

**THE INDEPENDENT EDUCATIONAL
ASSOCIATION LIMITED**

Company Number 01222329

Charity Number 270156

**CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

THE INDEPENDENT EDUCATIONAL ASSOCIATION LIMITED

CONSOLIDATED FINANCIAL STATEMENTS

For the Year Ended 31 August 2023

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The Independent Educational Association Limited

Company Information For the year ended 31 August 2023

REFERENCE AND ADMINISTRATIVE INFORMATION

The Independent Educational Association Limited ("the Association") was incorporated on the 8 August 1975 as a company limited by guarantee and not having a share capital, with registration number 1222329. On 8 December 1975 it was also registered as a charity under the Charities Act 1960 with the charity number 270156. The Charity's principal address and registered office is at Earsby Street, London, W14 8SH. The Association has prepared consolidated financial statements to include the activities of St James Enterprises Limited, incorporated on 16 January 2018, as a subsidiary of the Association and The Most Honourable and Loyal Society of Ancient Britons (Welsh Girls' School) now known as St. David's School (St. David's), and its trading subsidiary St David's Enterprises Limited on the basis that the Association and St. David's are being managed on a unified basis with common trustees.

Trustees and Directors

The trustees of the Association, known as Governors, are also the directors of the company for the purposes of company law, the Board being a self-appointing body. During the year and up to the date of approval of the financial statements they were:

Aatif Hassan
Annabel Lubikowski
Jeremy Sinclair (Chairman)
John Story (retired 6 July 2022)
Hugh Venables
Jerome Webb
Michael Harper (Elected 29 June 2023)
Helen de Mattos (Elected 29 June 2023)

Key Executives and Professional Advisers

The Head teachers and the Schools' Addresses

Mr D Brazier	St James Senior Boys' School, Church Road, Ashford, TW15 3DZ
Mrs S Labram	St James Senior Girls' School, Earsby Street, London, W14 8SH (Retired 31 August 2023)
Mrs H Wyatt	St James Preparatory School, Earsby Street, London W14 8SH

Chief Operating Officer & Company Secretary: Mr W Wyatt

Auditor

Haysmacintyre LLP
10 Queen St. Place
LONDON
EC4R 1AG

Solicitors

Veale Wasbrough Vizards
Orchard Court
Orchard Lane
Bristol
BS1 5WS

Principal Bankers

Lloyds Bank plc
67 Old Brompton Road
London SW7 3JX

Investment Advisers

J. M. Finn & Co.
4 Coleman Street
London EC2R 5TA

The Independent Educational Association Limited

Annual Report of the Trustees For the year ended 31 August 2023

The Board of Trustees present their annual report for the year ended 31 August 2023.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The objects for which the Association is established (as set out in its Articles of Association) are to promote the advancement of education of children and young persons and in connection therewith to establish and conduct in any part of the world a school or schools to give instruction in all branches of education including the preparation of pupils to sit for public examinations whether academic, professional or otherwise.

Aims and Intended Impact

Within these Objects, the Association started the St James Independent Schools in January 1975 with the aim of providing a first-class independent education, through strong academic tuition, awareness of spiritual values and developing wider sporting, artistic and social skills in all pupils. This is intended to provide an environment where each pupil can begin to realise his or her own potential, thus helping to build self-confidence and self-esteem in preparation for a happy and fulfilling life contributing to the good of the wider community.

Objectives for the Year

The focus has been on the continued achievement and enhancement of academic standards throughout the schools while endeavouring to meet the individual requirements of the minority with special educational needs. Striking the right balance between these two objectives should ensure that all pupils have the opportunity of working to achieve their full potential.

Strategies to Achieve the Year's Objectives

The local boards of governors are undertaking a complete review of the overall strategy. These include an on-going review and where necessary updating of the schools' academic syllabuses, an exercise in which the staff are fully involved. Increased attention is also being given to staff training and development. We remain open to opportunities to extend the schools' already great range of non-academic activities by promoting excellence in sports and open-air pursuits as well as developing social skills.

Principal Activities of the Year

The Association provides education through the St James Schools: from the ages of 4 to 18 at Earsby Street for prep boys and girls and senior girls, and at Ashford for senior boys. The Association acts in an advisory capacity for a number of schools with common ethics and practices worldwide. The Association finished the year with 789 (2022: 835) pupils. From 1 September 2019 the Association expanded the provision of education through the new Nursery facilities at Earsby Street. At the year-end there were 25 pupils in the nursery department (2022:24),

Grant-making Policy

This year, the value of scholarships, grants and prizes made to pupils out of restricted funds was £76,200 (2022: £76,200). In addition, a further £957,761 (2022: £1,119,564) of bursaries and scholarships were funded from unrestricted reserves. All bursary awards are made on the basis of financial need, and all are means tested. Further fee remissions may be made where the policy is to relieve hardship and the pupil's education and future prospects would be at risk without such support.

BUSINESS REVIEW

The trustees present the consolidated financial results of IEAL incorporating the results of St David's School and its trading subsidiary St David's Enterprises Limited and those of St James Enterprises Limited, incorporated on 16 January 2018, as a trading subsidiary of the Association which began trading in September 2019.

This has been another rewarding year for the charities and the group. The trustees, the majority of whom are common to both charities, are pleased with the group's development and progress. The reputation of each of the St James schools continues to thrive due to the excellent all-round education and pastoral care offered and because of the hard work and dedication of all staff.

During the year we have still maintained good academic achievements. Despite the decrease in average pupil numbers reported above, the nursery expanded, and St James is seeking to consolidate and grow its overall pupil numbers in future years. The building of a new sports hall at the Senior Boys School, which opened in July 2021, should assist future recruitment of pupils and, as noted above, we launched a new nursery at the Olympia site in September 2019 to act as a feeder for the prep school as well as providing an additional income stream to improve the school's financial position.

The Independent Educational Association Limited

Annual Report of the Trustees For the year ended 31 August 2023

BUSINESS REVIEW (Continued)

Together with competitive fee rates and sound financial management, we aim to produce an operating surplus year on year.

An ongoing review of debt management procedures continues to produce a significantly improved collection rate of current debt and a reduction in overdue balances. Subsidiary company results contributed a surplus of £41,076 to the overall results compared with £76,683 in the previous year.

In October 2020 the IEAL Pension Scheme transferred to Citrus Pension Plan, a non-for-profit master trust. The aim was to improve the professional management of the scheme and reduce management and administration costs. Contributions necessary to make up for the deficit in the Scheme were £466,000 for the year to 31 August 2023 and are expected to remain at that level to August 2028. The last published full triennial actuarial valuation for the IEAL Pension Scheme was on 31 March 2021. The deficit contributions will remain at the agreed rates.

The group will continue to seek to meet the AGBIS best practice target by generating a 10% cash surplus. This is essential for long term cash flow stability and building reserves to a level that ensures sustainable development of the schools.

Developments

Prep School

Cooking with celebrity chef, Allegra McEvedy MBE takes place for pupils from Nursery to Year 6. All have at least two sessions per term. These have proven to be very popular with the children and parents. We now have new fully equipped ICT suite and a full programme of ICT lessons taught by a specialist teacher every week to pupils in all year groups. The Nursery pupils can now stay until 6pm and there is a full programme of activities, including circus skill, yoga, drama, music and a special Unicorn Tea. Nursery pupils are now included in whole school assemblies, House Competitions and have weekly 'buddy times' with Year 2. Our prep pupils can join the St James Academy of Performing Arts, and this includes specialist lessons in Tap, Ballet, LAMDA, modern dance and singing. The school has adopted Talk For Writing, and a Maths Mastery Programme. Both initiatives are fully embedded into the curriculum and there has been a tangible improvement in academic standards because of it.

Senior Girls' School

We launched the St James Performing Arts Academy in September 2022 to enhance and broaden the arts offering at the two Olympia schools. Classes are running in LAMDA, Musical Theatre, ballet and modern dance, after school during the weekdays and on Saturday's Chef Allegra is overseeing the cookery provision in the Senior Girls' School. Cookery is so popular that from September 2022, we expanded the curriculum to include GCSE Food Nutrition and Preparation with two groups in Year 10 in 2022-23 and a further two in Year 11 in 2023-24.

Senior Boys' School

The school has always been known as an outstanding Rugby School, but since Covid significant efforts have been made to develop Football and Cricket in recent years with proper coaching and a development pathway. There has also been significant improvement with cricket coaching and facilities. A new creative curriculum has been established in our lower school which is affiliated to King Charles Harmony Project. This teaches creativity, Service Before Self and has sustainability at its core using sacred geometry and a philosophy of unity. We have also achieved Bronze, Silver and Gold Eco Awards. The installation of a Climbing Wall in our new Sports Hall has also meant an expansion of climbing activities and real mountain climbing in Wales and the Alps. Finally, the Combined Cadet Force (CCF) goes from strength-to-strength and has been judged an 'outstanding' unit with extremely high standards. Key new appointments in recent years has also seen a renaissance with the Arts with vibrant concerts, plays and art installations bedecking the hall. The Arts Departments have now been harmonised as a proper faculty working together for the benefit of all.

The Independent Educational Association Limited

Annual Report of the Trustees For the year ended 31 August 2023

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Operational Performance of the Schools

The Senior Girls attained excellent exam results. 100% (2022: 100%) A level passes with 93% (2022: 94%) at A* to C the GCSE pass rate was 96.8% (2022: 100%) with 58% at 9 to 7 (2022: 100%) and 96.8% (2022: 96.9%) 9 to 4 grades.

The Senior Boys achieved 95% (2022: 96%) A-level passes with 66% (2022: 86%) at A* to C; The GCSE pass rate was 99.8% (2022:100%) with 92.6% (2022: 99%) at 9 to 4 grades.

The Prep School was pleased with the Year 6 11+ results with the majority of girls going to the Senior Girls' School (16) and 2 boys to the Senior Boys' School.

The 29 Year 6 pupils have had a total of 50 offers including 1 to City, 2 to Latymer Upper, 4 to Kew House School, 1 to JAGs. 2 to NHEHS (Notting Hill and Ealing High School), 1 firm offer and 1 waitlist to Godolphin & Latymer, 1 waitlist to Emmanuel, 6 to Maida Vale School, 3 to Wetherby, 1 waitlist to Francis Holland School.

Fundraising Performance

The fund-raising and development office works for all three schools. It co-ordinates the activities of:

- 1) Long-term fund-raising;
- 2) Short-term fund-raising for small projects;
- 3) Fund-raising by parents often for a particular school.

Whilst future major developments will require substantial fund-raising initiatives, the latest forecasts indicate that the Association will generate operating surpluses sufficient to fund such developments partly from reserves.

The fund-raising department raised £93,749 (2022: £108,084) from regular activities during the year. The Development office is coordinating the activities of The Friends of St James and the Alumni in addition to fund-raising for Buildings and Bursary Funds. With continued building and facility improvements planned for both the Earsby Street and Ashford sites, fund-raising efforts will be focused on raising substantial sums

FINANCIAL REVIEW AND RESULTS FOR YEAR

The Association's net expenditure for the year was £255,835 (2022: net income £2,562,772). Net income before gains were £807,829 (2022: £1,066,558) a reduction year on year as inflationary pressures grew across the Association's cost base. Net expenditure included the FRS102 pension liability movement for the year in respect of the IEAL Pension Scheme £1,079,000 loss (2022: £1,730,000 gain), the Independent Schools' Pension Scheme deficit £10,444 gain (2022 £15,000 loss) and investment gains of £4,892 (2022: losses £218,786). The Pension Scheme liability is a long-term liability and as such the management are satisfied that they can meet current funding requirements arising in the Scheme.

There was a 1.3% year on year increase in total gross fee income before bursaries and charging for activities and coaches £17,580,032 (2022: £17,344,560).

The Association had net current assets at 31 August 2023 of £1,555,341 (2022: £1,078,580). This includes fee deposit liabilities of £2,892,127 (2022: £2,718,811). These liabilities are disclosed as due within one year as pupils may leave at any time, but with a reasonable stable pupil roll currently, the probability of the liability becoming repayable in the short term is highly unlikely.

At the year-end fee debtors were £350,064 (2022: £203,500). The majority of parents paid on time and for those parents who are struggling, the schools have engaged fully and assisted them by agreeing payment plans, payment holidays or by providing mean-tested hardship funding. Whilst we are likely to see an increase in bad debt this term, this will be within manageable parameters.

The Independent Educational Association Limited

Annual Report of the Trustees For the year ended 31 August 2023

Key Performance Indicators

We have to be aware of staff-pupil ratios and the proportion of fee income spent on salaries and salary-related expenses such as national insurance, pensions funding and training costs.

	2023	2022
Employment costs compared to fee income	62%	63%
Pupils (Average number throughout the year)	794	832
Teaching staff (FTE)	99	100
Staff-Pupil ratio	1:8.0	1:8.3

PUPIL RETENTION

The school endeavours to keep its fees as low as possible. It also offers generous bursary assistance, and competitive fees.

GOING CONCERN

The Trustees have sought to minimise the ongoing financial pressures on the charity by prioritising key areas of risk, bad debt, cash flow and pupil retention. This, combined with the continued focus on reducing the cost base of each school support the Board's view that the Association has adequate resources to continue its activities for the foreseeable future and therefore continue as a going concern. In summary, the revised financial budget and forecast for the three years 2023/24, 2024/25 and 2025/26, is cautious and prudent. We have openly visited challenging scenarios and have action plans in place should the need arise. We will be able to operate without selling any part of our extensive property portfolio and will be able to meet all our financial liabilities showing that we remain a going concern.

The Independent Educational Association Limited

Annual Report of the Trustees For the year ended 31 August 2023

FUTURE PLANS

We are pleased with the quality of the young men and women coming out of our schools to play their part in society. We are delighted that so many later wish to educate their own children at a St James school and quite a number have come back to teach in the schools. We wish to grow so that more can share in what we have to offer.

The Board's current plans include the following:

- To achieve an overall pupil/teacher ratio of around 10:1. This should allow pupils to receive the necessary time and attention to make the most of their educational opportunity. At the same time, the ratio should give teachers the time and scope for preparation, marking and ancillary duties.
- To increase the school roll especially by optimising the intake at Reception at the Prep School, retaining pupils in the Sixth Form and utilising the space capacity at the Senior Boys to continue offering three-form entry at Year 7 and four-form entry at Year 9.
- The steady expansion of the prep and senior schools to their optimum sizes will require careful planning and ingenuity to make the maximum use of our existing available space. The first phase of development of the Senior Boys School, as outlined in this report, is now complete. The Trustee Directors have considered the requirements of the Prep School and the Senior Girls' School based at the Earsby Street site, and the acquisition of the adjoining youth centre site and other nearby properties has allowed space to be assigned to accommodate growth.

RISK MANAGEMENT

The Board of Trustees is responsible for identifying the key risks faced by the School and for ensuring these risks are managed. Each term the Board of Trustees identify and assess risks and implement controls to mitigate against these. The major risks include; impact of political regime change on independent schools. This is largely out of the school's control. However, associations such as ISC, AGBIS, ISIS, ISA, ISBA, will seek to support the sector. There are constant changes in legislation which affect schools. These are managed through routine monitoring of the legislative environment by SMT. Increased competition from other schools remains a risk. The school fees remain competitive. The trustees and governors continue to review the situation.

Risks are managed and monitored by the risk register which are grouped into the following categories:

- Mission and objectives
- Law and regulation
- Governance and management
- External factors
- Operational
- Human resources
- Environmental
- Technological
- Academic
- Financial

The key controls implemented by the School are as follows:

- Formal agendas for all Committee and Board activity;
- Annual budgeting and termly management accounting;
- Formal written Financial Regulations and Financial Procedures;
- Established organisational structure and lines of reporting;
- Formal written policies;
- Clear financial authorisation and approval levels; and
- Vetting procedures required by law for the protection of the vulnerable.

The Independent Educational Association Limited

Annual Report of the Trustees For the year ended 31 August 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Structure and Governing Document

The Association, as well as being a registered charity, is a company limited by guarantee. In the event of liquidation, the guarantors who are the members and governors of the company will be liable to contribute £1 each as set out in the governing document of the Association which is its Articles of Association adopted by the members of the Association on 27 November 2014. This guarantee totals £10.

Governing Bodies

The structure of the Charity consists of a governing body of Trustees for the St James Schools. To better support the schools, the Trustees are assisted by two Boards of Governors (one for each site) and the Heads and the Chief Operating Officer.

Trustees

Details of Trustees are given on page 1. The Trustees are also the Company Directors.

The founder of the Association directed the Trustees to raise funds for launching schools, endowing them and otherwise providing for them. Individual schools should have their own managers appointed by the Trustees who are free to manage the schools subject only to their conforming to the aims of the Association and to any financial control necessary to preserve its funds. The Trustees delegate the administration and co-ordination of financial and operational matters of the Schools to the Chief Operating Officer.

Recruitment and Training of Governors

New Governors and Trustees are invited to serve by the trustees. New Governors are inducted into the workings of the Charity and its schools, including any Board Policy and Procedures. All Governors receive New Governors Training provided by Chief Operating Officer and regular Safeguarding training.

Organisational Management

The Trustees of the Charity, are legally responsible for the overall management and control of the St James Schools and associated activities including overall financial and operational control of the schools and meet at least once a term plus an annual "Away Day". Development and educational performance of the schools are delegated to the Board of Governors, Olympia and Board of Governors, Ashford. The principal committees are the Safeguarding Committee, Education Committee and the Health & Safety Committee which meet each term.

The day-to-day running of the schools is delegated to the Chief Operating Officer and the respective Head Teachers (supported by their Senior Management Teams).

The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools to ensure that the Association remains sensitive to the broader issues of pay and employment conditions elsewhere.

Delivery of the Association's charitable vision and purpose is primarily dependent on our key management personnel and staff costs are the largest single element of our charitable expenditure.

Relationships

The Association actively supports the attainment of the highest standards in the Independent Schools sector, partly through senior staff participating in the inspection of schools, and through promoting links and networking with other schools by attendance at Seminars and events. We also endeavour to widen public access to the schooling we can provide, the facilities and to awaken in our pupils an awareness of the social context of the all-round education they receive.

The Independent Educational Association Limited

Annual Report of the Trustees For the year ended 31 August 2023 (continued)

Reserves Policy

Our policy is to accumulate sufficient reserves to acquire and maintain high quality premises for all our schools with scope for further development. Major property moves and developments have necessarily depleted our reserves. Our policy is to rebuild them by further improving our cost controls and generating the operating surpluses outlined above. At 31 August 2023 the Association had consolidated reserves of £27,936,434 (2022: £28,192,269) of which £2,128,833 (2022: £2,104,541) represents restricted funds and £26,947,870 (2022: £26,582,340) represents unrestricted funds. There are no Free Reserves which are comprised of undesignated and unrestricted funds net of fixed assets (2022 £Nil). As shown in Note 11 the ISPS Pension deficit reserve and the IEAL Pension reserve have been shown separately within unrestricted funds. There are no other designated funds as at 31 August 2023. Accounting for the Defined Benefit Pension liability in accordance with FRS102 has resulted in a negative Pension Reserve of £964,000 (2022: £294,000).

As a result of the Trustees having taken advice from the scheme actuary in respect of the funding of the negative Pension Reserve shown in the Balance Sheet the annual deficit contribution payment for the year ended 31 August 2023 was £466,000 (2022: £400,000). The ISPS pension reserve accounted for under FRS102 has resulted in a negative reserve of £176,269 (2022: £200,612). Under the current funding schedule, the annual deficit contribution payment for 2020 was agreed at approximately £22k, thereafter rising at 3% per annum until 2030. The amounts of restrictive and unrestrictive funds that can only be realised by the disposing of tangible fixed assets or programme related investments are shown in Note 12 Analysis of Net Assets between Funds.

Investment Powers & Policy

As its objective the Board aims to maximise the total investment return. The Association is not restricted as to its investment policy. The Trustees have instructed the Association's Investment Advisors to invest in medium risk securities having regard to the differing requirements of the respective restricted or designated fund involved. The Board considers the performance of the investments in the year to be satisfactory.

PUBLIC BENEFIT

In setting the School's objectives and planning its activities the Governors 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. The Governors believe that the principal public benefit provided is in setting up and operating schools with the object of producing well rounded pupils with a comprehensive education aimed at developing the young men and women in our care physically, mentally, and spiritually, leaving them capable of entering fully and usefully into wider society. As a relatively recent foundation, the Association has not yet accumulated reserves sufficient to make significant numbers of free places available, as much of the funds given to it have been required to obtain and equip suitable buildings. During 2023 we continued to utilise the General Fund to support bursaries.

Bursary and other funding, Numbers assisted are 57 (2022: 67) at a total cost of £839,850 (2022: £1,217,888). Reasons for awards have included insufficient funds due to divorce, sudden loss of income, ill health, parent fatalities. All bursaries are means tested.

The Association has assisted in the foundation and development of a number of overseas schools, forming a world-wide family of schools, based on the same essential educational approach, offering guidance and teaching placements.

The senior schools have an active community service programme in which the pupils engage with the local community including state schools. At the very heart of the St James approach is the spirit of unity which naturally encourages the pupils to have regard to the needs of others, which necessarily includes those in less fortunate circumstances.

The Independent Educational Association Limited

Annual Report of the Trustees For the year ended 31 August 2023 (continued)

In 2011 the Association launched Sanskrit @ St James, an initiative supported by the Indian High Commissioner to promote, sustain and develop the teaching of Sanskrit in schools throughout the world. A separate restricted fund was set up with the benefit of a legacy received during 2011 and we have continued to receive support from subscribers throughout the year to fund specific Sanskrit activities.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of The Independent Educational Association Limited for the purposes of company law) are responsible for preparing the Annual Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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 Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the directors are aware, there is no relevant audit information of which the company's auditors are unaware, and each director has taken all the steps that he ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

AUDITOR

Haysmacintyre LLP was re- appointed as auditor to audit the financial statements for the year ended 31 August 2023.

This report, including the Strategic report, was approved by the Board of Governors of the Independent Educational Association Limited on 30 May 2024 and signed on its behalf by,



Jeremy Sinclair
Chairman

The Independent Educational Association Limited

Independent auditor's report to the members of Independent Educational Association Limited

Opinion

We have audited the financial statements of Independent Educational Association Limited for the year ended 31 August 2023 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Company Balance Sheet, Consolidated Statement of Cash flows, 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 group's affairs as at 31 August 2023 and of the group's and parent charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

The Independent Educational Association Limited

Independent auditor's report to the members of Independent Educational Association Limited (continued)

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 Annual Report of the Trustees (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Annual Report of the Trustees 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 group charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Annual Report of the Trustees (which incorporates the strategic report and the directors' report).

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

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

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 9, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the regulatory requirements related to The Education (Independent Schools Standards) Regulations 2014, safeguarding regulations, health and safety requirements, GDPR, employment law and charity law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities Act 2011, Statement of Recommended Practice (SORP 2019) and payroll taxes.

The Independent Educational Association Limited

Independent auditor's report to the members of Independent Educational Association Limited (continued)

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries and management bias in making accounting estimates and judgements. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Reviewing minutes of Trustee and Governor meetings during the year;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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

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

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 charitable 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 charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Tracey Young (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place
London
EC4R 1AG

Date: 30 May 2024

The Independent Educational Association Limited
Consolidated Statement of Financial Activities
(Including Income and Expenditure Account)
For the year ended 31 August 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income from:					
Charitable activities					
School fees	2	16,107,495	-	16,107,495	16,063,699
Other income	3	1,030,909	-	1,030,909	822,795
Other trading activities					
Trading income	3	135,047	-	135,047	138,127
Other activities	3	66,814	-	66,814	12,315
Investments					
Investment income	3	55,116	40,207	95,323	35,666
Voluntary sources					
Donations and legacies	3	386,580	76,200	462,780	173,639
Other income					
Sundry income	3	2,344	-	2,344	59,613
Total income		<u>17,784,305</u>	<u>116,407</u>	<u>17,900,712</u>	<u>17,305,854</u>
Expenditure on:					
Raising funds					
Fundraising costs	4	46,521	-	46,521	22,061
Investment management	4	-	20,807	20,807	22,124
Trading & lettings costs	4	40,238	-	40,238	15,246
		<u>86,759</u>	<u>20,807</u>	<u>107,566</u>	<u>59,431</u>
Charitable activities					
Schools and Grant making	4	16,909,117	76,200	16,985,317	16,179,865
Total expenditure		<u>16,995,876</u>	<u>97,007</u>	<u>17,092,883</u>	<u>16,239,296</u>
Net income before transfers and investment gains					
		788,429	19,400	807,829	1,066,558
Gains/(Losses) on investments	7	-	4,892	4,892	(218,786)
Transfers between funds	11	-	-	-	-
Net income before other recognised gains and losses					
		788,429	24,292	812,721	847,772
Actuarial gain/(loss) – IEAL	13	(1,079,000)	-	(1,079,000)	1,730,000
Actuarial (loss)/gain – ISPS	13	10,444	-	10,444	(15,000)
Net movement in funds		<u>(280,127)</u>	<u>24,292</u>	<u>(255,835)</u>	<u>2,562,772</u>
Fund balances brought forward		<u>26,087,728</u>	<u>2,104,541</u>	<u>28,192,269</u>	<u>25,629,497</u>
Fund balances carried forward	12	<u>25,807,601</u>	<u>2,128,833</u>	<u>27,936,434</u>	<u>28,192,269</u>

All amounts derive from continuing activities

All gains or losses recognised in the year are included in the Statement of Financial Activities

The notes on pages 18 to 40 form part of these financial statements

The Independent Educational Association Limited

Consolidated Balance Sheet as at 31 August 2023

	Note	2023	2023	2022	2022
		£	£	£	£
Fixed Assets					
<i>Tangible Assets</i>					
Freehold property	6	26,367,798		26,747,661	
Motor vehicles	6	8,790		11,720	
Laboratories and equipment	6	1,118,757		1,085,494	
		<u>27,495,345</u>		<u>27,844,875</u>	
Investments	7	<u>2,004,265</u>		<u>1,976,549</u>	
			29,499,610		29,821,424
Current Assets					
Stocks	8	1,241		1,319	
Debtors	9	841,504		432,955	
Cash at bank and in hand		<u>6,425,934</u>		<u>6,067,896</u>	
		7,268,679		6,502,170	
Creditors: Amounts falling due within one year	10(a)	<u>(5,713,338)</u>		<u>(5,423,590)</u>	
Net Current Assets			<u>1,555,341</u>		<u>1,078,580</u>
Total Assets less Current Liabilities			31,054,951		30,900,004
Long-term liabilities					
Creditors payable after one year	10(b)		(1,978,248)		(2,213,123)
ISPS Pension deficit liability	13		(176,269)		(200,612)
IEAL Defined Benefit Pension liability	13		(964,000)		(294,000)
			<u>(2,118,517)</u>		<u>(2,707,735)</u>
Net Assets			<u>27,936,434</u>		<u>28,192,269</u>
The Funds of the Group:					
Permanent Endowment	11		400		400
Restricted funds	11		2,128,433		2,104,141
Unrestricted funds					
General reserve	11	26,947,870		26,582,340	
ISPS Pension deficit reserve	11	(176,269)		(200,612)	
IEAL Pension reserve	11	<u>(964,000)</u>		<u>(294,000)</u>	
Total unrestricted funds			<u>25,807,601</u>		<u>26,087,728</u>
Total group funds	12		<u>27,936,434</u>		<u>28,192,269</u>

Approved by the Board and signed on its behalf on 30 May 2024

Jeremy Sinclair

Jeremy Sinclair
Chairman

Registered Company Number: 01222329
The notes on pages 18 to 40 form part of these financial statements

The Independent Educational Association Limited

Company Balance Sheet as at 31 August 2023

	Note	2023	2023	2022	2022
		£	£	£	£
Fixed Assets					
<i>Tangible Assets</i>					
Freehold property	6	27,407,676		27,787,539	
Motor vehicles	6	8,790		11,720	
Laboratories and equipment	6	1,114,181		1,080,918	
		<u>28,530,647</u>		<u>28,880,177</u>	
Investments	7	<u>2,004,266</u>		<u>1,976,550</u>	
			30,534,913		30,856,727
Current Assets					
Stocks	8	-		-	
Debtors	9	1,020,119		510,924	
Cash at bank and in hand		<u>6,087,401</u>		<u>5,785,728</u>	
		7,107,520		6,296,652	
Creditors: Amounts falling due within one year	10(a)	<u>(5,729,376)</u>		<u>(5,442,120)</u>	
Net Current Assets			<u>1,378,144</u>		<u>854,532</u>
Total Assets less Current Liabilities			31,913,057		31,711,259
Long-term liabilities					
Creditors payable after one year	10(b)		(1,978,248)		(2,213,123)
ISPS Pension deficit liability	13		(176,269)		(200,612)
IEAL Defined Benefit Pension liability	13		(964,000)		(294,000)
			<u></u>		<u></u>
Net Assets			<u>28,794,540</u>		<u>29,003,524</u>
The Funds of the Charity:					
Restricted funds	11		2,128,433		2,104,141
Unrestricted funds					
General reserve	11	27,806,376		27,393,995	
ISPS Pension deficit reserve	11	(176,269)		(200,612)	
IEAL Pension reserve	11	<u>(964,000)</u>		<u>(294,000)</u>	
Total unrestricted funds			<u>26,666,107</u>		<u>26,899,383</u>
Total charity funds	12		<u>28,794,540</u>		<u>29,003,524</u>

The deficit for the financial year dealt with in the financial statements of the parent company was £208,984 (2022: surplus £2,521,822).

Approved by the Board and signed on its behalf on 30 May 2024

Jeremy Sinclair

Jeremy Sinclair
Chairman

Registered Company Number: 01222329

The notes on pages 18 to 40 form part of these financial statements

The Independent Educational Association Limited

**Consolidated Statement of Cash Flow
For the year ended 31 August 2023**

	2023 £	2023 £	2022 £	2022 £
Cash flows from Operating Activities (Note 1)				
Net cash provided by operating activities		1,231,461		1,848,259
Cash flows from investing activities:				
Interest received	55,116		1,013	
Dividends received	40,207		34,653	
Payments to acquire fixed assets	(356,819)		(223,593)	
Payments to acquire investments	(253,493)		(183,673)	
Receipts from sales of investments	230,669		173,266	
	<hr/>		<hr/>	
Net cash used in investing activities		(284,320)		(198,334)
Cash flows from financing activities:				
Loan received	-		-	
Loan interest paid	(157,315)		(91,538)	
Loans repaid	(431,788)		(235,848)	
	<hr/>		<hr/>	
Net cash (used in) /provided by financing activities		(589,103)		(327,386)
Change in cash and cash equivalents in the reporting period		358,038		1,322,539
Cash and cash equivalents at the beginning of the period		6,067,896		4,745,357
		<hr/>		<hr/>
Cash and cash equivalents at the end of the reporting period (Note 2)		<u>6,425,934</u>		<u>6,067,896</u>

The Independent Educational Association Limited

Notes to the Consolidated Statement of Cash Flow For the year ended 31 August 2023

1 Reconciliation of net income to net cash flow from operating activities	2023	2022
	£	£
Net income for the reporting period	807,829	1,066,558
Adjustments for:		
Depreciation charges	706,349	696,145
Pension contributions less current service and interest costs and other charges/(credits)	(422,899)	(370,388)
Decrease in stocks	78	(72)
Decrease in debtors	(408,549)	36,142
Increase in creditors	486,661	364,002
Interest received	(55,116)	(1,013)
Dividends received	(40,207)	(34,653)
Loan interest paid	157,315	91,538
Net cash provided by operating activities	<u><u>1,231,461</u></u>	<u><u>1,848,259</u></u>

2 Analysis of Cash and Cash Equivalents	2023	2022
	£	£
Cash at bank and in hand	<u><u>6,425,934</u></u>	<u><u>6,067,896</u></u>

3 Analysis of changes in net debt	At 1 September 2022	Cashflows	Other	At 31 August 2023
	£	£	£	£
Cash and cash equivalents	6,067,896	358,038	-	6,425,934
Borrowings:				
Debts due within one year	(480,000)	431,788	(234,875)	(283,087)
Debts due after one year	(2,213,123)	-	234,875	(1,978,248)
	<u><u>3,374,773</u></u>	<u><u>789,826</u></u>	<u><u>-</u></u>	<u><u>4,164,599</u></u>

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023

1. Accounting Policies

Company information

The Independent Educational Association Limited ("the Association") was incorporated on the 8th August 1975 as a company limited by guarantee and not having a share capital, with registration number 1222329 and is considered a public benefit entity. On 8th December 1975 it was also registered as a charity under the Charities Act 1960 with the charity number 270156. The Charity's principal address and registered office is at Earsby Street, London, W14 8SH. The Association has prepared consolidated financial statements to include the activities of The Most Honourable and Loyal Society of Ancient Britons (Welsh Girls' School) now known as St. David's School (St. David's) and its trading subsidiary St David's Enterprises Limited on the basis that the Association and St. David's are being managed on a unified basis with common trustees. The consolidated financial statements also include the Association's subsidiary, St James Enterprises Limited.

Basis of preparation and assessment of going concern

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the 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 – (Charities SORP (FRS102)) Second Edition.

The functional currency of the Association is considered to be GBP because that is the currency of the primary economic environment in which the Association operates.

The financial statements are drawn up on the historical cost basis of accounting, as modified by the inclusion of fixed asset investments at market value.

The charity has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a charity only Cash Flow Statement with the consolidated financial statements.

Having reviewed the funding facilities available to the Association together with the expected ongoing demand for places and the Association's future projected cash flows, the Trustees have a reasonable expectation that the Association has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the Association's financial viability. Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities on page 9.

Basis of Consolidation

The financial statements present the consolidated statement of financial activities (SOFA), the consolidated statement of cash flow and the consolidated and Charity balance sheets comprising the consolidation of the Independent Educational Association Limited ("the school"), and its subsidiaries St David's School ("St David's"), St David's School Enterprises Limited and St James Enterprises Limited. No separate SOFA has been presented for the School alone, as permitted by s408 of the Companies Act 2006. The results of the Charity are disclosed on the Company Balance sheet.

Critical accounting judgements and key sources of estimation uncertainty

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

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

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023

1. Accounting Policies (continued)

In the view of the trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year other than those noted below:

The pension scheme liabilities shown on the balance sheet are based on the annual FRS102 actuarial update at 31 August 2023 in which the actuary used a variety of assumptions concerning the future pension scheme assets and liabilities. The assumptions used in determining the net cost/(income) for pensions include the discount rate.

Any changes in these assumptions, which are disclosed in Note 13, will impact the carrying amount of the pension liability. An actuarial valuation has been carried out as at 31 March 2021 and a roll forward approach has been used by the actuary to value the pensions liability at 31 August 2023.

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

Fee income

Fees receivable less any allowances, scholarships, bursaries and other grants made by the School against those fees, but including contributions received from restricted funds, are accounted for in the period in which the service is provided.

Other income

Income is accounted for in the year to which it relates. Rental income for operating leases on non-investment property is recognised as income on a straight-line basis over the lease term.

Investment income

Investment income from dividends, bank balances and fixed interest securities is accounted for on an accrual's basis.

Donations, grants and other income

Voluntary income resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable. Voluntary income for the School's general purposes is accounted for as unrestricted and is credited to the General Reserve. Where the donor or an appeal has imposed trust law restrictions, voluntary income is credited to the relevant restricted fund and incoming endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention is to be permanent or not.

Legacy income

Pecuniary legacies are recognised when there is entitlement, which is deemed to be when probate has been granted, the legacy can be measured reliably, and there is probability of receipt. For residual legacies, entitlement is deemed to be the earlier of settled estate accounts and notification of a pending payment or actual payment being received.

Expenditure

Expenditure is accrued as soon as a liability is considered probable. Overhead and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year by reference to site or the ratio of pupils in the individual schools. The irrecoverable element of VAT is included with the item of expense to which it relates.

Grants awarded are expensed as soon as they become legal or operational commitments.

Governance costs comprise the costs of running the Charity, including strategic planning for its future development, also external audit, legal advice for the Association's Trustees, and all costs of complying with constitutional and statutory requirements.

Intra-group sales and charges between the School and its subsidiaries are excluded from trading income and expenditure.

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023

1. Accounting Policies (continued)

Tangible Fixed Assets

Items of equipment and furniture and fittings are capitalised if over £2,500 in cost and carried in the balance sheet at historic cost. Other expenditure on equipment incurred in the normal day-to-day running of the School is charged to the Statement of Financial Activities as incurred.

Depreciation

Depreciation is provided to write off the cost of all tangible fixed assets, other than freehold land, less estimated residual value based on current market prices, in equal annual instalments over their expected useful lives as follows:

Freehold buildings and major improvements	1% - 2% on cost
Computers	33 1/3% on cost
Plant	10% on cost
IT infrastructure	20% on cost
Motor vehicles	25% on written down value
Schools – other equipment and furniture and fittings	20% on written down value
Laboratories	10% on written down value

Investments

The Association's listed investments are valued at market value at the balance sheet date. Gains and losses arising on the sale or revaluation of investments are credited or charged to the Statement of Financial Activities and are allocated to the appropriate Fund according to the "ownership" of the underlying assets.

Stock

Stock represents goods for resale and is valued at the lower of the cost and net realisable value.

Fund Accounting

The charitable trust funds of the Association and its subsidiaries are accounted for as unrestricted or restricted income, or as endowment capital, in accordance with the terms of trust imposed by the donors or any appeal to which they may have responded. Endowment funds are further sub-divided into permanent and expendable.

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

1. Accounting Policies (continued)

Restricted Funds

Restricted funds are funds which have been raised for, and their use restricted to, a specific purpose, or donations or legacies subject to donor-imposed conditions against which relevant expenditure is charged. There is no capital retention obligation or power but only a trust law restriction.

Unrestricted Funds

Unrestricted funds consist of those funds which the Association may use in furtherance of its charitable objectives at the discretion of the Trustees. Where the Trustees decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by the transfer to the appropriate designated fund.

Permanent endowment

Permanent endowment arises where a donor intends the gift to be retained permanently for use by the Association.

Taxation

The Association is a registered charity and, therefore, is not liable for income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

Pension Costs

Retirement benefits to employees of the Association are provided through a number of different schemes, two defined benefit schemes and a number of defined contribution schemes.

IEAL Pension Scheme

This is an occupational defined benefit scheme where the pension liabilities and assets are recorded in line with FRS 102 with a valuation undertaken by an independent actuary. The defined benefit pension scheme current service costs are charged to the Statement of Financial Activities within staff costs. The net interest on the defined net liability and the administration costs of the scheme are charged within support costs. Remeasurement effects, comprising actuarial gains and losses and the return on plan assets greater than the discount rate are recognised within other gains and losses.

The Independent Schools Pension Scheme ("ISPS" Scheme)

This scheme is a multi-employer pension scheme. It is not possible to identify the Association's share of the underlying assets and liabilities of the ISPS scheme on a consistent and reasonable basis and therefore, as required by FRS102, the Association accounts for the scheme as if it were a defined contribution scheme. The Association's contributions, which are in accordance with the recommendations of the actuary, are charged in the period in which the salaries to which they relate are payable. Where a deficit funding arrangement has been agreed by the Trustees of the Scheme, FRS102 requires a liability to be established based on the net present value of those funding obligations at the balance sheet date.

Defined contribution schemes

Employer's pension costs are charged in the period in which the salaries to which they relate are payable.

Further details of the pension schemes can be found in note 13.

Financial instruments

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

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

2. Charitable Activities - School Fees

	2023	2022
School fees receivable consist of:	£	£
Gross fees	17,580,032	17,344,560
Less: Total bursaries, scholarships and allowances	(1,548,737)	(1,357,061)
Add back: Bursaries and other awards paid for by restricted funds	76,200	76,200
	16,107,495	16,063,699

All amounts received were in respect of general funds

3. Other Income

	2023	2022
Other income consist of:	£	£
Charitable activities – other income		
Entrance and registration fees	55,820	64,873
Activities and coach income	883,209	687,968
Letting income of non-investment properties	91,880	69,954
	1,030,909	822,795

All amounts received were in respect of general funds

Other trading activities

Trading income

St James Enterprises Limited	135,047	138,127
------------------------------	---------	---------

Other activities

Fundraising income	66,814	12,315
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	201,861	150,442
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All amounts received were in respect of general funds

Investment income

Dividend income	40,207	34,653
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Bank deposit and short-term deposit interest	55,116	1,013
--	--------	-------

Amounts received in respect of restricted funds were £40,207 (2022: £34,653) and general funds £55,116 (2022: £1,013).

	95,323	35,666
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Donations & legacies

General donations	26,935	95,769
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Bursary donations	76,320	77,870
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Legacies	359,525	-
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Amounts received in respect of restricted funds were £76,200 (2022: £76,200) and general funds £40,207 (2022: £97,439).

	462,780	173,639
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Other income

Sundry income	2,344	59,613
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All amounts received in respect of restricted funds were £nil (2022: £nil) and general funds £2,344 (2022: £59,613)

	2,344	59,613
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The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

4. Analysis of expenditure

(a) Total expenditure

	Staff costs	Other costs	Depreciation	Total 2023
Expenditure on raising funds:	£	£	£	£
Fundraising	-	46,521	-	46,521
Investment management	-	20,807	-	20,807
Trading and lettings costs	-	40,238	-	40,238
	<u>-</u>	<u>107,566</u>	<u>-</u>	<u>107,566</u>
Charitable activities				
Teaching	7,428,820	1,330,492	-	8,759,312
Welfare	591,076	1,081,087	-	1,672,163
Premises	425,793	1,873,750	-	2,299,543
Support and governance	2,188,938	1,281,848	706,349	4,177,135
School's operating costs	<u>10,634,627</u>	<u>5,567,177</u>	<u>706,349</u>	<u>16,908,153</u>
Grants, awards and prizes	-	77,164	-	77,164
	<u>10,634,627</u>	<u>5,644,341</u>	<u>706,349</u>	<u>16,985,317</u>
Total expenditure	<u>10,634,627</u>	<u>5,751,907</u>	<u>706,349</u>	<u>17,092,883</u>
PRIOR YEAR	Staff costs	Other costs	Depreciation	Total 2022
Expenditure on raising funds:	£	£	£	£
Fundraising	-	22,061	-	22,061
Investment management	-	22,124	-	22,124
Trading and lettings costs	-	15,246	-	15,246
	<u>-</u>	<u>59,431</u>	<u>-</u>	<u>59,431</u>
Charitable activities				
Teaching	7,079,105	1,158,431	-	8,237,536
Welfare	568,491	947,552	-	1,516,043
Premises	391,121	1,607,615	-	1,998,736
Support and governance	2,103,686	1,550,828	696,145	4,350,659
School's operating costs	<u>10,142,403</u>	<u>5,264,426</u>	<u>696,145</u>	<u>16,102,974</u>
Grants, awards and prizes	-	76,891	-	76,891
	<u>10,142,403</u>	<u>5,341,317</u>	<u>696,145</u>	<u>16,179,865</u>
Total expenditure	<u>10,142,403</u>	<u>5,400,748</u>	<u>696,145</u>	<u>16,239,296</u>

The Independent Educational Association Limited

**Notes to the Consolidated Financial Statements
For the year ended 31 August 2023 (continued)**

4. Analysis of expenditure (continued)

(b) Grants, awards and prizes

	2023	2022
	£	£
From Restricted Funds:		
Bursaries and other grants and awards	76,200	76,200
	76,200	76,200

(c) Governance expenditure included in support costs:

	2023	2022
	£	£
Auditor's remuneration:		
Audit services (including VAT) – current year	50,780	45,210
Other Fees – corporation tax	806	-
	51,586	45,210

(d) Analysis of support and governance costs:

	2023	2022
	£	£
Staff costs	2,188,938	2,103,686
Depreciation	706,349	696,145
Information technology	193,563	417,210
FRS102 Pension finance and administration costs	53,561	128,869
Legal and professional	272,319	336,617
Advertising, marketing and publications	218,686	334,638
Finance and other	334,818	196,746
Interest Paid	157,315	91,538
Governance	51,586	45,210
	4,177,135	4,350,659

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

5. Staff costs

	2023 £	2022 £
Total staff costs comprised:		
Salaries	8,452,774	8,074,635
Social security costs	786,322	750,870
Pension fund costs –normal employer’s contributions	1,395,531	1,316,898
	<u>10,634,627</u>	<u>10,142,403</u>

None of the Trustees received any remuneration or other benefits from the Association or a related entity. The key management of the Association are the trustees, the three head teachers and the chief operating officer as listed on page 1.

	2023 £	2022 £
The aggregate employee-benefits, including employers NI, of key management personnel	<u>663,460</u>	<u>590,414</u>

The average number of employees during the year was

	188	182
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Number of employees receiving gross salaries in the range:	£60,001 to £70,000	8	7
	£80,001 to £90,000	-	-
	£90,001 to £100,000	-	1
	£100,001 to £110,000	1	-
	£110,001 to £120,000	2	2
	£120,001 to £130,000	1	2

The number accruing retirement benefits in: Defined Benefit Schemes was 6 (2022: 6)

Redundancy or termination payments in the year amounted to £41,717 (2022: £62,308). There was £15,476 outstanding as at the year end.

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

6. Fixed Assets

Group	Freehold Property & Improvements	Motor Vehicles	Other Equipment	Total
Cost	£	£	£	£
At 1 September 2022	31,213,394	153,087	4,564,606	35,931,087
Additions in year	-	-	356,819	356,819
Disposals	-	-	-	-
At 31 August 2023	<u>31,213,394</u>	<u>153,087</u>	<u>4,921,425</u>	<u>36,287,906</u>
Depreciation				
At 1 September 2022	4,465,733	141,367	3,479,112	8,086,212
Charge for the year	379,863	2,930	323,556	706,349
Disposals	-	-	-	-
At 31 August 2023	<u>4,845,596</u>	<u>144,297</u>	<u>3,802,668</u>	<u>8,792,561</u>
Net Book Value				
At 31 August 2023	<u>26,367,798</u>	<u>8,790</u>	<u>1,118,757</u>	<u>27,495,345</u>
At 31 August 2022	<u>26,747,661</u>	<u>11,720</u>	<u>1,085,494</u>	<u>27,844,875</u>
Company	Freehold Property	Motor Vehicles	Other Equipment	Total
Cost	£	£	£	£
At 1 September 2022	31,218,317	153,087	4,451,444	35,822,848
Additions in year	-	-	356,819	356,819
Disposals	-	-	-	-
At 31 August 2023	<u>31,218,317</u>	<u>153,087</u>	<u>4,808,263</u>	<u>36,179,667</u>
Depreciation				
At 1 September 2022	3,430,778	141,367	3,370,526	6,942,671
Charge for the year	379,863	2,930	323,556	706,349
Disposals	-	-	-	-
At 31 August 2023	<u>3,810,641</u>	<u>144,297</u>	<u>3,694,082</u>	<u>7,649,020</u>
Net Book Value				
At 31 August 2023	<u>27,407,676</u>	<u>8,790</u>	<u>1,114,181</u>	<u>28,530,647</u>
At 31 August 2022	<u>27,787,539</u>	<u>11,720</u>	<u>1,080,918</u>	<u>28,880,177</u>

All tangible fixed assets are held for use on charitable activities.

IEAL holds a number of heritage assets relating to the history of the school, which includes pictures, sculptures and other artefacts. All these items have been donated to IEAL some time ago and so information on their cost or valuation is not available and cannot be obtained at a cost commensurate with the benefit to the users of the accounts and the charity.

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

7. Investments

Group

		Total
		£
Market value	At 1 September 2022	1,976,549
	Additions at cost	253,493
	Proceeds	(230,669)
	Net gains	4,892
		2,004,265
Market value	At 31 August 2023	2,004,265
	Historical cost at 31 August 2023	1,258,551
	Historical cost at 31 August 2022	1,248,212

Company

		2023	2022
		£	£
Investments (listed) held at market value (as for Group above)		2,004,265	1,976,549
Investment in group undertaking		1	1
		2,004,266	1,976,550

The investment in group undertaking relates to St James Enterprises Limited which was incorporated on 16 January 2018. The company is owned 100% by the Association.

8. Stocks

	Group		Company	
	2023	2022	2023	2022
	£	£	£	£
Sundry stocks	1,241	1,319	-	-
	1,241	1,319	-	-

9. Debtors

	Group		Company	
	2023	2022	2023	2022
	£	£	£	£
Fees outstanding less bad debt provision	350,064	203,500	350,064	203,500
Tax recoverable on covenants etc.	-	3,948	-	3,948
Other debtors	149,636	97,397	106,919	43,132
Amounts due from subsidiary entities	-	-	222,756	134,286
Prepayments and accrued income	341,804	128,110	340,380	126,058
	841,504	432,955	1,020,119	510,924

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

10(a). Creditors: Amounts falling due within one year

	Group		Company	
	2023	2022	2023	2022
	£	£	£	£
Trade creditors	613,129	570,629	612,028	563,552
Fees in advance	770,135	649,968	770,135	649,968
Bank loan (See Note 10(b))	283,087	480,000	283,087	480,000
Fee deposits	2,892,127	2,718,811	2,892,127	2,718,811
Other creditors	439,439	446,364	442,197	442,538
Amounts due to subsidiary entities	-	-	32,270	37,310
Employee taxes and social security costs	205,283	205,475	205,283	205,475
Accruals and deferred income	510,138	352,343	492,249	344,466
	<u>5,713,338</u>	<u>5,423,590</u>	<u>5,729,376</u>	<u>5,442,120</u>
	Group	Group	Company	Company
	2023	2023	2023	2023
Deferred income	Fees in advance	Other deferred income	Fees in advance	Other deferred income
Brought forward	649,968	50,610	649,968	50,610
Released	(649,968)	(50,610)	(649,968)	(50,610)
Deferred in the year	<u>770,135</u>	<u>137,698</u>	<u>770,135</u>	<u>137,698</u>
Carried forward	<u>770,135</u>	<u>137,698</u>	<u>770,135</u>	<u>137,698</u>

Fees in advance in 2023 and 2022 represent payments against invoices raised in respect of subsequent terms where revenue will be recognised in the following financial year. Other deferred income relates to income received in respect of trips or events in the following financial year. Fee deposits are received in advance of a pupil commencing education at St James and are repayable upon completion of the pupil's education which may be up to 14 years later. The liability is disclosed as due within one year as pupils may leave at any time, but with relatively stable pupil numbers, the probability of the liability becoming repayable in the short term is highly unlikely.

10(b). Creditors: amounts falling due after more than one year

	Group		Company	
	2023	2022	2023	2022
	£	£	£	£
Bank loans	<u>1,978,248</u>	<u>2,213,123</u>	<u>1,978,248</u>	<u>2,213,123</u>
	<u>1,978,248</u>	<u>2,213,123</u>	<u>1,978,248</u>	<u>2,213,123</u>
Bank loans - maturity:				
Payable within 1 year (See Note 10(a))	283,087	480,000	283,087	480,000
Payable between 1 – 2 years	240,000	293,123	240,000	293,123
Payable between 2 – 5 years	720,000	720,000	720,000	720,000
Payable after more than 5 years	<u>1,018,248</u>	<u>1,200,000</u>	<u>1,018,248</u>	<u>1,200,000</u>
	<u>2,261,335</u>	<u>2,693,123</u>	<u>2,261,335</u>	<u>2,693,123</u>

At 31 August 2023 the Association had a secured liability of £2,261,335 (2022: £2,693,123). The liability is secured by a first legal charge over 41A North End Road, W14 8SZ. This amount comprises two loans: £1.2m repayable in equal instalments over 60 months commencing 31 October 2018; and £2.4m repayable in instalments over 60 months commencing 30 September 2022.

The Independent Educational Association Limited
Notes to the Consolidated Financial Statements
For the year ended 31 August 2023 (continued)

11 Analysis of Funds

The Association's funds and the movements in the year are as follows:

Group	Balance 1 September 2022 £	Income £	Expenditure £	Transfers £	Gains / Losses £	Balance 31 August 2023 £
Restricted Funds						
Permanent Endowment	400	-	-	-	-	400
Bursary	971,147	12,040	(8,937)	-	46,424	1,020,674
Founders scholarship	68,376	3,023	(954)	-	5,683	76,128
Valerie Cullen	245,235	5,591	(2,351)	-	(9,018)	239,457
John Lyons	-	76,200	(76,200)	-	-	-
D A Nott	819,383	19,553	(8,565)	-	(38,197)	792,174
	<u>2,104,541</u>	<u>116,407</u>	<u>(97,007)</u>	<u>-</u>	<u>4,892</u>	<u>2,128,833</u>
Unrestricted Funds						
General Fund	26,582,340	17,784,305	(16,930,724)	(488,051)	-	26,947,870
ISPS Pension deficit provision	(200,612)	-	(8,152)	22,051	10,444	(176,269)
IEAL Pension reserve	(294,000)	-	(57,000)	466,000	(1,079,000)	(964,000)
	<u>28,192,269</u>	<u>17,900,712</u>	<u>(17,092,883)</u>	<u>-</u>	<u>(16,063,664)</u>	<u>27,936,434</u>
Company						
	Balance 1 September 2022 £	Income £	Expenditure £	Transfers £	Gains / Losses £	Balance 31 August 2023 £
Restricted Funds						
Bursary	971,147	12,040	(8,937)	-	46,424	1,020,674
Founders scholarship	68,376	3,023	(954)	-	5,683	76,128
Valerie Cullen	245,235	5,591	(2,351)	-	(9,018)	239,457
John Lyons	-	76,200	(76,200)	-	-	-
D A Nott	819,383	19,553	(8,565)	-	(38,197)	792,174
	<u>2,104,141</u>	<u>116,407</u>	<u>(97,007)</u>	<u>-</u>	<u>4,892</u>	<u>2,128,433</u>
Unrestricted Funds						
General Fund	27,393,995	17,776,618	(16,876,186)	(488,051)	-	27,806,376
ISPS Pension deficit provision	(200,612)	-	(8,152)	22,051	10,444	(176,269)
IEAL Pension reserve	(294,000)	-	(57,000)	466,000	(1,079,000)	(964,000)
	<u>29,003,524</u>	<u>17,893,025</u>	<u>(17,038,345)</u>	<u>-</u>	<u>(1,063,664)</u>	<u>28,794,540</u>

The Bursary fund is for disbursement of bursaries.

The Founders scholarship fund is for a pupil who would not otherwise be able to attend.

The Valerie Cullen Music Prize is for a musically talented pupil in the Senior Boys School.

The D A Nott fund is for a bursary for specified subjects up to a maximum of £10,000 per annum

The John Lyons grant is for the funding of bursaries.

The Independent Educational Association Limited
Notes to the Consolidated Financial Statements
For the year ended 31 August 2023 (continued)

11 Analysis of Funds (continued)

The Association's funds and the movements in the year are as follows:

Group	Balance 1 September 2021	Income	Expenditure	Transfers	Gains / Losses	Balance 31 August 2022
	£	£	£	£	£	£
Restricted Funds						
Permanent Endowment	400	-	-	-	-	400
Bursary	1,001,483	9,575	(9,097)	-	(30,814)	971,147
Founders scholarship	86,674	2,753	(1,044)	-	(20,007)	68,376
Valerie Cullen	285,980	4,957	(2,618)	-	(43,084)	245,235
John Lyons	-	76,200	(76,200)	-	-	-
D A Nott	936,261	17,368	(9,365)	-	(124,881)	819,383
	<u>2,310,798</u>	<u>110,853</u>	<u>(98,324)</u>	<u>-</u>	<u>(218,786)</u>	<u>2,104,541</u>
Unrestricted Funds						
General Fund	25,898,699	17,195,001	(16,014,972)	(496,388)	-	26,582,340
ISPS Pension deficit provision	(208,000)	-	-	22,388	(15,000)	(200,612)
IEAL Pension reserve	(2,372,000)	-	(126,000)	474,000	1,730,000	(294,000)
	<u>25,629,497</u>	<u>17,305,854</u>	<u>(16,239,296)</u>	<u>-</u>	<u>1,496,214</u>	<u>28,192,269</u>
Company						
Company	Balance 1 September 2021	Income	Expenditure	Transfers	Gains / Losses	Balance 31 August 2022
	£	£	£	£	£	£
Restricted Funds						
Bursary	1,001,483	9,575	(9,097)	-	(30,814)	971,147
Founders scholarship	86,674	2,753	(1,044)	-	(20,007)	68,376
Valerie Cullen	285,980	4,957	(2,618)	-	(43,084)	245,235
John Lyons	-	76,200	(76,200)	-	-	-
D A Nott	936,261	17,368	(9,365)	-	(124,881)	819,383
	<u>2,310,398</u>	<u>110,853</u>	<u>(98,324)</u>	<u>-</u>	<u>(218,786)</u>	<u>2,104,141</u>
Unrestricted Funds						
General Fund	26,751,304	17,138,624	(15,999,545)	(496,388)	-	27,393,995
ISPS Pension deficit provision	(208,000)	-	-	22,388	(15,000)	(200,612)
IEAL Pension reserve	(2,372,000)	-	(126,000)	474,000	1,730,000	(294,000)
	<u>26,481,702</u>	<u>17,249,477</u>	<u>(16,223,869)</u>	<u>-</u>	<u>1,496,214</u>	<u>29,003,524</u>

The Bursary fund is for disbursement of bursaries.

The Founders scholarship fund is for a pupil who would not otherwise be able to attend.

The Valerie Cullen Music Prize is for a musically talented pupil in the Senior Boys School.

The D A Nott fund is for a bursary for specified subjects up to a maximum of £10,000 per annum.

The John Lyons grant is for the funding of bursaries.

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

12 Analysis of Net Assets between Funds

Group	Tangible Fixed Assets	Investments	Other assets and liabilities	Total 2023
	£	£	£	£
Restricted Funds				
Permanent Endowment	-	-	400	400
Bursary	-	892,177	128,497	1,020,674
Founders scholarship	-	94,207	(18,079)	76,128
Valerie Cullen Music Prize	-	218,613	20,844	239,457
D A Nott	-	799,268	(7,094)	792,174
	-	2,004,265	124,568	2,128,833
General Fund	27,495,345	-	(547,475)	26,947,870
ISPS Pension deficit provision	-	-	(176,269)	(176,269)
IEAL Pension reserve	-	-	(964,000)	(964,000)
	<u>27,495,345</u>	<u>2,004,265</u>	<u>(1,563,176)</u>	<u>27,936,434</u>

The group has no free reserves as at 31 August 2023

Company	Tangible Fixed Assets	Investments	Other assets and liabilities	Total 2023
	£	£	£	£
Restricted Funds				
Bursary	-	892,177	128,497	1,020,674
Founders scholarship	-	94,207	(18,079)	76,128
Valerie Cullen Music Prize	-	218,613	20,844	239,457
D A Nott	-	799,268	(7,094)	792,174
	-	2,004,265	124,168	2,128,433
General Fund	28,530,647	1	(724,272)	27,806,376
ISPS Pension deficit provision	-	-	(176,269)	(176,269)
IEAL Pension reserve	-	-	(964,000)	(964,000)
	<u>28,530,647</u>	<u>2,004,266</u>	<u>(1,740,373)</u>	<u>28,794,540</u>

The company has no free reserves as at 31 August 2023

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

12 Analysis of Net Assets between Funds

Group	Tangible Fixed Assets	Investments	Other assets and liabilities	Total 2022
	£	£	£	£
Restricted Funds				
Permanent Endowment	-	-	400	400
Bursary	-	843,909	127,238	971,147
Founders scholarship	-	84,755	(16,379)	68,376
Valerie Cullen Music Prize	-	223,094	22,141	245,235
D A Nott	-	824,791	(5,408)	819,383
	-	1,976,549	127,992	2,104,541
General Fund	27,844,875	-	(1,262,535)	26,582,340
ISPS Pension deficit provision	-	-	(200,612)	(200,612)
IEAL Pension reserve	-	-	(294,000)	(294,000)
	27,844,875	1,976,549	(1,629,155)	28,192,269

The group has no free reserves as at 31 August 2022

Company	Tangible Fixed Assets	Investments	Other assets and liabilities	Total 2022
	£	£	£	£
Restricted Funds				
Bursary	-	843,909	127,238	971,147
Founders scholarship	-	84,755	(16,379)	68,376
Valerie Cullen Music Prize	-	223,094	22,141	245,235
D A Nott	-	824,791	(5,408)	819,383
	-	1,976,549	127,592	2,104,141
General Fund	28,880,177	1	(1,486,183)	27,393,995
ISPS Pension deficit provision	-	-	(200,612)	(200,612)
IEAL Pension reserve	-	-	(294,000)	(294,000)
	28,880,177	1,976,550	(1,853,203)	29,003,524

The company has no free reserves as at 31 August 2022

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

13. Pension Schemes

IEAL Defined Benefit Scheme

The Association operates a pension scheme providing benefits based on final pensionable pay. With effect from 31 August 2017 the scheme was closed to all new members and to future accrual for teaching staff. The scheme continues to operate for a number of non-teaching staff.

The assets of the scheme are held separately from those of the Association, being invested with insurance companies. Contributions to the scheme are charged to the Statement of Financial Activities so as to spread the cost of pensions over employees' working lives with the Association. The contributions are determined by a qualified actuary on the basis of triennial valuations using the projected unit method. The most recent valuation was at 31 March 2021. The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments, the rates of increase in salaries and pensions and the discount rate.

The results of the most recent triennial valuation as at 31 March 2021 showed that the market value of the scheme's assets was approximately £16,614,000 with the Scheme Specific Funding Requirement standing at 86% whereas at the previous valuation it was 87%.

As a result of the 2021 valuation from 1 April 2022 deficit payments of £33,333 are due monthly until 31 August 2028 and contribution payments of £3,895 are payable monthly to cover expenses. Employer contributions have increase to 27.2% of pensionable salaries.

The financial assumptions underlying the valuation as at 31 March 2021 were as follows:

Pre-retirement discount rate	Market implied gilt yield curve plus 2.75% pa
Post-retirement discount rate	Market implied gilt yield curve plus 0.25% pa
RPI inflation	Market implied inflation gilt yield curve
CPI inflation	Pre 2030: RPI curve less 0.8% p.a. Post 2030: RPI curve less 0% p.a.
Rate of salary increase	CPI curve with floor
Pension increases	LPI Pension Increases curves derived from RPI, adjusted for the impact of the cap and floor

The 2021 valuation was carried out using the mortality base tables Club VITA tables and for future improvements in longevity the CMI 2020 model with a long-term rate of improvement of 1.5% (tapering for ages above 85 to 0% to 110) and a smoothing parameter of $S_k = 7.0$ and A parameter of 0.2% for men and 0.6% for women.

Basis of calculation

The last full actuarial valuation upon which the FRS102 figures have been based was as at 31 March 2021.

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

13. Pension Schemes (continued)

Disclosed Expense

A – Disclosed Expense	2023 £000's	2022 £000's
Current service cost	15	37
Net interest on net defined liability	4	34
Defined benefit cost recognised in Statement of Financial Activities	19	71
Administration costs incurred in the period	38	55
Disclosed expense	57	126
B – Amounts recognised in Other Comprehensive Income (OCI)		
Actuarial gain/(loss) arising during period	1,817	6,677
Return on plan assets	(2,896)	(4,947)
Remeasurement effects recognised in OCI	(1,079)	1,730
C – Total Defined Benefit Cost		
Cost recognised in the Statement of Financial Activities	57	126
Remeasurement effects recognised in the OCI	1,079	(1,730)
Defined benefit cost	1,136	(1,604)
D – Assumptions Used to Determine Expense		
Discount rate	5.25%	4.25%
Price inflation (RPI)	3.20%	3.40%
Price inflation (CPI)	2.70%	2.90%
Rate of salary increase	2.70%	2.90%
Pension increases for in-payment benefits (Pre 2012 accrual)	3.10%	3.30%
Pension increases for in-payment benefits (Post 2012 accrual)	2.70%	2.90%
Pension increases in deferment for deferred benefits pre 2009	2.70%	2.90%
Pension increases in deferment for deferred benefits post 2009	2.50%	2.50%
Life expectancies:	Male	Female
Average future expectancy for a pensioner aged 65 at 31/8/23	23.2 years	25.7 years
Average future life expectancy at age 65 for a non-pensioner aged 50 at 31/8/23	22.9 years	26.7 years

Net Balance Sheet Position

	2023 £000's	2022 £000's
A – Development of Net Balance Sheet Position		
Defined benefit obligation (DBO)	(12,056)	(13,879)
Fair value of assets (FVA)	11,092	13,585
Deficit in the plan	(964)	(294)
B – Reconciliation to Balance Sheet		
Net defined benefit liability at end of prior period	(294)	(2,372)
Current service cost	(15)	(37)
Net interest on net defined benefit liability	(4)	(34)
Remeasurement effects recognised in OCI	(1,079)	1,730
Employer contributions	466	474
Administration costs incurred in the period	(38)	(55)
Net defined benefit liability at end of current period	(964)	(294)

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

13. Pension Schemes (continued)

Additional Disclosure Information

	£000's	
A – Expected Future Administration Expenses for the period ending 31 August 2024	38	
B – Expected Contributions for period ending 31 August 2024		
Employer	466	
Scheme participants	-	
C – Actual return on Scheme Assets during period ending 31 August 2023		
Interest on assets	573	
Asset gain during period	(2,896)	
Actual return on assets	<u>(2,323)</u>	
D – Scheme Asset Information		
	Allocation Percentage 31 August 2023	Allocation Percentage 31 August 2022
Equities	7.97%	8.86%
Absolute bond return	5.24%	10.78%
Asset backed securities	7.45%	32.51%
Insurance linked securities	3.65%	11.13%
Synthetic credit	7.38%	8.69%
LDI	32.80%	17.64%
Cash and cash equivalents	30.62%	10.39%
Private lending/debt	2.70%	0.00%
Infrastructure	2.19%	0.00%
Total	100%	100%
Fair value of plan assets	11,092	13,585

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

13. Pension Schemes (continued)

Changes in disclosed liabilities and assets

	2023 £000's	2022 £000's
A - Change in Actuarial Value of Liabilities		
DBO at end of prior period	13,879	20,750
Current Service Cost	15	37
Interest cost on the DBO	577	327
Administrative Costs	38	55
Actuarial Loss	(1,817)	(6,677)
Benefits paid	(636)	(613)
DBO at current period end	12,056	13,879
B - Change in Scheme Assets		
Fair value of assets at end of prior period	13,585	18,378
Interest income on plan assets	573	293
Return on plan assets greater than discount rate	(2,896)	(4,947)
Employer contributions	466	474
Benefits paid	(636)	(613)
Fair value of assets at current period end	11,092	13,585

IEAL Scottish Widows Stakeholder Scheme

With effect from 1 September 2010 the Association introduced a stakeholder pension scheme for non-teaching staff not eligible for participation in the IEAL Defined Benefit Scheme. The stakeholder scheme is a defined contribution scheme with funds managed by Scottish Widows. Employee contributions are a minimum of 5% and the employer's contribution rate is 10%. At the balance sheet date there were 51 members of this scheme (2022: 46). During the year £132,129 (2022: £66,641) of contributions were payable by the employer. Contributions of £nil (2022: £14,387) were owing to the scheme at the balance sheet date.

NEST stakeholder scheme

This scheme is for employees who are neither in the IEAL Pension Scheme or the IEAL Scottish Widows Stakeholder Scheme and who qualify for auto-enrolment into a Pension Scheme. The stakeholder scheme is a defined contribution scheme. The employee contribution rate during the year was 4% and the employer's contribution rate was 3% throughout the period. At the balance sheet date there were 9 members of this scheme (2022: 16). During the year £4,999 (2022: £13,457) of contributions were payable by the employer. Contributions of £nil (2022: £1,991) were owed to the scheme at the balance sheet date.

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

13. Pension Schemes (continued)

Independent Schools' Pension Scheme

For the period to the end of December 2014 St. David's School participated in The Independent Schools' Pension Scheme ('the Scheme'). Under a flexible apportionment arrangement, executed as a deed on 19 December 2014 and signed by the Trustee of The Pension Trust, St David's School and IEAL, the liabilities of St David's School to the Scheme with the exception of £1 were transferred to IEAL and St David's School ceased to be an employer under the Scheme. From this date IEAL is the employer within the Scheme.

The association participates in the scheme, a multi-employer scheme which provides benefits to some 61 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not possible for the association to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

As at the balance sheet date there was one active member of the Scheme employed by IEAL. During the accounting period IEAL paid a joint contribution rate of 30.5% (2022: 30.5%) comprising employer contributions of 21.0% (2022: 21.0%) and member contributions of 9.5% (2022: 9.5%).

A full actuarial valuation for the scheme was carried out with an effective date of 30 September 2020. This actuarial valuation was certified on 22 December 2021 and showed assets of £201.1m, liabilities of £256.3m and a deficit of £55.2m equivalent to a past service funding level of 80%. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

Deficit contributions

From 1 September 2022 to 30 April 2032	£2,687,000 per annum (payable monthly and increasing by 3% on each 1 September)
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Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £149.4m, liabilities of £187.6m and a deficit of £32.2m.

From 1 September 2019 to 30 April 2030	£2,387,357 per annum (payable monthly and increasing by 3% on each 1 September)
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The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

The annual amount due by IEAL from 1 September 2022 to 31 August 2030 is £22,016 (increasing by 3% each on 1 September).

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

13. Pension Schemes (continued)

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the school recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present values of provision – Group and company

	Year Ended 31 August 2023 (£000s)	Year Ended 31 August 2022 (£000s)
Provision at start of period	201	208
Unwinding of the discount factor (interest expense)	8	2
Deficit contribution paid	(23)	(22)
Remeasurements - impact of any change in assumptions	(10)	(33)
Remeasurements - amendments to the contribution schedule	-	46
Provision at end of period	176	201

Statement of Financial Activities impact: - Group and company

	Year Ended 31 August 2023 (£000s)	Year Ended 31 August 2022 (£000s)
Interest expense	8	2
Remeasurements – impact of any change in assumptions	(10)	(33)
Remeasurements – amendments to the contribution schedule	-	46
Contributions paid in respect of future service	-	-
Costs recognised in income and expenditure account	-	-

Assumptions

	31 August 2023 % per annum	31 August 2022 % per annum
Rate of discount	5.79	4.31

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

13. Pension Schemes (continued)

Following a change in legislation in April 2005 there is a potential debt on the employer that could be levied by the Trustee of the Scheme. The debt is due in the event of the employer ceasing to participate in the Scheme or the Scheme winding up. The debt for the Scheme as a whole is calculated by comparing the liabilities for the Scheme (calculated on a buy-out basis i.e. the cost of securing benefits by purchasing annuity policies from an insurer, plus an allowance for expenses) with the assets of the Scheme. If the liabilities exceed assets there is a buy-out debt.

The leaving employer's share of the buy-out debt is the proportion of the Scheme's liability attributable to employment with the leaving employer compared to the total amount of the Scheme's liabilities (relating to employment with all the currently participating employers). The leaving employer's debt therefore includes a share of any 'orphan' liabilities in respect of previously participating employers. The amount of the debt therefore depends on many factors including total Scheme liabilities, Scheme investment performance, the liabilities in respect of current and former employees of the employer, financial conditions at the time of the cessation event and the insurance buy-out market. The amounts of debt can therefore be volatile over time.

IEAL has been notified by The Pensions Trust of the estimated employer debt that would have been payable if IEAL had withdrawn from The Independent School's Pension Scheme as at 30 September 2022. As of this date the estimated employer debt for IEAL was £739,850. As IEAL currently has no plans to leave the scheme, this contingent liability has not been provided for in the accounts, and as the Actuary is unable to identify its share of the underlying assets and liabilities at 31 August 2023, the scheme has been accounted for as a defined contribution scheme as permitted by FRS102 and contributions are accounted for when due. Any agreed pension deficit funding payments are provided for on a discounted basis.

Amounts paid in respect of employer pension contributions during the year including the annual deficit contributions were £53,190 (2022: £48,336). As at 31 August 2023 £5,508 (2022: £3,228) was owing to the scheme.

14. Transactions with Trustees and Related Parties

No remuneration or expenses were paid to the trustees (2022: £Nil).

The aggregate employee-benefits of the key management personnel are shown in Note 5.

The Association and St David's School along with its trading subsidiary, St David's Enterprises Limited, are under common control. At the balance sheet date St David's Enterprises Limited owed £79,097 (2022: £75,162) to the Association, and the Association owed £37,310 (2022: £37,310) to St David's School. The balance sheet movement represents the total of net recharged expenses during the year between the Association and its subsidiary undertakings. St James Enterprises Limited, a subsidiary of the Association, was incorporated on 16 January. At the balance sheet date, the Association owed £1 (2022: £1) to St James Enterprises Limited.

Certain Trustees have spouses or other relations who are employed at the school as teachers and as such receive salaries in accordance with the pay scale for all of the Association's teachers. These Trustees do not vote at Trustee meetings on any matters relating to teachers' remuneration. At 31 August 2023 there was 1 Trustee (2022: 1) with relations employed whose aggregate gross salaries for the year ending on that date were £6,773 (2022: £5,045). Certain Trustees also have children who are pupils at the school and pay fees in accordance with the normal fee rates for all pupils less any contractual discounts to which they are entitled.

Mr George Cselko, who was a Trustee, was a partner in Fletcher Day, Solicitors, a firm that has provided legal advice and services to the Association from time to time. The total value of charges for such services was £Nil (2022: £Nil). No amounts were owed to Fletcher Day at 31 August 2023 (2022: £Nil).

Mr Jerome Webb, who is a Trustee, is a partner at GIA. GIA provided services during the year to the value of £nil (2022: £nil). No amounts were owed to GIA at 31 August 2023 (2022 - £Nil).

The Independent Educational Association Limited

Notes to the Consolidated Financial Statements For the year ended 31 August 2023 (continued)

15. Operating lease commitments

The amount charged as expenses in respect of operating leases was £Nil (2022: £Nil)

The Association had several short-term leases in respect of property let during the year. The future minimum lease rentals receivable in respect of the remaining lease period or notice period amount to £41,495 at 31 August 2023 (2022: £41,495)

16. Capital and other commitments

At 31 August 2023 the Association had building works contracted for, but not accrued, amounting to £Nil (2022: £ Nil) of which approximately £Nil (2022: £ Nil) related to capital commitments.

17. Subsidiary Undertakings

A. The Most Honourable and Loyal Society of Ancient Britons (Welsh Girls' School) now known as St David's School

Incorporated by Act of Parliament in 1846 in England

Registered charity number 312091

Trustees are common to those of the Independent Educational Association Limited

Former owner and manager of the property situated at Church Road, Ashford, Middlesex that is used by the Senior Boys' School of the Independent Educational Association Limited. The property was transferred to the Independent Educational Association Limited on 24 November 2014 at which point its main activity was discontinued.

Aggregate assets - £158,038 (2022: £158,217)

Aggregate liabilities - £Nil (2022: £Nil)

Aggregate funds - £158,038 (2022: £158,218)

Turnover for the year - £Nil (2022: £Nil)

Expenditure for the year - £180 (2022: £181)

Loss /Profit for the year - £180 (2022: loss £181)

B. St David's Enterprises Limited

Incorporated in England & Wales under company registration number 5154561

100% of the issued share capital is held by The Most Honourable and Loyal Society of Ancient Britons (Welsh Girls' School) now known as St David's School

Letting to the public and various sporting organisations the facilities located at St David's School, Church Road, Ashford

The Senior Boys' School of the Independent Educational Association Limited also occupy and utilise the facilities at Church Road, Ashford during school days and various times in the evenings and at weekends.

Aggregate assets - £62,855 (2022: £64,494)

Aggregate liabilities - £92,040 (2022: £83,403)

Aggregate funds (£29,185) (2022: (£20,909))

Turnover for the year - £Nil (2022: £Nil)

Expenditure for the year - £8,657 (2022: £3,406)

Loss for the year £8,657 (2022: £3,406)

C. St James Enterprises Limited

Incorporated on 16 January 2018 in England & Wales under company registration number 11153595

100% of the issued share capital is held by the Independent Educational Association Limited

Aggregate assets - £209,569 (2022: £163,242)

Aggregate funds - £153,186 (2022: £76,502)

Turnover for the year - £135,047 (2022: £138,127)

Expenditure for the year - £85,134 (2022: £83,403)

Profit for the year (gift aided to parent) - £49,913 (2022: (£80,270))

The company assumed the handling of commercial events from St David's Enterprises Limited on 1 April 2020