust, integrity and inclusivity.

**4. Engagement and community**

We will reach out to and engage with parents, pupils, alumnae, governors, and our partners in the local community and beyond in a spirit of service and mutual benefit.

**5. Broad Horizons and Future-Focus**

We will provide a safe, caring yet stimulating environment within which we provide an exciting, future-focused curricular and co-curricular offer. This broadens horizons and successfully prepares pupils for life in a changing world.

**6. Sustainable Future**

Stewarding resources responsibly to maximise educational opportunities for pupils from all backgrounds, while investing in the school's long-term future and the continual improvement of its campus.

In developing the strategy, the Governors took into account the recommendations of the 2020 Charity Commission Report and have included "EDI" (Equality, Diversity and Inclusion) on the governors' agenda for 2022-23 in order to maintain and improve aspects in this area, in addition to appointing an EDI governor, as stated above.

The strategy was shared with parents at an evening event hosted by the school in the summer term. It provided an opportunity for parental feedback on each strategic pillar throughout the evening through interaction with members of the Governing body and school senior leadership. The event was well-received and reassured those present that the school's direction of travel is appropriate. The process of turning strategy into action through the creation and tracking of detailed, costed internal development plans has already begun. The evening signalled very clearly the school's determination to secure the

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school's reputation in the face of the unpleasant and misleading coverage in local and national media and online, as a result of the TPS consultation

The school's newly appointed Director of Marketing, Communications and Admissions, alongside the Marketing Officer, finalised the new website, promotional video and prospectus for circulation.

Looking ahead, this new marketing collateral will enable the school to proactively attend to its on-line presence and project a positive and forward-looking vision to counteract any remnants of negative publicity experienced by the school this year.

#### Goal 2: High achievement through excellent learning and teaching

Academic results at GCSE continued to demonstrate impressive levels of achievement and progress. For the first time since before Covid, GCSE examinations took place in near normal conditions. 100% of pupils progressed to their chosen Sixth Forms and Colleges.

Abbot's Hill pupils achieved 98.49% of grades at 9-4, compared with the national average of 73.0%. 63.33% of all grades at Abbot's Hill were at the top grades of 9-7: significantly above the regional average of 26.2%. 26 pupils were awarded 7 or more of the top GCSE grades – 9-7. These results continued the school's outstanding record of GCSE success over many years.

The Prep School saw the arrival of a new Head of Prep at Easter who is assessing her priorities for development focussing on the curriculum and its relevance, digital learning, the outdoor education programme and the task of increasing pupil roll, especially at Reception. The Prep school swimming provision has gone from strength to strength. As a member of both the ISA (Independent Schools Association) and IAPS (the Independent Association of Prep Schools) – both of which we joined during the academic year 2021-22 - we had much wider access to an array of sporting and cultural opportunities than had previously been the case; an additional benefit of membership was joining a network of ready-made CPD and wider networking opportunities for staff.

The Nursery provided excellent care which reflects the ethos of Abbot's Hill School and paves the way for entry into the Pre-Prep department. The 'pre-school' 3+ class remained: and continues to be very well received by parents. In the future the governors will consider a fully costed business case to consider the viability of developing this as an alternative provision and pipeline into our Prep School.

The school's CPD programme went from strength to strength and has resulted in the school's first Teaching and Learning Conference which will take place in October 2022 with a wide range of topics of direct and immediate relevance to teachers across the school. Partner schools have been invited.

We have continued to recognise the importance of welcoming new graduates to the profession. We have recruited several ECTs to the school. They will benefit from the establishment of the ECT Hub of which we are a part alongside Habs, NLCS and other schools. We also joined an MfL SCITT, hosted at Habs.

Time was also spent reviewing key policies and procedures (notably, RS(H)E, Complaints, Curriculum, SEND, Behaviour and Anti-Bullying) in line with the school's strategic goals, the updated 2022 DFE guidance and ISI regulations to ensure greater clarity for staff, pupils and parents.

Following the TPS consultation process, a number of staff chose to leave the school's employment. We were successful in finding well qualified replacements. In order to ensure that the school can continue to recruit teachers of a high calibre, it is important that we have a competitive salary structure. To that end we instructed the Baines Cutler consultancy to carry out a pay review

Meanwhile, additional benefits to learning and enhanced access to learning have been provided by ongoing investment in ICT. All pupils in Years 5 and 6 have individual access to an iPad. Pupils with SPLD needs continued to benefit from software designed to support them with the result that several of these pupils no longer required support outside the classroom.



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At a school-wide, operational level we began the transition to Microsoft 365. The Digital Strategy Committee found that some of the working practices that had evolved through Lockdown, many of which required greater flexibility and collaboration, continued to be a welcome addition to the teachers' toolbox. The transition to the 365 suite in September 2022 necessitated an extensive programme of training tailored to suit individual needs. The training and support required will be ongoing for some time to ensure all staff become confident with the system. Concurrently, the school continued to review and streamline its operating procedures.

Goal 3: A curriculum, extra-curricular provision and pastoral system to realise every pupil's full potential and well-being

Whilst further progress was made to develop the curriculum offer, there is still work to be done. September 2022 sees the arrival of new subject leaders in the senior school; we look forward to their input as we continue to re-energise the curriculum.

The school made preparations for the introduction of thematic learning in the Pre-Prep from September 2022 and the further training and development required to better facilitate play-based learning in Reception and EYFS.

In the Prep school, an opportunity was found to extend the Woodland School to include Year 4 and to adjust the curriculum to focus on one language (French) from Reception to Year 5 and to defer the introduction of Spanish as an additional language until Year 6.

Meanwhile, in the Senior school, plans were made to implement a bespoke curriculum opportunity for Year 10 (the InspirED programme) from September 2022 that will focus on the delivery of 'real-life' learning opportunities. Space was created by the cessation of Short Course RS. Looking to the future, a team of staff, led by the Deputy Head (Academic), will be delivering this programme.

The significant rise in mental health cases showed no sign of abating. The pastoral team (Deputy Head (Pastoral), Assistant Head (Prep), School Nurse, Healthcare Assistant, Pastoral Manager and a School Counsellor) continued to see a significant rise in its caseload as a direct result of the pandemic. A reorganisation of the pastoral provision to ensure all pupils have access to the highest quality of support was planned for implementation in September 2022. The assembly schedule and Personal Development Education (PDE) programme in both the Prep and Senior school continued to reflect the strong and consistent set of values which are at the school's core whilst also being flexible enough to respond to issues which emerged in the course of the school year.

The co-curricular programme was re-structured to ensure an increasingly diverse and inclusive offering: uptake and commitment was strong by pupils and staff alike. The Sports programme went from strength to strength with pupils achieving notable local and national success in lacrosse, swimming, athletics and ski-ing. Pupils continued to perform highly in Music and LAMDA examinations and also achieved some notable success in Art competitions across a wide spectrum of activities. Looking ahead, the school wishes to review how it is awarding and rewarding pupils for their efforts in co-curriculum endeavours.

Goal 4: Financial strength and stability

In 2021/22, the Senior School had 297 (2020/21: 286) day pupils and the Prep School had 198 (2020/21: 176). 47 (2020/21: 47) pupils (full time equivalents) attended the school's Nursery and Pre-School. The Finance & Audit Committee, in accordance with its remit, continued to monitor the school's finances during the year and identified matters for further consideration at the regular Governors' meetings, whilst the Bursar supervised and controlled the school's costs on a day-to-day basis.

Marketing activity continued to be a priority in order to maintain and grow the school roll. The newly appointed Director of Marketing was given a clear brief to make this a continued priority during the 2022/23 school year as outlined above.

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#### **Year ended 31 August 2022**

The Governors had regard to the public benefit guidance issued by the Charity Commission. The school ensured that the education that it provides is not restricted to those who can afford the fees. Bursary awards are viewed as important in helping to ensure that pupils from families who would otherwise not be able to afford the fees can access the education that the school offers. Bursary awards were available to pupils who met the general entry requirements and after assessing parental means either before a pupil joins the school in Year 7 or occasionally to relieve hardship when an existing pupil's education would be at risk, for example, in the case of unpredicted changes to parental circumstances. The school, however, is almost totally reliant on fees in funding these awards and it has to ensure that there is a balance between fee-paying parents and those benefiting from awards.

After the application of a robust cost management programme, together with help from the various government covid-19 assistance schemes, the school realised an accounting surplus in the year to 31 August 2022. Given the requirement to fund essential capital expenditure and service the school's bank loans, however, the financial result does not leave the school with headroom for discretionary spending.

In order to ensure the school remains a going concern into the future, the Governors constantly review income and expenditure and most importantly cash flow. The Governors are mindful that without increasing school fees, sustaining pupil numbers or cutting costs, the school may be unable to invest in some of the larger scale capital projects which would continue to provide the excellent facilities and opportunities currently enjoyed by pupils. The Governors' strategy meetings are held whilst bearing this in mind and in July 2021, it was announced that the school would commence a consultation after the year end regarding whether to remain in the Teachers' Pensions Scheme. Following the conclusion of the consultation, the school offered a choice of remaining in the TPS with an adjustment to pay or to join a new Direct Contribution Scheme. All new staff from 1<sup>st</sup> September 2022 will automatically join the DC scheme under Phased Withdrawal. The Governors consider the new pension scheme to be competitive, alongside the other staff benefits which are on offer at Abbot's Hill.

The school continued to award scholarships for entry to Year 7 in music, art, drama and sports as well as for academic performance.

In 2021-22 the following awards were made:

Means-tested bursaries – 4 girls (2020-21: 5 girls), £71,141 (2020-21: £80,273). Of the 4 girls offered bursaries this year, 3 girls (2020-21: 3 girls) benefitted from bursaries greater than 75% including 2 girls (2020-21: 3 girls) with 100% awards.

Scholarship awards – 37 girls (2020-21: 40 girls), £44,621 (2020-21: £49,413).

In addition, the school continued to develop its public benefit offering into a more extensive and diverse portfolio.

#### Goal 5 Effective, committed and skilled staff

Providing resources for the continued professional development of the teaching and Nursery staff is recognised as a key factor for the achievement of this goal. Ongoing staff wellbeing surveys (administered using the TES system) identified staff development, feedback, reward and recognition as areas for improvement. The Assistant Head, Professional Development continued to develop a strategic and holistic approach to staff learning and engagement with up-to-date pedagogy in so far as it benefits the school. A full, internal CPD programme ensured that staff were fully conversant and played a part in implementing the school development plan.

#### Goal 6: A High standard of development and maintenance of the school's assets

Following the completion in 2018 of Phase 2 of the school's Campus Development Plan (which provided for the Prep School four additional high-quality classrooms, an art, design and technology room and outdoor teaching area designed to support the science curriculum) further upgrades to existing facilities

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were put on hold, however, the Stable Block roof was refurbished and the programme of window replacement continues to take place.

Following the introduction of weekly swimming lessons from Reception to Year 6, the enhanced co-curricular programme throughout the school, external swimming galas arranged via the ISA and IAPS sporting calendar, external pool hire and an enhanced senior school provision, the pool was an increasingly well-used resource during the 2021-22 academic year. The school is grateful to have ready access to this facility and no longer takes pupils to the local swimming pool for lessons.

#### **Goal 7: Effective governance and management**

The school retains a Board of Governors with an appropriate balance of expertise and experience. The profile of the Board is kept under review, to ensure it maintains that balance. Parents and others whose skills and knowledge may complement those of the existing Governors or that may be useful to the Board are asked to come forward and register their interest in becoming a Governor.

A Board skills self-audit is conducted regularly to inform Governor recruitment. This was last done in the August of 2022.

The school maintains Governor supervision of Safeguarding, Educational Provision and Health & Safety. During the 2021-2022 academic year, the Board also designated a Governor to have oversight of Equality, Diversity and Inclusion (EDI).

The school's annual strategic plan is linked with the school's budget, School Development Plan and departmental development plans. The School's Exec manages the school on a day-to-day basis, and runs the school at an operational level, with the oversight of the Board of Governors.

Governors attend training by AGBIS or other providers as relevant.

Governors ensure that appropriate resources are available for staff development, training and appraisal.

#### **Goal 8: An excellent reputation across all stakeholder groups**

#### **Key school events**

The school was able to reinstate the school's flagship events such as the School Play, Gym and Dance display, the Prep Prize Giving and the Senior Commemoration, as well as the Carol Service. Parents attended in good numbers and such events provided the opportunity to reintegrate parents into the life of the school, post covid and to introduce these events to those parents who have newly joined the school during or since covid.

The school continued to offer parents many opportunities to participate in and understand the work of the school, to see the progress their children were making and to interact with staff. The need for excellent communication with parents was highlighted throughout the year. Parents received regular information and updates from the school and through the Parent Portal had access to relevant information. The school continued to embed and develop SchoolPost and My School Portal to benefit dialogue with parents. Having recognised that good communications are the key to all relationships in school - and taking into account comments from parents - the school will implement the next stage of its communications plan, under the guidance of the Director of Marketing, Communications and Admissions. A series of parent forums for the Autumn term will give parents an opportunity to share their views on a diverse array of topics. The governors were conscious that much interaction with the parent body was lost during the lockdowns and are seeking to rectify this by their presence at functions open to parents.

The Parents' Association, AHSPA, elected a new Chair who will take up her post in September 2022. The outgoing Chair led the Ball Committee to an especially successful event which was attended by



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over 200 parents of the school and raised over £12,801 for a local charity. The Chair's many years of dedicated service were duly noted at the school Commemoration Day and during a school assembly where the pupils thanked her for the difference her efforts to co-ordinate and lead the parent volunteers had made to their school experience.

The incoming Chair and some parent volunteers re-invigorated the sales of second-hand uniform at a time when many families were looking to limit financial expenditure. Sales of uniform stock raised over £4,116 for the school. These monies, plus other funds raised during the year from other AHSPA events, amounted to just in excess of £13,000. The incoming Chair has a strong vision for the work of the AHSPA moving forwards and - with the newly elected committee - will be in the fortunate position of being able to disperse the funds raised during the 2021-22 academic year. These will be allocated during the Autumn term, in agreement with the Head. In September the newly formed committee will welcome parents to a series of events designed to reunite the whole community face-to-face following the several years of covid restrictions.

The external holiday club provider continued to be a popular option for parents. Two local swimming clubs hired the pool during the year. This enabled local children to benefit from the school's facilities.

#### **Details of Partnership work 2021-2022**

Partnership work to enable parents to better support and enhance their children's wellbeing was further developed by the school's membership of the TooledUp network and a programme of Parent Education talks was planned for 2022-23. As mentioned above, the school contributed to and benefited from membership of a local ECT Hub and MFL SCITT. Staff from the schools involved will attend the Teaching and Learning conference in October 2022.

Opportunities to work in partnership came together under our 'Come and...' partnership programme 'brand' (for example, Come and Investigate, Come and Create, Come and Sing) and a Partnership and Outreach strategy was developed by the Assistant Head (Co-Curricular and Outreach). Nash Mills Primary School and Longdean Secondary School continue to be committed local partners with whom we collaborated on an Art Outreach activity, our Come and Create and Come and Investigate Music and Science days, and (with Longdean) our Gym and Dance display. Science equipment was once again offered to Longdean School to support the delivery of Physics. With Lockers Park Prep and Aldwickbury Prep Schools, a small team of staff shared good practice and lesson observations and a Media Club ran in the Autumn Term with Year 7 and 8 at Lockers Park. Under new leadership, Lockers Park Prep is a willing partner for co-ed academic, sporting and performing arts opportunities and these will be developed in the 2022-23 academic year. Initial conversations were also held with Herts Music to consider whether Abbot's Hill could become one of the hubs for their rehearsals and concerts. The Head of Partnerships and Assistant Head remained sensitive to the fact that Partnership work means operating from a position of humility and to that end were grateful that our Music department benefited from a CPD partnership opportunity for local Music teachers during the Come and Create Music day. The Music department also trained our Year 10 pupils to deliver Music workshops to primary school children. A homework club, parent cookery classes and early-years parenting classes were planned to support those pupils and families in receipt of pupil premium funding at Nash Mills Primary school. Due to unforeseen circumstances, these could not be delivered but will be taken forwards next year.

#### **Ongoing Volunteering**

One member of staff continued to be a Governor at a partner school; three other members of staff continued to be Governors at other schools/academies.

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**RISK MANAGEMENT**

The Board of Governors sought to identify and assess the risks to which the Charity is subject and established appropriate controls throughout the year. A formal review of the Charity's strategic risks was undertaken during the year by the Finance & Audit Committee. This committee reviewed the Strategic Risk Register, identifying those risks to the Board which should be addressed as a high priority and recommended actions which should be taken to mitigate them. Cyber security has become a heightened risk over recent months and the school takes steps to ensure that any risks are mitigated, where possible, including penetration testing and regular updates and training for staff provided by the Director of Technology.

The key controls used by the school to manage major risks include:

- Formal agendas for all Committee and Board activity;
- Comprehensive strategic planning, budgeting and management accounting;
- Established organisational structure and lines of reporting;
- Formal written policies;
- Clear authorisation and approval levels.

A number of medium level risks have been identified which cover a variety of areas including governance, remuneration, succession planning, public benefit and health & safety. Some marketing, strategic and financial risks were rated at a high level of risk during the year by the Board of Governors following the outbreak of Covid-19 and also during the TPS consultation in order to ensure a committed focus on the sustainability of the school during these difficult times.

All risks were subjected to specific controls and interventions to remedy or reduce them to tolerable levels. Further mitigation is provided by clear oversight of these areas by both the management, Head and Bursar, and by Governors through their role in committees and working groups.

Through the formal review of the risks to which the school was exposed, the Governors are satisfied that the major risks identified and noted above are being adequately managed, and action has been taken by the school to offset their impact. It is recognised, however, that systems can only provide reasonable but not absolute assurance of this.

**REMUNERATION**

The guiding principles of the school's approach to remuneration are:

- To ensure delivery of the school's objectives;
- To attract and retain motivated staff with the skills and expertise necessary for operational effectiveness;
- That remuneration should be equitable and coherent across the school;
- To take account of the purposes, aims and values of the school;
- To ensure that pay levels and pay increases are appropriate in the context of the interests of our parents and beneficiaries.

To help to meet the above objectives, an external pay and benefits review for teaching staff has commenced. Support staff pay is already benchmarked against market rate for each role.

The key management personnel in the school are the Head and the Bursar who are appointed by the Board of Governors. The remuneration of the Head and the Bursar is set and reviewed annually by the Remuneration Committee. Governors and the Head recognise the need to remunerate senior staff in a way that will attract and retain high-quality individuals with the personal qualities, skills and experience for demanding appointments.

**Abbot's Hill Limited**  
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**Year ended 31 August 2022**

**FINANCIAL REVIEW**

**Activities and Results**

The school's incoming resources are principally derived from pupil fees. Gross fee income for the year increased by £882,418 compared with the previous year due to the inflationary fee increase plus an influx of pupils during the year. Net fee income rose by £1,009,457 due mostly to the above plus the level of covid-19 discounts being lower than in the previous year.

Total funds increased by the net surplus of £572,458 for the year (2021:£114,257 surplus). The higher surplus has not, however, resulted in an increased amount of cash held by the school.

The Governors are mindful of the pressures in relation to the cost-of-living crisis, a recession and uncertainty in relation to any impact on pupil numbers and parents' finances and continue to keep budgets and forecasts under review in order to protect the school against financial and possible future political threats.

Operating costs represented 99% of resources expended at the school with 53% (2020-21: 59%) of that expenditure comprising teaching and teaching support salaries. Total staff costs comprised 67% (2020-21: 74%) of operating costs and 67% (2020-21: 77%) of net fees.

**Reserves**

The Governors regularly review the level and nature of the reserve funds of the school. It has a formal policy on reserves that considers its need for reserves through examining its working capital requirements, financial risk mitigation and future strategic development.

At the Balance Sheet date, the school held general unrestricted funds totalling £8,908,142 all represented by fixed assets for the school's own use. Under the Charity Commission's definition of free reserves being unrestricted funds not represented by fixed assets, the school did not have any free reserves at that date.

The school retains reserves so that the facilities, buildings and site can be maintained and enhanced, so that new technologies can be introduced and so that the provision of education, in the widest way, for the present and future can be improved. Sustainability of the school into the future is of paramount importance to the Governors.

The Governors have reviewed the school's cash flow forecasts and are satisfied that its reserves are adequate for the purpose of meeting its short-term working capital requirements without the need to hold free reserves for the time being.

Going forward, achievement of an operating surplus will continue to be one of the key measures of the school's financial performance in addition to a sustainable cash flow.

**Fundraising Activities**

During the year the school received over £26,000 from donations and funds raised on behalf of the school by the Abbot's Hill School Parents Association, £12,801 of which was donated to external charities.

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**PLANS FOR FUTURE PERIODS**

At the end of the academic year, the Governor's annual strategy day took place at which the school's forward strategic priorities were discussed. The Governors also took this opportunity to review their performance over the past year and to understand any lessons learnt for the future.

The trustees look to continually invest back into the school's land and buildings. Planning permission is still open for Phase 3 of a building project to rebuild and improve the Pre-Prep classrooms and surrounding area. Other projects which continue to be on the agenda include a new enlarged dining room and kitchen, easier driveway and car parking access, updated pastoral rooms plus improved facilities across sciences, arts and humanities.

Sustainability is also an important topic for the school. Disposable lunch containers and plastic bottles are no longer used and the school has an Eco Committee which meets regularly to discuss ideas to improve the school's carbon footprint. In addition, an energy report was completed during this accounting year which will be reviewed and practical solutions sought to improve the school's green credentials.

**GOING CONCERN**

The Governors are aware that cash is the most important driving factor when setting future budgets. The school's cash position has been stress-tested by the Governors using various scenarios including a potential sudden loss of pupil numbers and rising costs. Following these tests, the Board is content that it will remain a going concern and can meet its ongoing obligations.

**Statement of Governors' Responsibilities**

The Governors (who are also directors of Abbot's Hill Limited for the purposes of company law) are responsible for preparing the Governors' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 Governors, are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

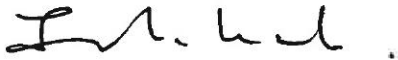
**Abbot's Hill Limited**  
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In so far as the Governors are aware:

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

The Governors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Approved by members of the governing body on <sup>24/11/22</sup> and signed on their behalf by:



Janet Mark  
(Chairman of the Board of Governors)

**Abbot's Hill Limited**  
**Auditors' Report**  
**Year ended 31 August 2022**

**INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF ABBOT'S HILL LIMITED**

**Opinion**

We have audited the financial statements of Abbot's Hill Limited for the year ended 31 August 2022 which comprise the Statement of Financial Activities (incorporating the Summary Income and Expenditure Account), 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 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 the 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 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**

In auditing the financial statements, we have concluded that the Governors' 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 charitable company'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 Governors 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 Governors 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.

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 there is 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.



**Abbot's Hill Limited**  
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**Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the Governors' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Governors' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of Governors'**

As explained more fully in the Governors' responsibilities statement set out on page 14, the Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the 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.

**Abbot's Hill Limited**  
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- 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Governors.
- Conclude on the appropriateness of the Governors' 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charitable company to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit report.

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.

**Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud**

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

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.



**Abbot's Hill Limited**  
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- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

**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

*2nd December 2022*

9 Appold Street  
London  
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

# Abbot's Hill Limited

## STATEMENT OF FINANCIAL ACTIVITIES

(including the income and expenditure statement)

for the year ended 31 August 2022

	Notes	Unrestricted funds £	Total 2022 £	Total 2021 £
<b>INCOME FROM:</b>				
<b>Charitable Activities</b>				
School fees	3	9,213,451	9,213,451	8,203,994
Other educational income	4	511,885	511,885	272,520
<b>Other income</b>				
Other trading income	5	59,092	59,092	26,371
<b>Investments</b>				
Investment income	6	-	-	1,062
<b>Voluntary sources</b>				
Grants and donations	7	56,736	56,736	118,263
<b>Total income and endowments</b>		<b>9,841,164</b>	<b>9,841,164</b>	<b>8,622,210</b>
<b>EXPENDITURE ON:</b>				
<b>Costs of raising funds</b>				
Other trading costs		30,251	30,251	8,760
<b>Charitable activities</b>				
Education	8	9,238,455	9,238,455	8,499,093
<b>Total expenditure</b>	8	<b>9,268,706</b>	<b>9,268,706</b>	<b>8,507,853</b>
<b>Net income/(expenditure)</b>	15	<b>572,458</b>	<b>572,458</b>	<b>114,357</b>
Transfer between funds		-	-	-
<b>Net movement in funds</b>		<b>572,458</b>	<b>572,458</b>	<b>114,357</b>
Fund balances brought forward		8,335,684	8,335,684	8,221,327
Fund balances carried forward	20	<b>8,908,142</b>	<b>8,908,142</b>	<b>8,335,684</b>

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.

# Abbot's Hill Limited

**BALANCE SHEET**  
as at 31 August 2022

	Notes	2022 £	2021 £
<b>FIXED ASSETS</b>			
Tangible assets	13	<u>9,766,558</u>	9,836,541
		9,766,558	9,836,541
<b>CURRENT ASSETS</b>			
Stocks	14	8,078	8,078
Debtors	15	356,377	285,355
Cash at bank and in hand		<u>2,105,369</u>	2,152,234
		2,469,824	2,445,667
<b>CREDITORS: Amounts falling due within one year</b>	16	(3,040,967)	(2,204,449)
<b>Provisions for liabilities: due within one year</b>	19	(68,000)	-
<b>NET CURRENT LIABILITIES</b>		<u>(639,143)</u>	241,218
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		9,127,415	10,077,759
<b>CREDITORS: Amounts falling due after more than one year</b>	17	(219,173)	(1,741,975)
<b>NET ASSETS</b>		<u>8,908,242</u>	8,335,784
<b>FUNDS</b>			
Called up Share Capital	20	100	100
Unrestricted funds – general	20	8,908,142	8,335,684
		<u>8,908,242</u>	8,335,784

Approved and authorised for issue by the Board of Governors on 24<sup>th</sup> November 2022 and signed on their behalf by:



J Mark  
Chairman of the Board of Governors

The accompanying notes form part of these financial statements.

Company Number: 00559674

# Abbot's Hill Limited

## CASHFLOW STATEMENT

for the year ended 31 August 2022

### CASH FLOW STATEMENT

	Notes	2022 £	2,021 £
Net cash inflow from operating activities	26	826,197	701,201
Cash flows from investing activities:			
Bank interest received		-	1,062
Payments to acquire fixed assets		(402,757)	(465,747)
Net cash outflow from investing activities		(402,757)	(464,685)
Financing:			
Loans received		-	-
Loans repaid		(470,305)	(367,662)
Net cash outflow from financing activities		(470,305)	(367,662)
Increase/(decrease) in cash		(46,865)	(131,146)
Cash and cash equivalents at beginning of the reporting period		2,152,234	2,283,380
Cash and cash equivalents at end of the reporting period		2,105,369	2,152,234

### Analysis of cash and cash equivalents

	2022 £	2021 £
Cash at bank	2,071,859	2,123,919
Cash in hand	8,283	3,088
Short term Deposits	25,227	25,227
Total cash and cash equivalents	2,105,369	2,152,234

### Analysis of changes in net debt

	1 September 2021 £	Cash Flows £	31 August 2022 £
Cash	2,152,234	(46,865)	2,105,369
Loans falling due within one year	(538,747)	(871,982)	(1,410,729)
Loans falling due after more than one year	(1,588,441)	1,381,203	(207,238)
	25,046	462,356	487,402

# Abbot's Hill Limited

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 August 2022

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### 1 ACCOUNTING POLICIES

Abbot's Hill Limited is a company limited by shares with registered number 00559674, incorporated and domiciled in England and Wales. Its registered office is Abbot's Hill School, Bunkers Lane, Hemel Hempstead, Herts, HP3 8RP.

#### 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.

These financial statements are prepared on the going concern basis, under the historical cost convention as modified by the revaluation of investments and in accordance with the Companies Act 2006 and applicable accounting standards in the United Kingdom. The principal accounting policies, which have been applied consistently throughout the year, are set out below.

#### 1.2 GOING CONCERN

The governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the school to continue as a going concern. The governors have made this assessment for a period of at least one year from the date of approval of the financial statements.

In particular the governors have considered and challenged the school's forecasts and projections, including cash flows, pupil projections and the likely impact of pressures on fee income. Whilst the economic outlook remains uncertain which could have an impact on future pupil numbers, the cash flow has been subjected to stress testing regarding a drop in numbers and the governors have concluded that, with certain other cost control measures in place, there is a reasonable expectation that the school has adequate resources to continue in operational existence and meet its ongoing liabilities for the foreseeable future.

The school, therefore, continues to adopt the going concern basis in preparing its financial statements.

#### 1.3 FEES RECEIVABLE AND SIMILAR INCOME

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the school.

#### 1.4 DONATIONS AND FUND ACCOUNTING

Donations received for the general purposes of the school are included as unrestricted funds. Donations restricted by the wishes of the donor or the terms of an appeal are taken to restricted funds.

#### 1.5 EXPENDITURE

Expenditure is allocated to expense headings, which aggregate all costs relating to the category either on a direct cost basis, or apportioned according to time spent.

All costs associated with the provision of education are allocated to Charitable Expenditure. Only the costs directly associated with, or incurred solely in, Raising Funds are allocated to this category.

Governance costs comprise the costs of running the school, including strategic planning for future developments, external audit, legal advice and a proportion of staff costs relating to compliance with constitutional and statutory requirements, such as the costs of Governors meetings.

#### 1.6 TEACHING COSTS

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

#### 1.7 FIXED ASSETS AND DEPRECIATION

All fixed assets are used in direct furtherance of the school's objectives. Fixed assets are included in these financial statements at their original cost less depreciation and accumulated impairment losses provided to date.

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 improvements	2% Straight line
Garden machinery	20% Reducing balance
Fixtures and fittings	20% Reducing balance
Vehicles	25% Reducing balance
Computers	25% Straight line

Items costing less than £1,000 are written off as an expense as acquired.

#### 1.8 STOCKS

Stocks are stated at the lower of cost or net realisable value.

# Abbot's Hill Limited

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 August 2022

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### 1.9 PENSIONS

Full-time and part-time teaching staff employed under a contract of service are eligible to contribute to the Teachers' Pension Scheme (TPS). The TPS, a defined benefit scheme is administered by Capita Teachers' Pensions on behalf of the Department for Education and Skills.

Costs include normal and supplementary contributions. The regular cost is the normal contribution, expressed as a percentage of salary of a teacher newly entering service, which would defray the cost of benefits payable in respect of that service. Variations from the regular pension cost are met by a supplementary contribution. This occurs if, as a result of the actuarial investigation, it is found that the accumulated liabilities for benefits to past and present teachers are not fully covered by normal contributions to be paid in the future and by the fund built up from past contributions. The normal and supplementary contributions are charged to the income and expenditure account in the year.

### 1.10 CASH AND CASH EQUIVALENT

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.

### 1.11 FINANCIAL INSTRUMENTS

The company 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 company's balance sheet when the company 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.

With the exceptions of prepayments and deferred income all other debtor and creditor balances are considered to be basic financial instruments under FRS 102.

### 1.12 TAXATION

The company is a registered charity and is exempt from taxation.

### 1.13 EMPLOYEE BENEFITS

The costs of short-term employee benefits are recognised as a liability and an expense. 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 charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

## 2 KEY ESTIMATES & JUDGEMENTS

In the application of the company's accounting policies, the Board of Governors is 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 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 affects both current and future periods.

In the opinion of the Board of Governors, the estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

#### Critical judgements

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the trustees to have most significant effect on amounts recognised in the financial statements.

#### Useful economic lives

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

#### Recoverable value of fee debtors

The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience. See note 15 for the net carrying amount of the debtors and associated impairment provision.

# Abbot's Hill Limited

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 August 2022

### 3 FEE INCOME

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

	2022 £	2021 £
Gross fees	9,511,901	8,629,483
Less: Discounts and fee adjustments	(179,454)	(186,679)
Less: Scholarships and bursaries	(115,762)	(147,203)
Less: COVID 19 related discounts	(3,234)	(91,607)
	<b>9,213,451</b>	<b>8,203,994</b>

### 4 OTHER EDUCATIONAL INCOME

	2022 £	2021 £
Extras and disbursements	83,083	42,253
Registration fees	15,901	20,000
Fees in lieu of notice	64,560	74,727
Other income including trips and minibus income	348,341	135,540
	<b>511,885</b>	<b>272,520</b>

### 5 OTHER TRADING INCOME

	2022 £	2021 £
Rent and lettings	59,092	26,371
	<b>59,092</b>	<b>26,371</b>

### 6 INVESTMENT INCOME

	2022 £	2021 £
Interest received	-	1,062
	<b>-</b>	<b>1,062</b>

### 7 DONATIONS AND GRANTS

	2022 £	2021 £
Donations and income from Abbot's Hill School Parents' Association	56,736	12,574
Furlough income	-	105,689
	<b>56,736</b>	<b>118,263</b>

# Abbot's Hill Limited

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 August 2022

### 8 EXPENDITURE

#### (a) Costs of Raising Funds For the year ended 31 August 2022

	Staff costs (note 9) £	Other £	Depreciation £	Total 2022 £
Trading costs	-	30,251	-	30,251
<b>Total Costs of Raising Funds</b>	<b>-</b>	<b>30,251</b>	<b>-</b>	<b>30,251</b>
<b>Charitable expenditure</b>	<b>Staff costs (note 9) £</b>	<b>Other £</b>	<b>Depreciation £</b>	<b>Total 2022 £</b>
Teaching	4,559,566	580,428	-	5,139,994
Welfare	334,681	326,686	-	661,367
Premises and Estates	357,920	767,870	472,740	1,598,530
Administration	965,858	608,619	-	1,574,477
Finance Costs	-	76,720	-	76,720
Governance	-	187,367	-	187,367
<b>Total Charitable Expenditure</b>	<b>6,218,025</b>	<b>2,547,690</b>	<b>472,740</b>	<b>9,238,455</b>
<b>Total Expended</b>	<b>6,218,025</b>	<b>2,577,941</b>	<b>472,740</b>	<b>9,268,706</b>

#### Costs of Raising Funds For the year ended 31 August 2021

	Staff costs (note 9) £	Other £	Depreciation £	Total 2021 £
Trading costs	-	8,760	-	8,760
<b>Total Costs of Raising Funds</b>	<b>-</b>	<b>8,760</b>	<b>-</b>	<b>8,760</b>
<b>Charitable expenditure</b>	<b>Staff costs (note 9) £</b>	<b>Other £</b>	<b>Depreciation £</b>	<b>Total 2021 £</b>
Teaching	4,692,071	314,596	-	5,006,667
Welfare	331,270	314,593	-	645,863
Premises and Estates	365,094	557,699	428,761	1,351,554
Administration	936,969	424,891	-	1,361,860
Finance	-	64,451	-	64,451
Governance	-	68,698	-	68,698
<b>Total Charitable Expenditure</b>	<b>6,325,404</b>	<b>1,744,928</b>	<b>428,761</b>	<b>8,499,093</b>
<b>Total Expended</b>	<b>6,325,404</b>	<b>1,753,688</b>	<b>428,761</b>	<b>8,507,853</b>

#### (b) Other Governance Costs include:

	2022 £	2021 £
Auditors' remuneration		
- Audit Fees	15,258	12,960
- underprovision from previous year	4,940	8,551
- Accountancy Fees	2,598	2,160
- Other Auditors remuneration	4,572	2,860
Legal and Professional Fees	153,491	40,420



# Abbot's Hill Limited

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 August 2022

### 9 STAFF COSTS

	2022 £	2021 £
Wages and salaries	4,906,749	5,065,122
Redundancy and settlement costs	-	4,132
Social security costs	459,002	454,055
Other pension costs	793,566	765,345
Other staff costs	58,708	36,750
	<b>6,218,025</b>	<b>6,325,404</b>

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

	2022 Average No.	2022 FTE No.	2020 Average No.	2021 FTE No.
Teaching	133	111	136	102
Other	67	41	74	50
	<b>200</b>	<b>152</b>	<b>210</b>	<b>152</b>

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

	2022 No.	2021 No.
£60,000 - £70,000	1	2
£70,001 - £80,000	-	1
£80,001 - £90,000	-	-
£90,001 - £100,000	2	1
£100,001 - £110,000	-	1
	<b>3</b>	<b>5</b>

Pension contributions for the year amounted to £50,844 (2021: £81,021) for the above employees.

# Abbot's Hill Limited

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 August 2022

### 10 GOVERNORS REMUNERATION AND BENEFITS

There was no Governors' remuneration or other benefits for the year ended 31 August 2022 nor for the year ended 31 August 2021.

Travel and training expenses of £6,508 (2021: £1,747) for 5 governors were paid by the school during the year.

Key management personnel include the Governors and the senior executives which are made up of the Head and the Bursar. The total pay and benefits received by key management personnel were £253,555 (2021: £257,134)

### 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 £621,196 (2021: £665,673) and at the year end £70,757 (2021: £77,252) was accrued in respect of contributions to this scheme.

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

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

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

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

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

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

Until the 2020 valuation is 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 support staff are members of a stakeholder scheme which is a defined contribution scheme. The pension charge for the year includes contributions payable to the scheme of £104,470 (31 August 2021: £99,672), and at the year end £17,596 (31 August 2021 :£15,536) was accrued in relation to contributions to the scheme.

### 12 NET INCOME FOR THE YEAR

	2022 £	2021 £
Net income is stated after charging:		
Depreciation of tangible fixed assets	472,740	428,761
Loan Interest	45,974	47,445
Operating lease rentals – other	186,071	116,737

# Abbot's Hill Limited

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 August 2022

### 13 TANGIBLE FIXED ASSETS

	Freehold Property £	Fixtures & Fittings £	IT Equipment £	Motor Vehicles £	Total £
Cost:					
At 1 September 2021	11,120,660	2,214,636	928,973	153,479	14,417,748
Additions	46,497	142,386	189,334	24,540	402,757
Disposals	-	-	-	-	-
At 31 August 2022	11,167,157	2,357,022	1,118,307	178,019	14,820,505
Depreciation:					
At 1 September 2021	2,088,718	1,714,036	670,881	107,572	4,581,207
Charge for year	222,799	113,357	120,930	15,654	472,740
Disposals	-	-	-	-	-
At 31 August 2022	2,311,517	1,827,393	791,811	123,226	5,053,947
Net book value:					
At 31 August 2022	8,855,640	529,629	326,496	54,793	9,766,558
At 1 September 2021	9,031,942	500,600	258,092	45,907	9,836,541

### 14 STOCK

	2022 £	2021 £
Stock Catering	8,078	8,078
	8,078	8,078

### 15 DEBTORS

	2022 £	2021 £
Fees and Extras	140,487	178,196
Less provision for doubtful debts	(96,769)	(76,769)
Other debtors	18,596	6,089
Prepayments	294,063	177,839
	356,377	285,355

### 16 CREDITORS

Amounts falling due within one year:	2022 £	2021 £
Loans	1,410,729	538,747
Trade creditors	284,443	247,371
Taxation and social security costs	115,687	112,432
Fee Deposits	329,893	295,643
Fees in advance	227,863	285,049
Other creditors	132,298	115,884
Accruals and deferred income	540,054	609,323
	3,040,967	2,204,449
Deferred income:	2022 £	2021 £
Brought forwards	991,127	870,837
Movement in year	(283,525)	120,290
Carried forwards	707,602	991,127

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

# Abbot's Hill Limited

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 August 2022

### 17 CREDITORS DUE AFTER ONE YEAR

	2022 £	2021 £
Amounts falling due after more than one year:		
Bank loan	174,808	1,517,095
Fees in advance	11,935	153,534
Amounts falling due after more than five years:		
Bank loan	32,430	71,346
	<b>219,173</b>	<b>1,741,975</b>
	2022 £	2021 £
Movement on loans		
In one year or less	1,410,729	538,747
Between one and two years	58,058	1,438,079
Between two and five years	116,750	81,016
After five years	32,430	71,346
	<b>1,617,967</b>	<b>2,127,188</b>

The bank loans comprise of: one loan of £2.087m taken out in April 2006, repayable by monthly instalments with an interest rate of 0.85% over base rate, due to be repaid by December 2022. One loan of £903,700 taken out in April 2009, repayable by quarterly instalments with an interest rate of 0.85% over base rate, due to be repaid by September 2023. One loan of £675,000 taken out in July 2015, repayable in monthly instalments with an interest rate of 1.95% plus the banks base rate, due to be repaid by June 2028. One loan of £1.5m taken out in September 2017 and repayable in monthly instalments with an interest rate of 2.1% over base, due to be repaid in July 2028. The loans are secured by way of charges over the freehold land and buildings.

### 18 FEES IN ADVANCE

	2022 £	2021 £
Fees in advance scheme		
In one year or less	227,863	285,049
Between one and two years	11,935	84,772
Between two and five years	-	68,762
	<b>239,798</b>	<b>438,583</b>

### 19 Provisions for liabilities

	2022 £	2021 £
Brought forward at 1 September	-	-
Additions during the year	68,000	-
Amounts charged against the provision	-	-
Unused amounts reversed	-	-
Carried forward at 31 August	<b>68,000</b>	<b>-</b>

The provision reflects liabilities incurred in relation to the Teachers Pension Scheme "TPS" transition expected to be disbursed to eligible teachers in the forthcoming financial year.

Charges to the SoFA resulting from provisions during the year amounted to £68,000 (2021: £Nil) all of which was attributable to unrestricted funds.

### 20 STATEMENT OF FUNDS

	At 1 September 2021 £	Income £	Expenditure £	Transfer Between Funds £	Gains/ (losses) £	At 31 August 2022 £
Unrestricted funds:						
General reserve	8,335,684	9,841,164	(9,268,706)	-	-	8,908,142
<b>Total funds</b>	<b>8,335,684</b>	<b>9,841,164</b>	<b>(9,268,706)</b>	<b>-</b>	<b>-</b>	<b>8,908,142</b>
	At 1 September 2020 £	Income £	Expenditure £	Transfer Between Funds £	Gains/ (losses) £	At 31 August 2021 £
Unrestricted funds:						
General reserve	8,221,327	8,622,210	(8,507,853)	-	-	8,335,684
<b>Total funds</b>	<b>8,221,327</b>	<b>8,622,210</b>	<b>(8,507,853)</b>	<b>-</b>	<b>-</b>	<b>8,335,684</b>

# Abbot's Hill Limited

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 August 2022

### 21 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2022 Total £
Tangible fixed assets	9,766,558	-	9,766,558
Investments	-	-	-
Current assets	2,469,824	-	2,469,824
Current liabilities	(3,040,967)	-	(3,040,967)
Provisions for liabilities	(68,000)	-	(68,000)
Long term liabilities	(219,173)	-	(219,173)
<b>Total net assets</b>	<b>8,908,242</b>	<b>-</b>	<b>8,908,242</b>
	Unrestricted funds £	Restricted funds £	2021 Total £
Tangible fixed assets	9,836,541	-	9,836,541
Investments	-	-	-
Current assets	2,445,667	-	2,445,667
Current liabilities	(2,204,449)	-	(2,204,449)
Long term liabilities	(1,741,975)	-	(1,741,975)
<b>Total net assets</b>	<b>8,335,784</b>	<b>-</b>	<b>8,335,784</b>

### 22 COMMITMENTS UNDER OPERATING LEASES

At 31 August 2022, the company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as

	2022 Plant & equipment	2021 Plant & equipment
Due within one year	42,144	52,456
Due between two and five years	64,617	5,220
	<b>106,761</b>	<b>57,676</b>

### 23 RELATED PARTIES

The Headmistress of the school received fee related discounts for children in attendance at the school during the year and the daughter of a senior member of staff was employed by the school during July/August 2022 to assist with some administrative work.

### 24 CONTROL

The members of Abbot's Hill School Limited are Governors of Abbot's Hill Limited.

### 25 CAPITAL COMMITMENTS

Capital expenditure of £nil (2021: £nil) has been contracted for as at 31 August 2022.

### 26 NOTES TO THE CASHFLOW STATEMENT

	2022 £	2021 £
Reconciliation of operating result to net cash inflow from operating activities		
<b>Net movement in funds</b>	<b>572,458</b>	<b>114,357</b>
Depreciation	472,740	428,761
Bank interest received	-	(1,062)
(Profit)/Loss on sale of Fixed Assets	-	13,074
Provision for liabilities	68,000	-
Increase/(Decrease) in creditors	(215,979)	313,900
(Increase)/Decrease in debtors	(71,022)	(167,562)
(Increase)/Decrease in stocks	-	(267)
	<b>826,197</b>	<b>701,201</b>

