

Crosfields School Trust Limited
(A company limited by guarantee)

Annual Report and Consolidated Financial Statements

Year Ended

31 August 2022

Registered No. 0584278 (England and Wales)
Charity No. 309108

Crosfields School Trust Limited

CONTENTS

	Page
Legal and Administrative information	1 - 3
Report of Governors (including Strategic Report)	4 - 16
Independent Auditor's Report	17 - 19
Consolidated Statement of Financial Activities	20
Consolidated and Company Statement of Financial Position	21
Consolidated Statement of Cashflows	22
Notes to the Financial Statements	23 - 42

Crosfields School Trust Limited

LEGAL AND ADMINISTRATIVE INFORMATION For the year ended 31 August 2022

STATUS AND ADMINISTRATION

The Crosfields School Trust Limited is a charitable company limited by guarantee, incorporated on 21 May 1957 and registered as a charity on 1 October 1962.

The charitable company was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association.

COMPANY NUMBER	00584278
CHARITY NUMBER	309108
REGISTERED OFFICE AND ADDRESS	Crosfields School Shinfield Road Shinfield Reading Berkshire RG2 9BL

GOVERNORS

The governors of the school being also Trustees of the charity and Directors of the charitable company, who served during the year, unless otherwise stated, were as follows:

**/@	A Atkinson	(Buildings & Estates Chair)
#	D Battersby	(Appointed 29 November 2021)
**/@/++	C S Bradfield	Chair of Governors – 1 August 2021
^^	S Brown	
^^/*	K Clark	
#	E Dawes	(Appointed 9 May 2022)
#/@/++	C L Furneaux	(Education & Welfare Chair)
**/@	M J Hatch	(Buildings & Estates Chair) (Resigned 29 November 2021)
*	A Hilson	(Appointed 29 November 2021)
#	R Kapoor	(Resigned 29 November 2021)
*/@/++	S Lewis	(Finance Chair)
^^	J R Lucey	
*	B Purewal	(Resigned 29 November 2021)
	S Sachdeva	(Corporate Social Responsibility Lead)
^^/@	J Sefton Jenkins	(IT Chair)
#	M Turner	(Safeguarding Lead)
#	M Wardrop	(Appointed 23 April 2020)

Governors are appointed by the board of governors normally at the annual general meeting for a term of three years, but are eligible for re-election.

*	Members of the Finance Committee (FC)
**	Members of the Building & Estates Committee (BEC)
++	Members of the HM Bursar's Remuneration & Appraisal Committee (HMBRAC)
#	Members of the Education & Welfare Committee (EWC)
##	Members of the Health & Safety Committee (H&S)
^^	Members of the IT Committee (ITC)
@	Members of the P16 Programme Board

Crosfields School Trust Limited

LEGAL AND ADMINISTRATIVE INFORMATION (*continued*)
For the year ended 31 August 2022

OFFICERS

Head: C D J Watson
Bursar and Company Secretary: C J Purdom

SENIOR LEADERSHIP TEAM

C D J Watson	Head
S Dinsdale	Second Master
R Ebbage	Deputy Head (Academic) Senior School
T Goodhew	Deputy Head (Pastoral) Junior School
J Ireland	Deputy Head (Academic) Junior School
A Mallins	Deputy Head (Pastoral) Senior School
P J McDowell	Head of Pre-Prep
A Westley-Smith	Deputy Head of Pre-Prep
K O'Leary	Director of Studies
C J Purdom	Bursar
K Stone	Head of Early Years
J Phillips	Director of External Relations

PROFESSIONAL ADVISERS

BANKERS: Lloyds Bank
Unit 3
20 Market Place
Wokingham
RG40 1AP

SOLICITORS:

Field Seymour Parks LLP
1 London Street
Reading
RG1 4PN

Pennington Manches Cooper LLP
Apex Plaza
Forbury Road
Reading
RG1 1AX

Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol
BS1 4QA

AUDITORS:

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

Crosfields School Trust Limited

LEGAL AND ADMINISTRATIVE INFORMATION (*continued*)
For the year ended 31 August 2022

INSURANCE BROKERS

Marsh Brokers Limited
Rockwood House
9-17 Perrymount Road
Haywards Heath
RH16 3DU

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

ANNUAL REPORT

The governors present their annual report, together with the financial statements for the year ended 31 August 2022 and confirm that the latter comply with the requirements of the Companies Act 2006, the Charitable Company's Articles of Association (March 2019), the Charities Statement of Recommended Practice (SORP 2015) and Financial Reporting Standard 102 (FRS 102). The annual report is also the Trustees' Report as required by Part VIII of the Charities Act 2011 and the Directors' Report as required by section 417 of the Companies Act 2006.

Chair of Governor's Report

When the Board of Governors made the decision to extend the educational provision at Crosfields School through to 16, the reality of the change seemed quite a distant proposition. Yet in under 4 years, we have delivered upon those promises with our Senior School fully operational and the first GCSE cohort starting the next stage of their educational journey. The Junior School continues to thrive and to carve its own identity within the bedrock of the Crosfields' values – ambitious, transformational, kind, diverse, committed and resilient.

We will say farewell to Mr Craig Watson as Head in April 2023 and we are ever grateful for his leadership through the recent changes. He will leave behind year on year growth in pupil numbers; a strong team of professional and dedicated teaching and support staff; a curriculum built on academic rigour that extends opportunities beyond the classroom and new facilities that befit a school of our standing. Mrs Caroline Townshend (formerly Eaton Square School) will be joining the team and leading us forward as we consolidate our recent achievements.

It is not however a time for complacency and the Board recognises that the challenges of the current economic and political climate present an existential threat to independent education. Our strong and diverse Board will provide resilient leadership and thoughtful governance to support the new Head; address these issues as they impact upon Crosfields; continue to work to a sustainable model of growth in order to meet our ambitions and cement our position as a leading co-educational day school in the area.

AIMS, OBJECTIVES AND ACTIVITIES

Crosfields is situated in over forty acres of park and woodland, with exceptional facilities and talented staff. It is a co-educational school with children between the ages of 3 and 16 with our first cohort of Year 10 pupils continuing their journey through our senior school in September 2022 (see Strategic Review below). All pupils are given the opportunity to challenge and develop themselves, both inside and outside of the classroom.

An exceptionally friendly school, Crosfields emphasises manners, kindness and good behaviour. The girls and boys benefit from a vast range of opportunities provided by a committed and talented staff enhanced by excellent facilities which are second to none. Though they are taught broadly, the children are also taught thoroughly and imaginatively, preparing them for whatever their future holds. Crosfields lays the foundations for the adults, pupils will become.

Aims

The overall intent of Crosfields is to provide an exceptional education that is broad, thorough and enjoyable, enabling children to make the most of themselves and to be considerate of others. In so doing, it has the following aims:

- To provide an environment in which the children are happy and confident which is safe, caring and supportive with exceptional pastoral care.
- To provide opportunities of considerable breadth and depth to help children discover their talents.
- To provide an atmosphere in which respect for other people and for the world is cultivated.
- To encourage effort, resilience, and rigour.

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

- To encourage the children to be independent thinkers with critical, inquiring minds by providing a challenging academic curriculum which inspires and engages all pupils.
- To prepare children to leave Crosfields ready for the challenges which await them at their next schools and beyond.

Current approaches to implement the aims:

The governors have adopted the following approaches to deliver the aims of the school:

- To provide a high standard of academic education for children up to age 16 within an environment that encourages pupils in music, drama, sport and broad co-curricular programme.
- To continue the expansion of the school for children up to age 16 in respect of academic provision, pastoral care, organisational change and infrastructure (known as Project 16 – P16).
- To continue to review the school's academic syllabus and to benchmark academic standards.
- To offer the public wider access to facilities out of school hours through the use by local clubs and organisations.
- To ensure effective management and governance systems are in place for financial management (capital and revenue), estate management, Health & Safety, IT, risk management, education and welfare provision, personal development of staff and governors, sustainability and future estate development planning.

Principal Activities

In setting the school's objectives and planning its activities, 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 and on fee-charging. The role of the Crosfields charitable company is to ensure that Crosfields School functions as a co-educational day school and that it continues to thrive in a competitive environment, through the provision of high standards of education and development of children.

The school welcomes pupils from all backgrounds. To admit a prospective pupil, the school needs to be satisfied that the school will be able to educate and develop that person to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews and assessments are undertaken to satisfy ourselves and parents that pupils can cope with the pace of learning and benefit from the education the school provides. An individual's gender, ethnicity, race, sexuality, religion or disability does not form part of our assessment processes. The school is an equal opportunity organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. The school will make reasonable adjustments to meet the needs of staff or pupils who are or become disabled.

The school is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment. The School has 3 Designated Safeguarding Leads and a team of trained deputy designated safeguarding leads that provide the necessary support within the school to fulfil its statutory duties and promote the wellbeing and welfare of children. All Governors undertake safeguarding training on induction and annually thereafter and are provided with an oversight on safeguarding termly. A safeguarding governor is nominated and, alongside other experienced governors, conducts a detailed annual review of safeguarding policy and practice in school.

Parents receive feedback regularly through parent evenings and half termly reports. The parent evenings continue to be a mix of in person (at the start of the year with the 'Meet the Teachers event) and online through SchoolCloud (for subject specific parents evenings). This mixed economy continues to give the benefits of parents getting to know staff, and vice versa, and the flexibility offered of online meetings. Within the Senior School, the new Behaviour for Learning, Organisation, Progress, and Achievement (BOPA) grade reporting system offers a more senior approach which links directly into reporting of GCSE grades in Years 10 & 11. These are offered each half

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

term in each year group with one of these in each term having a tutor report, and one per year being full written subject comments.

There are also other communication streams such as Q&A sessions (e.g. PSHE, GCSE options, RSE etc.), iSAMS, the weekly newsletter, the website, social media feeds, regular emails, targeted meetings, etc. We encourage parents to come into school to discuss concerns directly with form tutors and to meet the Senior Leadership Teams informally.

PUBLIC BENEFIT

Bursary Policy

The governors are committed to broadening access to the school through transformational bursaries. It is important that access to the education the school offers is not restricted only to those who can afford the fees. Crosfields pupils benefit from learning within a diverse community. A great deal of learning occurs through social interaction, conversation and shared experiences which help pupils develop an understanding of the perspectives of other people that will be vital in their adult lives.

Transformational bursaries are awarded for a high proportion or even full fee and provide for children with significant potential but for whom independent education would be otherwise wholly out of reach. The governors also acknowledge that there is a need to provide fee assistance to those families who need a lower level of support with the payment of schools fees. Fee discounts are also offered to staff in order to attract and retain the best. All bursaries are discretionary and may be awarded in the form of a discount depending on the financial, compassionate or other pertinent circumstances of applicants. Bursary awards are subject to testing of parental means.

In 2021-22, 11 pupils in Years 7 – 9 were recipients of substantial bursary awards (60%+) (£151,903) (2021 - £101,997) and the number of recipients has doubled for 2022-23 as we extend our bursary provision. Three other children have been supported with fee assistance following a change in family circumstances during the course of the year (£25,211) (2021 - £9,720). We have also welcomed a child into the school who had to leave Ukraine as a result of the ongoing conflict there. The child is being hosted by a Crosfields' family and the school is covering the cost of fees and music lessons.

Crosfields has no endowment income. In funding our awards, we are mindful of the need to maintain a balance between fee-paying parents, many of whom make considerable personal sacrifice to fund their child's education, and those benefiting from the awards. We have a fledgling Bursary Support Fund that has been able to provide laptops and music lessons for pupils on a full bursary. We are in the early stages of re-engaging with Crosfields' alumni and nurturing a giving culture in order that we can support more bursary applications. Further details of our bursary policy and how to apply are available from the school.

Community Engagement

The school provides support to the wider community in a number of ways:

- Through Crosfields Enterprises, we have continued to build links within the local community sports clubs who use our facilities outside of school hours for badminton, trampolining, cricket, football, archery, swimming, synchronised swimming, karate, hockey and a dance/theatre school. We were pleased to be able to offer 99th Reading Scout Group a new permanent home and scout, cub and beaver units meet at the school weekly.
- Ultimate Activity Camps use our facilities to provide childcare to local children from the area during the October, Easter and Summer Holidays. Through our partners, we were also able to support swimming and cricket camps for a wide range of children and their parents.
- The Oaks Interact Club, working alongside the Rotary Club have supported the Alexander Devine hospice and SOS Children's Villages Charity through various fund raising activities. The Junior School supported the Reading Toy run, providing Christmas gifts for Barnados.

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

- In the Senior School, the Friday Enrichment Programme set out a £10 challenge. Students were given a £10 stake and challenged to grow this as much as possible. The winner made over £250 pounds profit and almost £500 was donated to CenterPoint at the winning student's request.
- The Duke of Edinburgh bronze award was launched and many students volunteered within the community to help disadvantaged people as part of their Service section.

Corporate Social Responsibility

Over the course of the year, we have set out our principles in respect of sustainability and people:

Sustainability

WHAT WE BELIEVE: We are committed to reducing our impact on the environment.

FOR CROSFIELDS, THIS MEANS:

- Educating our pupils about the impact of our day-to-day activities on the environment in Geography, Science, PSHE and Forest School. Encouraging our pupils to raise new ideas and initiatives through our Eco Councils.
- Making positive choices through procurement of services and operations and partnering with organisations that take their sustainable responsibilities seriously.
- Sourcing goods and services locally where possible and reducing the number of delivery days to help reduce emissions.
- Reducing our energy consumption year on year, by adopting more energy efficient practices and using cleaner energy sources where possible.
- Minimising the waste that goes to landfill and maximising all recycling, biodegradable and compostable opportunities.
- Promoting sustainable methods of travel to school to pupils, parents and staff.- walking, cycling, public transport, electric vehicle charging on site and our own school transport routes.
- Using a sustainable school uniform supplier, and also encouraging the recycling of old school uniform through our second hand School Uniform shop.

People

WHAT WE BELIEVE: At Crosfields School, people are our priority.

FOR CROSFIELDS, THIS MEANS:

For our pupils

- We support the physical and mental wellbeing of our pupils
- We respect the individual
- We encourage and support personal development

For our staff

- We are a good employer and look to attract and retain the best staff
- We support the physical and mental wellbeing of our staff
- We respect the individual
- We encourage and support personal and professional development

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

For our families

- We work with families to meet the physical and mental wellbeing of our pupils
- We welcome families into school to share in their child's experiences
- We encourage families to be part of our community and support the Crosfields Parent Association

For all

- Equality, diversity and inclusion

We are now focussing on delivering against a number of targets to meet these principles.

REVIEW OF PERFORMANCE AND ACHIEVEMENTS FOR THE YEAR

Operational Performance

The policy of the charitable company is to achieve a high standard of learning within a safe, happy, caring and stimulating environment. The school aims to develop the particular aptitudes of all pupils and help them to fulfil their potential. The school has high levels of expectation and ensures that appropriate challenges are set across a wide curriculum. Staff appraise curriculum content and teaching methods on a regular basis to ensure a continued high quality of education. We were able to offer 15 subjects at GCSE from September 2022.

The average number of pupils in the school during the year was 638 (590 – 2021).

Achievements

Looking back, it is easy to forget that 2021-22 was still impacted by COVID restrictions, especially at the start of the year and the cancellation of the Christmas Carol Service amongst many other casualties of the Autumn Term. A sense of 'normality' - visiting speakers, sports fixtures, concerts, plays, Speech Days and residential trips – was restored by the end of the year.

Through the year, work was put in place to ensure the specific areas of the school (Junior School and Senior School) had their own management structure where staff were given the head room to focus on the different areas of the school. This bore out in a split between Heads of Department in the Senior School and Curriculum Leads in the Junior School. While differing staffing is needed from a capacity point of view, work has been put in place to retain links across both areas of the school such as joint meetings and department handbooks. With new staff across the school has come a focus on upskilling in terms of teaching and learning to include concepts such as Cognitive Load Theory, Metacognition, Girls on Board, and Behaviour Management from 'behavioural tsar' Tom Bennett.

In terms of planning, many of the old Schemes of Work were refreshed in Years 7 & 8 to move away from the previous Common Entrance syllabus to align with Key Stage 3 content which directly leads into Key Stage 4 (GCSE level). As well as the more senior focused work inside the classroom, further opportunities to embed learning outside of the school walls have been added. Year 7 had a trip to Winchester which combined Geography field work, an RS workshop at the Cathedral, and a History tour. Year 8 went to Bletchley Park on a combined Computing, Maths, and History trip. The cross-curricular links of each of these trips was beneficial in terms of furthering understanding and minimising missed lessons for multiple trips. Having the first Year 9 year group brought a more 'senior' feel to the school. As well as delivering the new Year 9 curriculum to them, there were GCSE options to be made and these were successfully launched in September 2022. It's fair to say we have arrived as a Senior School.

A new phonics scheme, Sounds-Write, has been introduced in the Pre-Prep with the aim of extending the scheme throughout the Junior School. All of the Pre-Prep staff have been trained in the delivery of the new scheme which aims to improve the children's phonic knowledge and understanding. The Early Years have also introduced subitising as a new approach to Maths.

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

The thinking and administration around a senior school offering deepened further including a new reporting system in the senior school focusing on Behaviour for Learning, Organisation, Progress, and Achievement (affectionately known as 'BOPA'). Progress Test data shows that in each subject and year group, Crosfields Senior School students are well above national averages for skills and content knowledge in English, Maths, and Science. In every year group across those subject areas, on average our students are making much higher, higher, or expected progress.

In terms of scholarships, 14 scholarships were offered to Year 7 for September 2022. Two of these were offered to external applicants which helped in recruitment and the remaining 12 helped to retain those top students in Year 6. As well as this, we were able to reallocate 7 scholarships for those entering Year 9. Five of these were to internal Year 8 students and 2 coming from external applicants.

The Learning Support Team has oversight of 16% of all pupils who have diagnosed or undiagnosed learning needs and disabilities. Their needs are varied and include Dyslexia, DCD -Dyspraxia, Dyscalculia, ADHD, ASD, Executive Functioning, Hearing Impairment, Speech, Language & Communication needs, and Social Emotional & Mental Health needs. The Special Educational Needs and Disability Register is a working document and subject to change as we learn more about different conditions and support strategies for individual pupils. There are now dedicated Special Educational Needs Coordinators for both the Junior School and Senior School.

Provision can be in the form of in class support, small group support, small group specialist teacher support and or 1:1 Teaching Assistant or Specialist teacher support. There is no additional charge to the parents for this support. Some pupils have been identified through our own internal observations and assistance and are provided with additional support, even though they have not had a formal diagnosis of SEND.

We also offer some EAL provision although it should be noted that speaking English as an additional language is not a special educational need. Just over 50% of pupils have English as an Additional Language.

The 2021 SEND Review noted

'The Headmaster, Deputy Head and SENCO are all fully committed to ensuring pupils with SEND at Crosfields are provided with the highest quality educational experience. There has been a significant amount of resource put into SEND, and additional SEN support at Crosfields is included within the school fees demonstrating a clear and genuine commitment.'

PSHE is taught across the whole school within tutor groups with pupils coming together for specific topics and external speakers. We have just completed our Social, Moral, Social and Cultural (SMSC) audit and applied for the SMSC quality mark, currently we are at the Silver level. The Pre-Prep have introduced the 'Think Equal' scheme to promote inclusion and to celebrate diversity. Following two years of lockdown, the children have missed out on mixing with each other and learning to empathise with the feelings of others. To help to bridge this gap, Reception to Year 2 attended a 'Kindness' workshop and the focus in Pre-Prep Collects is teaching life skills of communication and kindness, using the charity Daisy Inclusive UK's SMILE (Self-Motivation, Inclusive Learning and Enrichment) initiative.

Crosfields was again successful at the Woodley Festival coming away with multiple certificates, medals and trophies for speech, drama, dance, singing and instrumental. There was also our first Senior School performance - 'Matilda the Musical' - in March which brought 60 students to the stage. In the Junior School, Year 5 and 6 class performances were the precursor to the much-lauded Junior School production – Let the Games Begin – in June.

Over the course of the year we had numerous concerts showcasing musical talent - Autumn, Spring and an Outdoor Summer Concert, Piano Concerts for all ages, a Guitar Concert, Singing Concert, Y2-4 Concerts plus Summer Concerts for Pre Prep too. Five choirs sang at the Woodley Festival and multiple certificates, medals and trophies for speech, drama, dance, singing and instrumental were won. Year 4 Choir sang at a charity event in Henley, Senior Strings went to Norden Farm for a collaborative concert with a choir and 30 pupils travelled to Jersey over May half term for a music tour. Year 6 pupils joined the Anniversary Concert for Young Voices at the O2.

In Art, textiles was introduced into the curriculum. A ceramic element was introduced to every year group. Art Clubs, including 'oil painting' and 'Prop and set design', were well attended. A visiting artist worked with students in Year 7 and there was one winner in ISA art competition. Parents, staff and students were welcomed to the very successful end of year Art Exhibition, displaying work from students in Nursery up to year 9.

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

In terms of scholarships, we were able to offer 14 scholarships to the incoming Year 7 cohort, 2 of these were offered to external applicants which no doubt helped in recruitment with the remaining 12 helping to retain those top students in Year 6. As well as this, we were able to reallocate 7 scholarships for those entering Year 9. 5 of these were to internal Year 8 students with 2 coming from external applicants.

Co-curricular activities play an important role in pupils' personal development at Crosfields with dedicated curriculum time Years 3 – 10 enabling everyone to participate in a wider range of activities. These Enrichment activities are aimed at improving self-esteem, social skills and personal skills including Duke of Edinburgh Award, Model United Nations, young enterprise, podcasting, origami, movie making, food technology, Forest Schools, the Crest Award, Public Speaking Award, class drama performances for the junior School, yoga amongst other activities. 84% of pupils are involved in one or more of the 120 co-curricular activities available outside of the timetable. The Mighty Oak and Giant Sequoia are internal awards to encourage senior students to explore and develop new interests. In addition to their usual Forest School sessions, we have introduced designated Forest School days when the Pre-prep children spend a whole day outside developing leadership skills and an understanding, and respect for, nature. We have also enhanced and increased the number of co-curricular activities available for the Year 1 and Year 2 children to take part in.

Residential are offered to all pupils from Year 2 upwards. These are covered within school fees ensuring they are available to everyone. In 2021-22, Year 2 took part in an adventurous activity trip to PGL Liddington, Year 3 stayed at Norman Court in Wiltshire, Year 4 immersed themselves in Anglo-Saxon Britain at Ufton Court in Berkshire, Year 5 learned Bushcraft at Cuffley Woods in Hertfordshire, Year 6 went to Celtic Camping in Wales. In the Senior School, Year 7 went to Spain for a language and cultural enrichment experience, Year 8 undertook an Outward Bound course in the Lake District and Year 9 went to France to develop wellbeing skills through surfing and yoga. A group of Senior School students undertook a World Challenge trip to Morocco in the Summer term

Sport continues to be a key focus at Crosfields. The programme consists of rugby, football (girls and boys), netball, hockey and cricket (girls and boys) with fixtures also in cross country, basketball, badminton, tennis and athletics. Heads of Football, Hockey and Cricket were formally established and they championed the development of their game both inside and outside of the curriculum.

The Boys' Under 11 Football team were very successful, finishing the season unbeaten and winning the ISA Regional 5-a-side tournament at Claire's Court. They qualified for the National finals at St. George's Park and finished in 4th place. Three boys from this team represented the Wokingham District Under 11 team and three boys and one girl represented the Prep School Lions in the Gothia World Cup.

The U10 Girls' Hockey team won the Bradfield College Prep Schools tournament and the U13 Girls' Hockey team won the U13 tournament at Pangbourne College.

Cricket continues to move forwards. The U13 Girls team won the U13 Marlborough College tournament and the Berkshire U13 indoor cricket league. Three girls and four boys represented Berkshire with several more involved in the county winter development programme.

The U11 Netball team reached the National ISA finals, and U10A and U11A Rugby teams both enjoyed successful and productive seasons that showed considerable progress following a year where Netball and contact Rugby could not happen due to the pandemic.

PE lessons continue to underpin movement development in the pre-prep and involve a curriculum from Year 3-9 that includes handball, basketball, gymnastic, shorts tennis, badminton, dance, cross-country, health related fitness and athletics. A weekly curriculum dance class has been introduced to Nursery children. The Year 9 curriculum started in 2021-2022 and is designed to introduce elements and topics of study that occur in the GCSE PE programme, enabling students to make informed decisions about selecting GCSE as one of their options.

The employment of a performance swimming coach for the Senior School in April has had a positive impact with both elite squad swimmers and other students taking part in internal and external swimming events. Added to our calendar were the English Schools Swimming and ISA competitions. The Junior School swimming continues to

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

improve with specialized teaching introduced into Years 5 and 6. We saw more swimmers enjoy county and regional competition along with medal success at the IAPS national final.

The school was awarded a Green Award Modeshift STARS recognizing our commitment in supporting cycling, walking and other forms of sustainable and active travel.

Volunteers

The Crosfields Parents Association (CPA) is an organisation established to support the school.

As the year progressed the CPA was able to reintroduce in-person events. The first was the annual firework evening for which over 500 tickets were sold followed by Christmas wreath making workshop. The main CPA event of the school year was a re-imagining of the annual summer picnic in the school grounds to include live musical performances. The newly developed event, entitled Crosfields Summer Vibes, attracted over 1,000 people from the school community.

STRATEGIC REVIEW

Future Development – Project 16

In 2018, The governors, in conjunction with the Head, made a strategic decision to extend the school through to 16 years of age (year 11, GCSEs) in response to parental demand and the local market for independent education (Project 16 – P16). The school's vision is:

- **Coeducation and Diversity.** The modern workplace is a hugely diverse environment. At Crosfields we believe that there are positive benefits in educating children in an environment that promotes acceptance and respect regardless of gender, ethnicity, nationality, culture and religious beliefs. We are convinced that boys and girls positively benefit, both academically and socially, from being educated together.
- **Academics.** Pupils will be stretched and supported academically. All will be given the opportunity to excel, whatever their ability. We have been incredibly successful, and have a strong track record in preparing them for a range of schools, even the most academically demanding. At Crosfields, all children will be taught imaginatively, thoroughly and broadly.
- **Small Classes.** Feedback from the parental survey confirmed that small classes are important. We fully support this and will continue to offer small classes.
- **Breadth.** At Crosfields we encourage children to experiment and to challenge themselves. The importance of an effective Co-curricular programme at secondary level cannot be underestimated. Not only is there growing evidence that it has a positive impact on academic progress, but also the soft skills (communication, responsibility, flexibility and integrity) which it promotes is recognised as being important towards success at post-secondary level education and in the work place environment. Co-curricular will enrich a pupil, both during and after school life. An effective programme will provide the necessary balance between emotional, academic and social development for a young adult.
- **Pastoral Care and Wellbeing.** Pastoral care has been a particular strength of Crosfields and we will continue to emphasise the importance of mental health across the school. We recognise the need to evolve, to reflect the needs of children with the additional challenges and pressures presented by today's social media and public examinations. The school is working towards a Wellbeing Award, a RSE Award and a Rainbow Flag award to ensure that we are at the forefront of current thinking in these important pastoral areas. The new house structure including the new pastoral roles for staff is in full flow and has allowed for greater monitoring of pastoral issues across the schools.

Construction on the new senior school building comprising 9 classrooms, library, performance space, café, medical facilities and administrative functions was completed in November 2021 and has provided the Senior School with its own identity. Pupils and staff were involved in interior design decisions and have also worked alongside our catering partner, Thomas Franks, to develop the new senior school menu for "The Hatch" café. The building has

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

achieved a Very Good BREEAM assessment and we intend to use this as a springboard for more sustainable approaches to future developments. The building has been recognised with a number of industry awards including Best Social Infrastructure Project of the Year at the British Construction Industry Awards 2022.

The foundation of Crosfields School was centred on The White Building which in its time had provided classrooms, DT workshops, the Head's Study and administrative offices. For many ex-pupils, it was the very heart of the school but sadly, it was beyond economic repair and could not meet the aspirations of the new senior school. It was demolished, without fanfare, over the summer of 2022.

Ancillary projects have been undertaken to ensure that we have the full range of facilities to support the GCSE programme. For September 2022, we have converted the old pottery room into a 4th science lab; the remodelling of the Oaks building to create a new Art Studio, a CAD CAM design studio and a senior DT workshop. A Strength & Conditioning Suite has been added to the mezzanine in the Sports Hall to support GCSE PE programme and personal fitness. The Junior School Library has been relocated to a classroom alongside the Memorial Garden and will be further developed in the next 18 months. The Food Technology Room has moved to a light and airy space upstairs in Chestnuts.

Numbers for our first P16 cohort – Year 7 in September 2019 – was particularly strong and remains a very respectable 48 in Year 10. Pupil numbers in Year 9 were a concern but a recruitment campaign aimed at high calibre bursary applicants ensured that numbers were consolidated at 40. There has been significant interest in the Senior School with strong retention from the Junior School and new students joining Crosfields from other Prep Schools and local Primary Schools.

Staff recruitment into the senior school has been particularly strong with applicants encouraged by the ambitions of the school and the opportunity to shape its future. New secondary specialists for Computing, DT, Economics and Business, English, Maths and a new role, Director of Digital Strategy, have been appointed for September 2022.

New Structure

September 2021 saw the school form two entities under the umbrella of Crosfields - a Junior School (Nursery to Year 6) and a Senior School (Year 7 – 11). The leadership in the school has been restructured into separate Senior Leadership Teams for Junior School and Senior School. New internal appointments were made for the Deputy Head Academic and Deputy Head Pastoral of the Junior School. The Head, Bursar, Second Master, Director of Studies and Director of External Relations sit on both teams.

Heads of Department now oversee all academic subject areas in the senior school and Curriculum Leads provide the same role in the Junior School. Heads of Houses in the Junior School and in the Senior School provide the basis of the pastoral network.

The Support Team organisation was also reviewed and new posts created in Operational Support, Finance, HR, Estates, Medical, Marketing and External Relations has provided the capacity necessary to support the growing school.

Future Developments

With the change of Head in April 2023, the priority has been to consolidate ongoing strands of work to ensure that the school is in the best possible shape.

The governors aspire to establish a Development Office to build and develop donor support in respect of bursary programme and foster a stronger alumni network. Whilst funding was not available this year to establish the posts, we have started to re-engage with our alumni on a small scale through the Crosfields Oaks programme.

GOVERNANCE AND MANAGEMENT

Governance

Governors are appointed at Board meeting and confirmed at the Annual General Meeting. Governors will normally serve for an initial period of 3 years but are eligible to stand for re-election. Governors are selected for the relevant

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

experience and specialist skills which they provide to the school in order to enhance debate and decision making and enable the Board of Governors to carry out its duties effectively and efficiently. The Board consists currently of 16 Governors drawn from a wide range of professions including legal, finance, IT, local government, project management and as well as past and current parents and experienced educators. Governors do not receive any remuneration for their time. All governors are made aware of the need for independence and to declare any conflict of interest which may arise between the school and their own personal or business affairs.

The Board operates within the framework of the Charity Governance Code and applies its principles throughout its work and decision-making.

Crosfields School is a member of The Independent Association of Preparatory Schools (IAPS) for the promotion and maintenance of preparatory school standards and the Independent Schools Association (ISA) who specialise in smaller schools and provide specific advice at senior level. It also maintains membership of the Independent School Bursar's Association (ISBA) and Association of Governing Bodies of Independent Schools (AGBIS).

Recruitment and Training

An induction programme is in place to cover the responsibilities of governors as trustees and directors and to provide them with a good knowledge of the workings of the school. More specialist training is available through AGBIS and other associations. Most governors made at least one working visit to the school through the course of the year.

Organisational Management and Structure

The full Board of Governors meets each term, or more frequently if required, and determines the overall policy of the school. There have been 5 sub committees:

- the Education and Welfare Committee (EWC) focusing on curriculum and welfare;
- the Finance Committee (FC) focusing on financial and legal matters;
- the Building and Estates Committee (BEC) focusing on the maintenance and development of all existing and proposed new buildings and facilities;
- the IT Committee (ITC) focusing on IT infrastructure, support, training and IT teaching and learning;
- and the Health & Safety Committee (H&S) to ensure that the entire premises of the school, including outdoor facilities, are fit for purpose and suitable for the age of children cared for and the activities undertaken.
- In addition to the Head and the Bursar there is at least one member of staff on each subcommittee.

In addition:

- Governors have established a P16 Programme Board to oversee the educational developments, infrastructure and finance for the new senior school. The Board comprises the Chair of Governors, the Chairs of the main Committees, Head and Bursar.
- A Pay and Pensions Working Group has undertaken considerable work in respect of the continued viability and future approach to staff pensions and informed the Board on their findings. The Board entered into a consultation with members of the teaching staff and will withdraw from membership of Teachers Pension Scheme on 31 August 2023.
- A Corporate Social Responsibility Group (CSR) has also been formed looking at the wider sustainable, ethical and charitable impact of the school's activities.

A review of governance was undertaken with the aim of providing effective governance to the expanded school, as well as making efficient use of limited staff resources to support the governance committees. The new structure will be put in place in January 2023.

The Senior Leadership Teams are responsible for the day to day management of the Junior School and Senior School under the leadership of the Head. Members of the Senior Leadership Teams support the work of the Board.

The Senior Leadership remuneration is based on the school's leadership scale. The Remuneration and Appraisal Committee are responsible for recommending the remuneration package of the Head and Bursar and for

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

undertaking their biennial performance appraisal. Yearly pay awards may be made for all staff and are agreed through the budget setting cycle.

Serious Incidents

A serious incident had been previously reported to the Charity Commission in relation to a historical safeguarding issue. In December 2021, a former Headmaster was found guilty of 3 charges of indecent assault relating to a pupil at Crosfields in the early 1990s. He has been sentenced to 11 years in prison for these offences alongside 2 other offences at another school. As Trustees, we are shocked that someone in a position of trust and responsibility should have behaved in such an appalling way. However, he has been brought to justice thanks to the courage of those who were prepared to speak out about what he had done, and we hope this helps them achieve some degree of closure as a result.

In the course of the summer, we were approached by 2 ex-pupils. One pupil alleged abuse by a former teacher at Crosfields in the 1970s and early 1980s and the other witnessed the abuse of another pupil. We have referred the cases to the Local Authority's Designated Officer and notified the Charity Commission. It is our understanding that early enquiries are being conducted by Thames Valley Police but at least one abuser is believed to be deceased.

FINANCIAL REVIEW

The financial year saw a deficit of £159k (2021 – surplus £800k). This was anticipated given the development stage of Project 16 and the physical establishment of the Senior School. Income from all activities was £9,537k (2021 - £8,379k) with expenditure totalling £9,696k (2021 - £7,579k). Total income showed 15% growth from 2020-21 reflecting the additional Year 9 but was below the planned budget as a result of income from extras (including optional tours) and income from Enterprises taking time to recover post Covid. Expenditure was £411k below budget. The level of deficit was a better outcome than expected as a result of higher pupil numbers, timing of expenditure and capitalisation of some IT expenditure.

Aside from the normal levels of expenditure, the School has utilised the Development Loan facility offered by Lloyds Bank to help fund the development of the senior school building and enabling works. The fit out of the building and ancillary projects were self-funded (completion of Old Pool refurbishment, Science Labs, Art Studio, DT Workshop and Design Studio, Strength & Conditioning Suite, Food Tech). Even though the new building work was finished in Autumn 2021, cash flow remained positive and it was not necessary to draw down the funds at the expected rate. The final draw down was made in December 2022 bringing the total borrowings to £8,500k. Normal operational CAPEX was £125,783 (2021 - £97,902) and relates to IT replacements and enhancements; refurbishment of junior changing rooms; foul drainage repairs and fire alarm upgrades.

The number of children in the school increased in the financial year to an average of 638 (2021 - 590). The total number of pupils enrolled at the start of the current year was 702.

The school has a wholly owned trading subsidiary, Crosfields Enterprises Ltd, through which non-charitable activities are undertaken. The surplus generated from the trading company is gift aided back to the school. Enterprises has had a successful year building upon its pre-Covid level of hirings with facilities open throughout the year. The value of the gift aid donation for 2021-22 is £99k (£15k - 2021).

Reserves Policy

The policy of the governors, through effective budgetary control, is to seek to generate an annual surplus of income over expenditure that enables the school to continue a programme of refurbishment and development whilst servicing its loans and securing its long-term viability. The school is currently in a period of drawing down its reserves and is unlikely to see any substantial surplus for the next 2 years.

The finances, budgets and spend are regularly reviewed at the Finance, Building and Estates, P16 Programme Board and Board of Governors meetings. The school's unrestricted funds at the end of the year were £8,497k (2021 - £8,645k). Total reserves amount to £16,688k (2021 - £15,802k) all of which is tied up in fixed assets. The governors are of the opinion that the school is able to operate efficiently with the day to day working capital being met by careful management of school fees and other sources of income received and bank overdraft where

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

necessary. The school does not have any current free reserves as it is investing in the development of the P16 programme.

Risk Management

The Board of Governors conducts regular reviews of major risks to the school and its activities, focusing on those risks which may affect the charitable company's viability and reputation. Political instability is a major concern and the prospect of a Labour Government a significant threat should it see through on its intentions to remove charitable benefits from independent schools. The Board is keeping abreast of developments through the Associations and is ensuring that its longer term strategic and financial planning includes scenarios such as the loss of mandatory business rate relief and the imposition of VAT on school fees.

Pupil recruitment is critical to the economic success of the school. The growth in overall pupil numbers is in line with our financial model but the realities of the current economic crisis is a concern for many families. We have already seen a few families withdraw as they are no longer able to afford fees alongside rising interest rates and real wage pressures. It is a reasonable expectation that we will see further falls across all year groups in the next 12 – 18 months. Recruitment will therefore be even more challenging and the competitive landscape in the Reading and Wokingham area is changing too. We are responding accordingly with our marketing activity centring on our new website, social media presence and advertising campaigns in prominent locations.

We are not immune to economic pressures ourselves and the unprecedented rise in energy, food and travel costs in particular has had a detrimental impact upon our financial plans for the current year and beyond. We are doing what we can to ensure pricing is competitive and that expenditure is kept under control. We recognise that this may have consequences for fee increases in the next academic year and these will need to be carefully judged.

The future risk of substantial increases in employer contributions to teachers' pensions has been on the Board's agenda for the past 3 years. The Board opened a staff consultation in October 2021 to look at the viability of continued membership versus an alternative provision and reached an agreement with teachers to withdraw from membership of Teachers Pension Scheme on 31 August 2023.

Funding of P16 infrastructure has been a combination of bank lending and self-funded capital investment. Phase 1 which includes the new senior school building, enabling works and demolition of the White Building has been completed except for works to the main entrance and south entrance under s278 of the Highways Act. The future requirement for teaching and welfare spaces, as the Senior School continues to grow, is being assessed.

Going Concern

The Finance Committee on behalf of the Board review the school's ongoing forecasts and projections on a termly basis to ensure that it remains financially viable. With regard to the next accounting period, the year ending 31 August 2023, a deficit is expected. The scale of external economic pressures is evident, most notably the rise in energy costs and interest rates, and these have put strain on the financial plan for the year. As a result, it has been revisited and budget cuts have been taken and some prices (hirings and co-curricular activities) have been increased as a counter measure. Additional prudent expenditure controls have been put in place to curb non-essential spending. Earnings before Interest, Taxation, Depreciation and Amortisation (EBITDA) is forecast to be around zero at year end.

Crosfields uses a financial modelling tool to consider 3 different scenarios using drivers and assumptions on an optimistic – realistic – pessimistic scale. On this basis, the cash-flow projections for future years indicate that the school will be able to meet its liabilities as they fall due from within current banking facilities.

Governors review the ongoing risks on a termly basis – see Risk Management. Costs increasing beyond the control of the school are the primary concern and it would be naïve to suggest that the impact of these and resulting budget cuts will go unnoticed. Governors and the Senior Leadership Team are working collaboratively to ensure there is no significant detriment to education, pastoral or support as a result. The School is maintaining a close relationship with our banking provider, Lloyds Bank, to ensure that there is common understanding regarding the financial position of the business.

Crosfields School Trust Limited

REPORT OF THE GOVERNORS For the year ended 31 August 2022

As such, governors remain satisfied that the school can continue operating for the foreseeable future and accounts have been prepared in the knowledge that the school is a financially viable organisation.

The governors have reviewed the accounts, financial model, future plans and risks and are confident that the charity is a going concern.

GOVERNORS RESPONSIBILITIES

The governors (who are also directors of Crosfields School Trust Limited for the purposes of Company law) are responsible for preparing the Strategic Report, the Report of the Governors and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The governors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The governors are also responsible for safeguarding the assets of the charitable company, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The governors confirm that they have complied with the duty in section 17 (5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. The governors have referred to the guidance in the Charity's Commission general guidance on Public Benefit when reviewing the school's aims and objectives and in planning the school's future activities. In particular, the governors have considered how planned activities will contribute to the aims and objectives they have set.

The governors confirm that so far as they are aware, there is no relevant audit information of which the charitable company's auditors are unaware. They have taken all the steps that they ought to have taken as governors in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information."

Approved by the Board of Governors on 12/12/2023 and signed on their behalf by: -


.....
C Bradford – Chair of Governors

Crosfields School Trust Limited

Report of the Independent Auditor to the Governors of Crosfields School Trust Limited

Opinion on financial statements

We have audited the financial statements of Crosfields School Trust Limited ("the Parent Charitable Company") and its subsidiary ("the Group") for the year ended 31 August 2022 which comprise the Consolidated Statement of Financial Activities (Incorporating an Income & Expenditure Account), the Consolidated Statement of Financial Position, the Company Statement of Financial Position, the Consolidated Statement of Cashflows 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 and of the Parent Charitable Company's affairs as at 31 August 2022 and of the Group's net movement in funds, including income and expenditure and the Parent Charitable Company's income and expenditure for the year then ended;
- have been properly prepared in accordance with the United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group and the Parent Charitable Company in accordance with the ethical requirements 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 (as explained by the trustees on pages 15, 16 and 23) 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 and of the Parent Charitable Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The governors are responsible for the other information. The other information comprises the information included in the Report of the Governors, other than the financial statements and our auditor's report thereon.

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.

Crosfields School Trust Limited

Report of the Independent Auditor to the Governors of Crosfields School Trust Limited (*continued*)

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.

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 Report of the Governors, which includes the Directors' Report and the Strategic 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, which are included in the Report of the Governors, 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 and the Parent Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatement in the Strategic Report or the Report of the Governors.

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

- adequate and sufficient 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 governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of governors

As explained more fully in the governors' responsibilities statement set out on page 16, the governors (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the governors are responsible for assessing the 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 governors either intend to liquidate the Group's and the Parent charitable company or to cease operations, or have no realistic alternative but to do so.

Crosfields School Trust Limited

Report of the Independent Auditor to the Governors of Crosfields School Trust Limited (*continued*)

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 charitable company and industry, we identified that the principal risks of non-compliance with laws and regulations, company law and charity law applicable in England and Wales, 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 and Charities Act 2011.

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 management bias in accounting estimates. Audit procedures performed by the engagement team included:

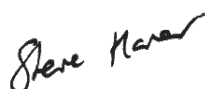
- Inspection of correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of noncompliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals; 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 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.



Steven Harper (Senior Statutory Auditor)
for and on behalf of Haysmacintyre LLP, statutory auditor
10 Queen Street Place, London, EC4R 1AG, United Kingdom

Date: 7 February 2023

Crosfields School Trust Limited

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an Income & Expenditure Account) For the year ended 31 August 2022

	Note	General funds £	Restricted funds £	Total 2022 £	Total 2021 £
Income from:					
Donations and legacies	4	767	-	767	109,041
Charitable activities					
Fees receivable	2	9,007,424	-	9,007,424	7,957,704
Ancillary income	5	238,170	-	238,170	109,933
Other trading activities					
Income from trading activities	3	275,328	-	275,328	178,609
Rents and lettings	6	15,784	-	15,784	23,773
Total income		9,537,473	-	9,537,473	8,379,060
Expenditure on:					
Charitable activities	7,19	9,516,051	1,362	9,517,413	7,379,730
Cost of raising funds	7	2,398	-	2,398	17,602
Costs of trading activities	3,7	176,477	-	176,477	182,048
Total expenditure		9,694,926	1,362	9,696,288	7,579,380
Net (expenditure)/income		(157,453)	(1,362)	(158,815)	799,680
Transfers between funds	19	-	-	-	-
Net movement in funds		(157,453)	(1,362)	(158,815)	799,680
Total funds brought forward		8,650,507	5,507	8,656,014	7,856,334
Total funds carried forward	19	8,493,054	4,145	8,497,199	8,656,014

The amounts relate to continuing activities. All gains and losses recognised in the year are included in the statement of financial activities.

A comparative Statement of Financial Activities has been included in note 23.

The notes on pages 23 to 42 form part of these accounts.

Crosfields School Trust Limited

CONSOLIDATED AND COMPANY STATEMENT OF FINANCIAL POSITION At 31 August 2022

Registered number 00584278

	Note	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Fixed assets					
Tangible fixed assets	10	16,687,725	15,802,556	16,687,725	15,802,556
Investments in subsidiaries	11	-	-	1	1
		16,687,725	15,802,556	16,687,726	15,802,557
Current assets					
Stocks		347	133	347	133
Debtors	12	305,960	279,494	352,769	372,195
Cash at bank and in hand		498,672	436,267	450,021	330,850
		804,979	715,894	803,137	703,178
Creditors: amounts falling due within one year	13	(2,384,892)	(2,574,785)	(2,383,050)	(2,572,856)
		(1,579,913)	(1,858,891)	(1,579,913)	(1,869,678)
Net current liabilities		(1,579,913)	(1,858,891)	(1,579,913)	(1,869,678)
Total assets less current liabilities		15,107,812	13,943,665	15,107,813	13,932,879
Creditors: amounts falling due after more than one year	14	(6,610,613)	(5,287,651)	(6,610,613)	(5,287,651)
		8,497,199	8,656,014	8,497,200	8,645,228
Net assets		8,497,199	8,656,014	8,497,200	8,645,228
Funds					
Unrestricted funds					
General funds	19	8,493,054	8,650,507	8,493,055	8,639,721
Restricted funds	19	4,145	5,507	4,145	5,507
		8,497,199	8,656,014	8,497,200	8,645,228

The charitable company has taken advantage of section 408 of the Companies Act 2006 not to publish its own Statement of Financial Activities. The parent company's net deficit for the year was £(148,028) (2021: net income of £799,680).

The financial statements were approved and authorised for issue by the Board of Governors of Crosfields School Trust Limited on 1.1.2023 and signed on their behalf by:


.....
C Bradfield
Chair of Governors

The notes on pages 23 to 42 form part of these accounts.

Crosfields School Trust Limited

CONSOLIDATED STATEMENT OF CASHFLOWS For the year ended 31 August 2022

	Note	Group 2022 £	Group 2021 £
Net income for the reporting period (as per the Statement of Financial Activities)		(158,815)	799,680
Adjustments for:			
Depreciation of tangible fixed assets		642,288	425,540
Loss on disposal of tangible fixed assets		38,178	-
Interest payable		177,549	43,300
(Increase)/Decrease in stock		(214)	1,665
(Increase)/decrease in debtors	13	(26,466)	42,580
Increase/(decrease) in creditors		(541,125)	871,964
(Decrease)/increase in pension deficit contribution liability		(3,799)	(4,935)
Cash generated from operations		127,596	2,179,794
Cash flows from investing activities			
Purchase of tangible fixed assets	10	(1,565,635)	(6,467,724)
Sale of investment property		-	640,000
Net cash used in investing activities		(1,565,635)	(5,827,724)
Cash flows from financing activities			
Repayment of borrowing		-	-
New bank loan		1,677,993	4,392,532
Interest paid		(177,549)	(43,300)
Net cash from/(used in) financing activities		1,500,444	4,349,232
Increase/(Decrease) in cash and cash equivalents in the year		62,405	701,302
Cash and cash equivalents at the beginning of the year		436,267	(265,035)
Total cash and cash equivalents at the end of the year		498,672	436,267
Relating:			
Bank balances included in cash at bank and in hand	21	498,672	436,267
Bank overdraft		-	-
		498,672	436,267

The notes on pages 23 to 42 form part of these accounts.

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 August 2022

1 Accounting policies

Company status

Crosfields School Trust Limited ("the Company") is a private company limited by guarantee, incorporated in England and Wales under the Companies Act 2006. The address of the Company's registered office and principal place of business is Crosfields School, Shinfield Road, Shinfield, Reading, RG2 9BL. The members of the Company are the governors. The Company number and members of the Company are named on page 1.

Basis of preparation

The financial statements have been prepared in accordance with 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 (FRS 102), UK Generally Accepted Accounting Practice (UK GAAP) including the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated.

Monetary amounts in these accounts are rounded to the nearest £ except where otherwise indicated.

Going concern

The group has net current liabilities of £1,579,913 (2021: £1,858,891) at the Statement of Financial Position date. The year ended 31 August 2022 gave rise to a net reduction in funds of £(158,815). The deficit was anticipated given the development stage of Project 16 and the physical establishment of the Senior School. In considering whether the going concern basis is appropriate, the governors have considered the surplus and cash-flow projections prepared for future years. These indicate that the charitable company will be able to meet its liabilities as they fall due and together with arrangements with their bankers forecast that the charitable company will be able to operate within the facilities currently available.

The governors have no reason to believe that the current facilities will not be continued and confirm that they are satisfied there is no material uncertainty as to the going concern status of the charitable company for the period of the going concern assessment made. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the statement of governors' responsibilities. In making the assessment, the governors confirm that they have considered a period to 31 August 2024.

With regard to the current accounting period, the year ending 31 August 2023, a deficit is expected. The scale of external economic pressures is evident, most notably the rise in energy costs and interest rates, and these have put strain on the financial plan for the year. As a result, it has been revisited and budget cuts have been taken and some prices (hirings and co-curricular activities) have been increased as a counter measure. Additional prudent expenditure controls have been put in place to curb non-essential spending.

In support of the going concern assessment, the governors have considered a range of different scenarios which consider the key variables such as pupil numbers, salary costs, energy costs, other impacts of inflation and interest rates. In doing so, the governors are satisfied that the forecasts provide them with a reasonable basis to conclude that the charitable company will remain a going concern for the foreseeable future and to at least 31 August 2024.

Whilst the forecasts indicate that the charitable company will be able to operate within the lending facilities currently available to it, the forecasts currently indicate a potential breach of lending covenants at the first review at 31 December 2024. This arises under some (but not all) of the scenarios modelled. This is beyond the period of the going concern assessment made, and steps are being taken to minimise the risk of this occurring including those set out above. Furthermore, management and governors confirm that they are maintaining a close relationship with the charitable company's bankers in relation to the forecast position. On this basis the governors confirm they are satisfied no material uncertainty arises.

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

1 Accounting policies *(continued)*

Basis of consolidation

The group accounts consolidate the accounts of Crosfields School Trust Limited and its subsidiary undertaking, Crosfields School Enterprises Limited on a line by line basis. The accounts are made up to 31 August 2022. No separate Statement of Financial activities or income and expenditure has been presented for the charitable company alone as permitted by the Companies Act 2006 and the Charities SORP.

The results of the subsidiary undertaking for the year are disclosed in note 3 of the accounts.

FRS102 allows qualifying entities certain disclosure exemptions. The charity, only, has taken advantage of the exemptions for the following disclosure requirement:

- Section 7 "Statement of Cash Flows" - presentation of an entity only Statement of Cash Flow and related notes and disclosures.

Fund accounting

The funds of the School are accounted for as unrestricted or restricted income, in accordance with the terms of trust imposed by the donors or any appeal to which they may have responded.

General funds are unrestricted funds that are available for use at the discretion of the governors in furtherance of the general objectives of the charitable company and have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the governors for particular purposes. The aim of the designated fund is set out in the notes to the financial statements.

Investment income and gains are allocated to the appropriate fund.

Income

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

Fees and similar income

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

Fees received for education to be provided in future years are carried forward as fees received in advance in the Statement of Financial Position. These fees are released to the Statement of Financial Activities over the period in which the school provides the services in future years.

Expenditure

Expenditure is accounted for on an accrual basis. Expenditure is allocated to specific activities without the need for apportionment. The irrecoverable element of VAT is included within the item of expense to which it relates.

Governance costs comprise the costs of running the charitable company, such as the costs of board and committee meetings, preparing statutory accounts and satisfying public accountability.

During the year, the School has revised its analysis of expenditure and staff numbers reporting to reflect expenditure more accurately between appropriate categories.

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

1 Accounting policies *(continued)*

Donated services

Donated services and facilities are only included as income (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated market value to the charity of the service or facility received.

Grant Income

Payments received from the government for furloughed employees are a form of grant. This grant money is receivable as compensation for expenses already incurred, and where this is not in respect of future related costs, is recognised in income in the period in which it becomes receivable and the related expense is incurred.

Operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activities on a straight line basis over the period in which the cost is incurred.

Tangible fixed assets and depreciation

Expenditure on fixed assets is capitalised except for expenditure incurred on the replacement of assets of low value with a short life. Subsequent costs of repair, renovation and replacement expenditure are written off as incurred in the consolidated statement of financial activities, unless it is probable that such costs will generate future economic benefits.

School buildings are recorded at their historical cost to the charitable company. Depreciation is provided on all tangible assets, except freehold land, in order to write off their cost less residual value over their estimated useful lives at the following annual rates:

		Straight line basis
Freehold property:	-	%
Buildings	-	2
Artificial turf pitch*	-	12-20 years
Sensory garden	-	10
Furniture, fixtures and equipment:		
Tractor	-	15
Computer equipment (educational)	-	33.33
Computer equipment (administrative)	-	25
Other	-	15

Items costing less than £5,000 are written off as an expense as acquired.

*The artificial pitch is split between the shockpad and carpet which is depreciated over 12 years and all other items are depreciated over 20 years.

Investments in subsidiaries

Investments in subsidiaries are stated at cost less any assessed impairment in the asset.

Stocks

Stocks are valued at the lower of cost and net realisable value.

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

1 Accounting policies *(continued)*

Pension schemes

The charitable company contributes to the Teachers' Pension Scheme, which is a defined benefit scheme, at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme attributable to the charitable company. In accordance with FRS 102 therefore, the scheme is accounted for as a defined contribution scheme and contributions are accounted for when advised by the scheme administrator.

The charitable company also contributes into a defined contribution scheme for non-teaching staff and a defined benefit scheme for senior management. The present value of future contributions relating to the funding of a pension deficit is recognised as a liability.

Financial Instruments

The group has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102, in full, to all of its financial instruments.

Financial assets and financial liabilities are recognised when the group becomes a party to the contractual provisions of the instrument, and are offset only when the group has a legal enforceable right to set off the recognised amounts and intends either to settle on a net basis, or to realise and settle the liability simultaneously.

Financial assets

Trade, group and other debtors (including accrued income) which are receivable within one year and which do not constitute a financing transaction are initially measured at the transaction price and subsequently measured at amortised cost, being the transaction price less any amounts settled and any impairments losses.

A provision for impairment of trade debtors is established when there is objective evidence that the amounts due will not be collected according to the original terms of the contract. Impairment losses are recognised in the statement of financial activities.

Financial liabilities

Financial instruments are classified as liabilities according to the substance of the contractual arrangements entered into. Trade, group and other creditors (including accruals) payable within one year that do not constitute a financing transaction are initially measured at the transaction price and subsequently measured at amortised cost, being transaction price less any amounts settled.

Where the arrangements with a creditor constitutes a financing transaction, the creditor is initially measured at the present value of future payments discounted at a market rate of interest for a similar instrument and subsequently measured at amortised cost.

Borrowings

Borrowings are initially recognised at the transaction price, including transaction costs, and subsequently measured at amortised cost using the effective interest method. Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Derecognising financial assets and liabilities

A financial asset is derecognised only when the contractual rights to cash flows expire or are settled, or subsequently all the risks and rewards of ownership are transferred to another party, or if some significant risks or rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party. A financial liability (or part thereof) is derecognised when the obligation specified in the contract is discharged, cancelled or expires.

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

1 Accounting policies *(continued)*

Taxation

The tax expense for the period comprises current and deferred tax. Tax is recognised in the statement of financial affairs.

The current corporation tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the UK.

Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The group makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Significant estimates included within the financial statements include provision for fee debtors, which require a judgement by management regarding the likelihood of recovery. Management review and assess fee debtors on an individual account basis and provide for debts as appropriate.

Depreciation is another key estimate in the accounts which requires management judgement over the useful life of the assets. The policy has been set out in the notes above.

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

2 Fees receivable

	2022	2021
	£	£
Fees receivable consist of:		
Gross fees	9,538,511	8,538,440
Less: Total bursaries, grants and allowances	(531,087)	(429,777)
Less: COVID 19 Discounts	-	(150,959)
	<u>9,007,424</u>	<u>7,957,704</u>

All fees receivable were unrestricted in the current and prior year.

3 Trading income and expenditure

Crosfields School Trust Limited owns 100% of Crosfields School Enterprises Limited. This company hires out the sports hall, swimming pool and other facilities at Crosfields School and donates its annual taxable profits to the charitable company under the Gift Aid Scheme. Trading results extracted from its audited financial statements are shown below:

	2022	2021
	£	£
Turnover	275,328	178,609
Administrative expenses	(176,477)	(182,048)
Government grants (HMRC Furlough scheme)	-	18,978
	<u>98,851</u>	<u>15,539</u>
Profit for the year	98,851	15,539
Gift aid	(98,851)	(15,539)
	<u>-</u>	<u>-</u>
Net assets	-	-

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

4 Donations and legacies	Total 2022 £	Total 2021 £
Donations	767	45,949
HMRC Furlough scheme income	-	63,112
	<hr/>	<hr/>
	767	109,041
	<hr/>	<hr/>
5 Ancillary income	Total 2022 £	Total 2021 £
Extra-curricular activities	200,721	86,305
Other income	25,018	23,628
BYOD income	12,431	-
	<hr/>	<hr/>
	238,170	109,933
	<hr/>	<hr/>
6 Rental income	Total 2022 £	Total 2021 £
Rents receivable	15,784	23,773
	<hr/>	<hr/>
	15,784	23,773
	<hr/>	<hr/>

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

7 Analysis of expenditure

2022	Staff costs £	Other £	Depreciation £	Total 2022 £
Charitable activities				
School operating costs				
- Teaching	4,549,330	1,222,822	-	5,772,152
- Welfare	330,190	370,496	-	700,687
- Premises	360,584	836,654	642,288	1,839,526
- Support costs	522,826	467,412	-	990,237
- Governance costs	-	19,360	-	19,360
Bank charges and interest	-	189,346	-	189,346
Bad debts	-	6,105	-	6,105
	<u>5,762,930</u>	<u>3,112,195</u>	<u>642,288</u>	<u>9,517,413</u>
Cost of raising funds	-	2,398	-	2,398
Cost of trading activities	129,024	47,453	-	176,477
	<u>5,891,954</u>	<u>3,162,046</u>	<u>642,288</u>	<u>9,696,288</u>
2021	Staff costs £	Other £	Depreciation £	Total 2021 £
Charitable activities				
School operating costs				
- Teaching	4,077,672	526,033	65,326	4,669,031
- Welfare	221,912	265,181	516	487,609
- Premises	320,516	815,429	358,777	1,494,722
- Support costs	482,043	145,884	921	628,848
- Governance costs	-	46,511	-	46,511
Bank charges and interest	-	44,226	-	44,226
Bad debts	-	8,783	-	8,783
	<u>5,102,143</u>	<u>1,852,047</u>	<u>425,540</u>	<u>7,379,730</u>
Cost of raising funds	-	17,602	-	17,602
Cost of trading activities	137,069	44,979	-	182,048
	<u>5,239,212</u>	<u>1,914,628</u>	<u>425,540</u>	<u>7,579,380</u>

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

8 Expenditure

	2022 £	2021 £
Charitable activities include:		
Operating lease charges	3,946	8,172
Depreciation	642,288	425,540
Auditors' remuneration (excl VAT)		
Audit fees - Crosfields School Trust	12,500	12,500
- Crosfields School Enterprises Limited	2,250	2,250
Preparation of statutory accounts	2,000	2,000
Taxation - compliance services to the subsidiary	950	950
Loan interest	177,549	43,300
	642,288	425,540

The employer's liability insurance of the charitable company (2022: £5,481) includes indemnity insurance for the governors. (2021: governors indemnity insurance £648).

9 Staff costs

	2022 £	2021 £
Wages and salaries	4,591,188	4,118,564
Social security costs	471,260	398,689
Pension contributions	833,306	726,894
Pension deficit contribution (credit)	(3,799)	(4,935)
	5,891,954	5,239,212

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

	2022 Number	2021 Number
Teaching	102	93
Welfare	2	1
Premises	23	20
Support	18	16
Trading	18	20
	163	143

The governors received Nil remuneration or other benefit for the year (2021:-Nil). The governors were reimbursed for expenses totalling £582 in the year (2021: £nil).

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

9 Staff costs *(continued)*

The numbers of employees whose remuneration exceeded £60,000 during the year, were:

	2022	2021
	Number	Number
£60,001 - £70,000	2	3
£70,001 - £80,000	1	-
£80,001 - £90,000	1	1
£110,001 - £120,000	-	-
£120,001 - £130,000	-	-
£130,001 - £140,000	1	1
	4	5
 The number of those higher paid employees who accrued benefits under a defined benefit pension scheme during the year, were:	 4	 5
	£	£
 Pension contributions for above employees	 95,285	 92,235
	£	£

Aggregate employee costs of the senior leadership team, as disclosed on page 2, including salary, benefits, pension contributions and national insurance) in the year totalled £1,031,350 (2021: £783,631).

During the year, severance pay was awarded to 1 employee, with payments for compensation and pay in lieu of notice totalling £28,500 (2021 – 1 employee: £5,000).

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

10

Tangible fixed assets – Group and Charity

	Freehold property	Assets under construction	Furniture, fixtures and equipment	Total
	£	£	£	£
<i>Cost</i>				
At 1 September 2021	11,202,233	7,541,913	2,884,777	21,628,923
Additions	340,669	635,158	589,808	1,565,635
Disposals	(94,315)	-	(355,192)	(449,507)
	11,448,587	8,177,071	3,119,393	22,745,051
<i>Depreciation</i>				
At 1 September 2021	3,347,070	-	2,479,297	5,826,367
Charge for year	418,512	-	223,776	642,288
Disposals	(54,701)	-	(356,628)	(411,329)
	3,710,881	-	2,346,445	6,057,326
<i>Net book value</i>				
At 31 August 2022	7,737,706	8,177,071	772,948	16,687,725
At 31 August 2021	7,855,163	7,541,913	405,480	15,802,556

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

11 Fixed assets investments- Group and Charity

	2022	2021		
Investment in subsidiaries (Charity only)	£	£		
Investment in subsidiary company	1	1		
Company	Registered Office	Company number	Class	Shares held %
Crosfields School Enterprises Limited	Crosfields School Shinfield Road, Shinfield, Reading, Berkshire, RG2 9BL	08332333	Ordinary	100

12 Debtors

	Group 2022	Group 2021	Charity 2022	Charity 2021
	£	£	£	£
Trade debtors	81,610	74,673	60,464	65,927
Other debtors	3,729	2,017	3,729	2,017
Amounts owed by subsidiary undertaking	-	-	82,356	115,940
Prepayments and accrued income	220,621	202,804	206,220	188,311
	305,960	279,494	352,769	372,195

Amounts owed by group undertakings are interest free and repayable on demand.

13 Creditors: amounts falling due within one year

	Group 2022	Group 2021	Charity 2022	Charity 2021
	£	£	£	£
Bank overdraft (secured)	-	-	-	-
Bank loan	355,031	-	355,031	-
Trade creditors	242,311	831,956	242,311	831,956
Taxation and social security	-	106,948	-	106,948
Accruals	67,105	184,487	65,263	182,558
School fees received in advance	1,003,842	804,249	1,003,842	804,249
Deposits held	401,010	329,085	401,010	329,085
Other creditors	61,384	270,402	61,384	270,402
Deferred Income	210,350	-	210,350	-
Pension liability (Note 16)	43,859	47,658	43,859	47,658
	2,384,892	2,574,785	2,383,050	2,572,856

School fees received in advance relates to fees for the next school year, which some parents pay in advance. Deposits held include an amount of £371,350 (2021: £299,000) relating to acceptance deposits, all of which are considered as owed within one year given that only one terms notice is required to be given by pupils.

Amounts owed to group undertakings are interest free and repayable on demand.

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

14 Loan creditor

	2022 £	2021 £
Amounts falling due after more than one year		
Bank loan	6,965,644	5,287,651
The bank loan is repayable by instalments:		
- due after five years	1,806,573	2,950,151
- due within two to five years	4,429,190	2,337,500
- due within one to two years	374,850	-
- due after more than one year	6,610,613	5,287,651
- due within one year	355,031	-
	6,965,644	5,287,651

There is one loan in place included within the loan creditor. This is for a facility in place of £8,500,000. As at the year end, £6,965,645 has been drawn down and is repayable by 31 December 2034. Interest is charged at 2.16% above base rate.

The bank loan is secured by way of a fixed charge over the charitable company's freehold land and buildings.

15 Defined benefit pension scheme liability

The movement on the pension provision is as follows:

	2022 £	2022 £	2021 £	2021 £
Provision b/fwd		47,658		52,593
Employer contributions relating to the recovery plan	(5,136)		(4,986)	
Unwinding of the discount rate	492		448	
Impact of the change in recovery plan during the year	(7,281)		(397)	
Amendment to contribution schedule	8,126		-	
Net movement		(3,799)		(4,935)
Provision c/fwd		43,859		47,658

The above provision relates to the requirement under the FRS102 that the charity must recognise as a liability the present value of future contributions relating to the funding of a pension deficit. For further details see Note 20.

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

16 Operating lease commitment

At 31 August 2022 the group had total future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	2021 £
Due within one year	23,120	3,048
Due between one and five years	60,925	-
	84,045	3,048

17 Capital commitments

At 31 August 2022 the school had the following capital commitments:

	2022 £	2021 £
Contracts for future capital expenditure not provided in the financial statements	75,635	551,382
	75,635	551,382

18 Analysis of net assets between funds

Group 2022	Fixed assets £	Investments £	Net current assets/ (liabilities) £	Long term liabilities £	Total £
General fund	16,687,725	-	(1,584,058)	(6,610,613)	8,493,054
Restricted fund	-	-	4,145	-	4,145
	16,687,725	-	(1,579,913)	(6,610,613)	8,497,199
Group 2021	Fixed assets £	Investments £	Net current assets/ (liabilities) £	Long term liabilities £	Total £
General fund	15,802,556	-	(1,864,398)	(5,287,651)	8,650,507
Restricted fund	-	-	5,507	-	5,507
	15,802,556	-	(1,858,891)	(5,287,651)	8,656,014

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

18 Analysis of net assets between funds *(continued)*

Charity 2022	Fixed assets £	Investments £	Net current assets/ (liabilities) £	Long term liabilities £	Total £
General fund	16,687,725	1	(1,584,058)	(6,610,613)	8,493,055
Restricted fund	-	-	4,145	-	4,145
	<u>16,687,725</u>	<u>1</u>	<u>(1,579,913)</u>	<u>(6,610,613)</u>	<u>8,497,200</u>
Charity 2021	Fixed assets £	Investments £	Net current assets/ (liabilities) £	Long term liabilities £	Total £
General fund	15,802,556	1	(1,875,185)	(5,287,651)	8,639,721
Restricted fund	-	-	5,507	-	5,507
	<u>15,802,556</u>	<u>1</u>	<u>(1,869,678)</u>	<u>(5,287,651)</u>	<u>8,645,228</u>

19 Total Funds

Group 2022	Balance 1 September 2021 £	Income £	Expenditure £	Transfers/ gains/tax £	Balance 31 August 2022 £
Unrestricted funds					
General fund	8,650,507	9,537,473	(9,694,926)	-	8,493,054
Restricted fund					
Books fund	1,362	-	(1,362)	-	-
Bursary fund	4,145	-	-	-	4,145
Laptop fund	-	-	-	-	-
Total restricted	<u>5,507</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>4,145</u>
Total funds	<u>8,656,014</u>	<u>9,537,473</u>	<u>(9,696,288)</u>	<u>-</u>	<u>8,497,199</u>

Crosfields School Trust Limited
NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 August 2022

19 Total Funds (continued)

Group 2021	Balance 1 September 2020 £	Income £	Expenditure £	Transfers/ Gains/tax £	Balance 31 August 2021 £
Restricted fund					
Books fund	-	1,362	-	-	1,362
Bursary fund	-	4,145	-	-	4,145
Laptop fund	-	40,422	-	(40,422)	-
Total restricted	-	45,929	-	(40,422)	5,507
General fund	7,856,334	8,333,131	(7,579,380)	40,422	8,650,507
	7,856,334	8,379,060	(7,579,380)	-	8,656,014
Charity 2022	Balance 1 September 2021 £	Income £	Expenditure £	Transfers/ gains/tax £	Balance 31 August 2022 £
General fund	8,639,721	9,360,996	(9,507,662)	-	8,493,055
Restricted fund					
Books fund	1,362	-	(1,362)	-	-
Bursary fund	4,145	-	-	-	4,145
Laptop fund	-	-	-	-	-
Total restricted	5,507	-	(1,362)	-	4,145
Total funds	8,645,228	9,360,996	(9,509,024)	-	8,497,200
Charity 2021	Balance 1 September 2020 £	Income £	Expenditure £	Transfers/ gains/tax £	Balance 31 August 2021 £
Restricted fund					
Books fund	-	1,362	-	-	1,362
Bursary fund	-	4,145	-	-	4,145
Laptop fund	-	40,422	-	(40,422)	-
Total restricted	-	45,929	-	(40,422)	5,507
General fund	7,845,548	8,151,083	(7,397,332)	40,422	8,639,721
	7,845,548	8,197,012	(7,397,332)	-	8,645,228

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS (*continued*) For the year ended 31 August 2022

General funds are unrestricted funds that are available for use at the discretion of the governors in furtherance of the general objectives of the charitable company and have not been designated for other purposes. Incoming resources of the charity includes £98,851 (2021: £15,539) of gift aid received from its subsidiary.

The prize fund is monies set aside for the provision of prizes awarded to children.

Restricted funds are as follows:

- Book fund relates to donations raised for spending on school books.
- Bursary fund relates to donations for spending on future bursaries.
- Laptop fund relates to a donation received in the current year to fund the purchase of 40 laptops. These assets were purchased in the year and therefore this fund has been transferred to unrestricted.

20 Pensions

The charitable company operates three pension schemes:

a) Teachers' Pension Scheme

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £663,929 (2021: £597,285) and at the year-end (£162) (2021 - £72,051) was accrued in respect of contributions to this scheme.

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

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

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

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

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS (*continued*) For the year ended 31 August 2021

20 Pensions (*continued*)

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. The consultation closed to response on 19 August 2021 and the Government is currently analysing the responses.

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

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

b) Support Staff Group Pension Scheme

The charitable Company runs a defined contribution scheme for support staff with Aegon.. The cost for the year represents the charitable company's contributions to the scheme of £138,970 (2021: £121,509) and at the year-end £20,605 (2021: £16,234) was accrued in respect of contributions to this scheme.

c) The Pensions Trust

The charitable company participates in The Pensions Trust scheme, (the ISBA's recommended pensions scheme for Bursars), which is a multi-employer scheme providing benefits to some 61 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charitable company 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 charitable 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.

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 2011 and showed assets of £201.1m, liabilities of £256.3m and a deficit of £55.2m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

Total contributions paid into the scheme by the charitable company amounted to £8,632 (2021: £8,100). At the year-end amounts recorded in creditors were £Nil (2021: £Nil).

Full details are available regarding The Pensions Trust on their website www.tpt.org.uk

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS (continued) For the year ended 31 August 2022

20 Pensions (continued)

Following the year-end, the School was informed of a potential cessation event as the last actively contributing member left the Scheme on 31 October 2022. The School has been advised that if a Section 75 debt becomes payable on withdrawal it will be in the order of £179,000. At the date of these accounts, the School is investigating the options available to it under the scheme rules including the possibility of bringing an additional contributing member into the Scheme in order to avoid the triggering of the Section 75 debt. At the date these accounts were approved this work remains ongoing. Given that the conditions arose following the year end, this represents a non-adjusting post-balance sheet event and it is not therefore reflected in the balance sheet at 31 August 2022.

21 Analysis of net debt

	Balance 1 September 2021 £	Cashflows £	Balance 31 August 2022 £
Cash at bank and in hand	436,267	62,405	498,672
Bank overdrafts	-	-	-
Debt due within 1 year	-	(355,031)	(355,031)
Debt due after 1 year	(5,287,651)	(1,322,962)	(6,610,613)
	<u>(4,851,384)</u>	<u>(1,615,588)</u>	<u>(6,466,972)</u>

22 Related party transactions

Owing to the nature of the school's operations and the composition of the governing body being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a governor may have an interest. All transactions involving these organisations are in accordance with the school's normal procedures.

The total donations in aggregate received from governors in the year were £nil (2021: £40,422)

The school has a number of pupils who are family members of governors. Fees are payable at the same level as other pupils and entitlement to fee remission is considered in line with the school's stated policy for such awards.

Transactions between the school and its subsidiary Crosfields School Enterprises Limited are disclosed below:

	2022 £	2021 £
Recharged expenses	176,477	129,918
Gift Aid	98,851	15,539
Amounts owed by/(to) Crosfields School Enterprises Limited	82,356	115,940

There were no other related party transaction in the year.

Crosfields School Trust Limited

NOTES TO THE FINANCIAL STATEMENTS *(continued)* For the year ended 31 August 2022

23 Comparative Statement of Financial Activities

	Note	General funds £	Restricted funds £	Total 2021 £
Income from:				
Donations and legacies	4	63,112	45,929	109,041
Charitable activities				
Fees receivable	2	7,957,704	-	7,957,704
Ancillary income	5	109,933	-	109,933
Other trading activities				
Income from trading activities	3	178,609	-	178,609
Rents and lettings	6	23,773	-	23,773
		<hr/>	<hr/>	<hr/>
Total income		8,333,131	45,929	8,379,060
		<hr/>	<hr/>	<hr/>
Expenditure on:				
Charitable activities	7	7,379,730	-	7,379,730
Cost of raising funds	7	17,602	-	17,602
Costs of trading activities	3,7	182,048	-	182,048
		<hr/>	<hr/>	<hr/>
Total expenditure		7,579,380	-	7,579,380
		<hr/>	<hr/>	<hr/>
Net income before tax		753,751	45,929	799,680
		<hr/>	<hr/>	<hr/>
Tax payable		-	-	-
Transfers between funds	19	40,422	(40,422)	-
		<hr/>	<hr/>	<hr/>
Net income and net movement in funds		794,173	5,507	799,680
Total funds brought forward		7,856,334	-	7,856,334
		<hr/>	<hr/>	<hr/>
Total funds carried forward	19	8,650,507	5,507	8,656,014
		<hr/>	<hr/>	<hr/>