

COMPANY REGISTRATION NUMBER: 00795895
CHARITY REGISTRATION NUMBER: 310865

St Cedd's School Educational Trust Limited
Company Limited by Guarantee
Financial Statements
31 August 2023

EDMUND CARR LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Financial Statements

Year ended 31 August 2023

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Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 August 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 August 2023.

Reference and administrative details

Registered charity name St Cedd's School Educational Trust Limited

Charity registration number 310865

Company registration number 00795895

Principal office and registered office 178a New London Road
Chelmsford
Essex
CM2 0AR

The trustees

Mr G C Allen (Chair)
Mr M K Bryant
Mrs A H Childs
Mr P Copeland
Mrs J L Dagg
Mr F M Hargreaves
Mrs R Kangesu
Mrs F M Marshall
Dr S Peck
Mr S Hayman
Rev R A Harvey

(Appointed 21 September 2022)

Senior management personnel

Mr M Clarke – Head
Mrs E Hodivala – Deputy Head
Mrs S Angel – Bursar
Mr S Turner – Head of Pastoral Care
Mrs R Weaver – Head of Academic

Auditor

Edmund Carr LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

Bankers

Barclays Bank plc
40-41 High Street
Chelmsford
Essex
CM1 1BE

Solicitors

Birkett Long LLP
Faviell House
1 Coval Wells
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CM1 1WZ

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

Structure, governance and management

Governing document

St Cedd's School is governed by its Articles of Association. These Articles were revised and updated in March 2022. The liability of the members is limited by guarantee. The trustees of the Charity are also directors of the company.

Governing body

The Governors are responsible for the overall management and control of the School. The Governors in post during the year are shown at the beginning of this report.

Arrangements for setting pay and remuneration of key management personnel

The Remuneration Committee oversees the remuneration of the Senior Leadership team and staff. The Governors consider the Senior Leadership Team to be the key management personnel of the School in charge of directing and controlling, running and operating the School on a day to day basis. The pay of the Head and Bursar is reviewed annually by the Remuneration Committee and the Governors benchmark against pay levels in other independent schools of a similar size having regard to an individual's previously agreed objectives and performance.

All Governors give of their time freely and no Governor received remuneration in the year. No person connected with a Governor received any benefits from the School.

Details of Governors' expenses and related party transactions are disclosed in note 16 to the accounts.

Induction and training of trustees

It is the policy of the Board to recruit new Governors with the necessary breadth and depth of experience, time and interest to carry out its duties effectively and efficiently to support the School's aims and ambitions. Current and former parents are involved as Governors of the School and trustees of the Charity. When recruiting, where possible, the Governors consider a balance of skills and expertise as informed by the Governors' skills audit.

New Governors receive an induction from the Chair of Governors and the Head into the workings of the School which is accompanied by supporting documentation. Further information is provided through relevant publications. The new Governor's expertise is developed through participation in Governors' training programmes, as appropriate, provided by various bodies, including ISBA, IAPS and AGBIS.

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Year ended 31 August 2023

Structure, governance and management *(continued)*

Organisational structure

The Governors are divided into four sub-committees, Education Committee, Remuneration Committee, Governance Committee and Finance and General Purposes Committee with the latter having particular responsibility for finance. The Board of Governors and the Education and Finance and General Purposes Committees meet at least once a term; the Remuneration and Governance Committees meet once a year. The Board of Governors receive reports from the committees to determine the general policy of the School. The Head and Bursar attend all Governors' meetings and the Governors invite members of the Senior Leadership Team and other staff to their meetings from time to time in order to gain an understanding of specific areas of the workings of the School.

In response to the COVID-19 pandemic a Crisis Management Committee was created in April 2020 to meet as often as required during lockdown periods and other emergency scenarios. The Crisis Management Committee has not met since the lockdown in the Spring Term 2021.

The Governors are responsible for the overall strategy and general policy of the School. The day-to-day running of the School and recruitment of staff are delegated to the Head, supported by the Senior Leadership Team. The Head undertakes the key leadership role overseeing educational, pastoral and administrative functions. Policies and procedures are approved by the Governors. Major expenditure decisions and capital projects are referred to the Governors for prior approval. The Finance and General Purposes Committee is responsible for preparing the annual income and expenditure budget and recommending the level of school fees, as well as the approval of the annual financial statements. The Remuneration Committee is responsible for the approval of staff pay levels for the following academic year and for settling Senior Leadership Team salaries.

Other relationships

The School actively supports the furtherance of educational standards and the quality of pastoral care through participation in and subscription to umbrella organisations such as IAPS, ISBA and AGBIS.

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Year ended 31 August 2023

Aims and intended impact

The primary aim of the Charity is to advance the education of young people through the provision, support, conduct and maintenance of a day school and such other ancillary educational activities for the benefit of the community. The School intends to provide a wide-ranging educational experience for all children, stretching all to the best of their respective abilities in academic, artistic, sporting, cultural and extra-curricular activities. In pursuit of this aim the School provides a very wide range of sporting and musical pursuits and excellence is achieved by pupils in many fields, particularly the academic. The School is proud of its inclusivity and pastoral care for all. The school motto 'Hold Fast That Which Is Good' underpins the School's ethos and pervades school life.

The School aims to:

- Provide a secure and supportive learning environment in which our children's individual abilities, talents and strengths are fully appreciated and nurtured.
- Maintain the tradition of academic excellence through a diverse curriculum that is rich, broad, coherent and relevant.
- Promote spiritual and moral awareness, based on Christian principles, and encourage a grounded outward-looking consciousness of others.
- Foster personal development and the qualities of integrity, kindness, resilience, citizenship and a sense of social responsibility.

Objectives

Charitable Objects

The Objects are set out in accordance with the School's Memorandum of Association as the education and day schooling of boys and girls aged 3-11. St Cedd's School seeks to benefit the public through the pursuit of its stated aims and objectives. In setting the School's objectives and planning its activities the Governors have given careful consideration to the Charity Commission's general guidance on public benefit; in particular, to its supplementary public benefit guidance on advancing education and on fee-charging. This year, the focus has been on the continued achievement of academic performance, personal development and value-added indicators while maintaining the fees at a relatively low threshold compared with similar IAPS schools. In setting fees, Governors evaluate the impact of change and, where possible, fee increases are restricted to:

- Ensure the on-going financial viability of the School is consistent with our aim of providing the highest levels of education for boys and girls.
- Widen access to the education we offer at St Cedd's School.

Objectives, strategies and activities

The School continues formal self-reviews of all areas of operation so as to improve methods and procedures, particularly of teaching and pastoral care, but additionally in the process of monitoring and assessing its own procedures. The process of self-evaluation and review to measure performance against strategic targets is undertaken with reference to the following objectives:

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Year ended 31 August 2023

- To continue to improve the academic success of the School.
- To prepare pupils for entry to their choice of senior school education at the best level they can achieve.
- To continue to develop the quality of teaching and learning.
- To maintain the breadth of extra-curricular provision for pupils.
- To continue to provide excellent pastoral care for pupils.
- To build on the success of the registration process to make admission accessible to the wider community.
- To ensure all children have access to necessary strategies to become resilient, life-long learners.
- To play an active part in the life of our local community.
- To develop further potential links with local state schools.
- To ensure robust financial and infrastructure planning to allow for the development of facilities in the context of a stable financial position.
- To embrace new technologies for children's immediate and future educational benefit.
- To promote community links and fundraising with development of the Old St Cedd's Association.
- To ensure that parents are fully involved in the School's academic, co-curricular, pastoral and welfare initiatives.
- Facilitate academic and non-academic administrative efficiency.
- To create a secure and safe environment for learning.

Strategies to achieve the year's objectives

- The Whole School Development Plan
- Annual Performance Management Reviews of staff with SMART targets and success criteria.
- Evaluation of the curriculum.
- Furthering the links and opportunities to be involved in local community projects and in sharing intellectual property.
- Continued focus on pupil behaviour, politeness, manners and courtesy.
- Continued development of the quality of teaching and learning.
- Seek professional advice where appropriate to ensure regulatory compliance

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Year ended 31 August 2023

- Review the pay structure for all staff, both teaching and operational, to ensure we remain competitive and attractive in recruitment and retention.

Pupil numbers

Pupil roll is to optimal capacity in most year groups with waiting lists for places in some years. Interest in the school continues to be strong.

St Cedd's school music schemes

The String Scheme provides twelve Year 2 children with a group violin or cello lessons free of charge for one year. Choristers benefit from training at Chelmsford Cathedral with the full support of St Cedd's School in terms of the time and financial commitment required for transporting choristers to the Cathedral, and the timetable adjustments to facilitate this relationship with our local diocese.

Community liaison

The School works actively within the local community, and visitors from local churches, businesses, sheltered homes and other educational establishments are welcomed into the School. The St Cedd's School choirs sing Evensong at the Cathedral each term, supporting the local community with collective worship, and the Upper School choir visit residential care homes. The School maintains links with a number of schools through regular contacts and as opportunity and need arise. Speaking and listening initiatives are open to maintained schools, and non St Ceddian pupils may take their music examinations on the school site. More Able and Talented pupil days in English and Maths are hosted on site for children from local primary schools as well as our own pupils. The School also continues to permit the use of its facilities (e.g. The Waltham Singers, The Rotary Club, Chelmsford Music Festival), at a discounted rate or, where appropriate, for other charities gratis. We support the development of local parks with our hire of Essex County Council facilities generating income for the Council from the breadth and frequency of sports fixtures and events held at local venues.

The School seeks the advice of parents and carers through Parent Representatives' meetings and communicates through regular newsletters. The results from parent and pupil surveys are actioned in the interests of the pupils, school community, visitors, local residents and wider public.

Training for parents and staff of other maintained and independent schools

St Cedd's School hosts e-safety training for the School and wider communities. The annual Senior Schools Fayre attracts a wide range of academies, maintained and independent schools to share information regarding their educational provision with prospective secondary school pupils.

Admissions: Equal opportunities

St Cedd's School welcomes pupils from all backgrounds and pupils benefit from learning within a diverse community through social interaction, conversation and shared experiences which helps pupils develop an understanding of the perspectives of other people that will be vital to their adult lives.

Pupils are admitted by registration date following an induction to satisfy parents and the School that the child will be able to benefit from the education offered in line with the School's Admissions Policy. An individual's economic status, gender, gender reassignment, ethnicity, race, religion or disability do not form part of the admissions process. We are an equal opportunities provider and are committed to a working environment that is free from any form of discrimination. The School makes reasonable adjustments to meet the needs of pupils who are, or who become, disabled. The SENDA plan is

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regularly reviewed to provide access to the School's facilities.

Support in the form of a Bursaries and Hardship Fund is available for those wishing to attend the School but who otherwise are unable to pay the fees, or for those current pupils where a change in family circumstances would compromise their ability to remain at the School.

Those wishing to be considered for bursary support are required to complete a Bursary Application giving full details of their financial situation, supported by original documents. Bursary applications are assessed by an independent third party who recommend a remission on fees according to the guardians' ability to pay full fees. A decision is then made by the Governors based upon this independent report and the availability of bursary funds to the School. Bursary awards are subject to the annual testing of the guardians' means.

Refurbishment

The Governors continue to invest substantial sums into the School's buildings and have a continuing programme of refurbishment, development and investment to maintain excellent teaching facilities for our pupils. Recent additions include our 'Cosy Cottage' well-being centre, new EYFS outdoor play sheds, new ovens in the kitchen and classroom iPads. Improvements have been made to our playgrounds, with a new Quiet Area for outdoor chess and reading, and our fire alarm system has been upgraded. In addition, actions have been taken based upon a range of parents' and pupils' recommendations from the Parent Representatives, School Council and Food Forum meetings.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

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Achievements and performance

Achievements and operational performance of the school

St Cedd's School continues to flourish both inside and outside the classroom. Our wrap around care provision, including breakfast club, TLC after school club and a broad range of activities both during the school day and after school, have ensured a continued focus on the education and development of the whole child. During the last year there has been a focus on Equity, Diversity and Inclusivity, sustainability, mindfulness and wellbeing throughout the curriculum. An EDI audit was carried out during the year and wellbeing surveys for pupils, parents and staff have taken place at different stages throughout the year. St Cedd's School has been accredited as a 52 Lives School of Kindness.

We were awarded the Soil Association's Food for Life Silver Schools Award in July 2023 and all pupils take part in cooking activities at least once a term. In addition we have achieved the Eco Schools Green Flag Award in recognition of our sustainability initiatives including thriving Gardening and Eco Clubs.

Pupils continue to excel on the sports field with success in regional swimming, football and hockey competitions.

The School remained near its optimal capacity throughout the year.

The academic results of our Year 6 cohort were, once again, incredibly impressive with 18 children offered places at local grammar schools via the 11+ and CEM entrance examinations and 24 children being offered places at local independent Senior Schools with 6 of these having scholarships associated with them.

As ever, we are incredibly proud of the breadth of activities and opportunities on offer to the children in the School. All children have the opportunity to take part in ABRSM and Trinity College music examinations with a large number of these achieving at least Grade 5 standard or higher, some excelling to Grade 8 on the recorder and several achieving Grade 5 Music Theory. Participation in our choirs and music ensembles has been excellent and pupils regularly win trophies at the Chelmsford Music Festival.

Charitable activities

We have had a good year for charitable activities, with donations to Macmillan, the Scouts Association, Farleigh Hospice, the Royal British Legion, Helen Rollason Cancer Charity, BANA, Cancer Research, the Refuge Council and Chelmsford Cathedral.

Financial review

As a charity the parents of our pupils have the assurance that all the income of the School is used for educational purposes, and the financial benefits we receive from tax exemptions are all applied for educational purposes. As in previous years, the School is wholly reliant on its income from school fees to deliver on its educational aims and objectives.

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Year ended 31 August 2023

Financial review *(continued)*

Reserves policy

The reserves of the School are represented by the unrestricted funds shown in Note 23. The total funds held by the School at 31 August 2023 amounted to £5,940,253 all of which represents unrestricted funds. Of this total £866,610 (2022: £734,926) represents readily available funds which are total funds excluding the carrying amount of fixed assets as at the balance sheet date.

In common with most independent schools, the School's unrestricted reserves are primarily invested in tangible fixed assets, which are all used for direct charitable activities. The School's financial viability does not depend on income reserves but on its ability to continue to trade at a surplus on an annual basis and on the fixed assets held for operational use. The aim is to budget so as to provide sufficient working capital to meet the present needs and future development requirements of the School.

The Governors recognise that the level of reserves fluctuates during periods of investment in the School estate and are satisfied that external finance facilities are sufficient to provide working capital and an adequate safety net for the School.

Investment policy and objectives

These are governed by the Articles of Association, which permits the funds to be invested at the discretion of the Board. Currently any surplus funds are invested on deposit with the School's bankers and other banks to maximise the return on these funds at minimal risk.

Property revaluation

In 2017 the School appointed an external valuer to appraise the School property and School house to conclude on a fair value for the combined property. The fair value was calculated to be £5,000,000 for the School site in addition to a sum of £295,000 for the School house property adjacent to the School site.

The School property is subject to a Deed of Uplift made between Servite Sisters Trustees (English Province) and the School. If the property is ever sold for non-school use prior to April 2028 then the School must pay 50% of the uplift in value from the original transfer price agreed in April 2008. The value agreed for the transfer in April 2008 was £1,849,944.

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Year ended 31 August 2023

Plans for future periods

Aims and key objectives for future periods

The Governors intend to continue their current strategies of maintaining the School's position in a competitive market by investing in high quality educational provision for the pupils. An equitable balance is maintained ensuring our current pupils benefit whilst, at the same time, ensuring a sound infrastructure and financial base are preserved for the next generation of pupils, in the same way as our current pupils benefit today from the investment made in the past. The principal plans include:

- Maintaining the school roll at optimal capacity.
- Balancing academic achievement through maintaining a curriculum allowing full scope for the development of sporting, creative, linguistic and social, as well as academic skills.
- Widening the use of IT across the School and all curriculum areas.
- The continual review of regulatory school policies in accordance with legal requirements.
- New development projects to improve the teaching facilities offered by the School.

Prudent management will continue with the aim of further enhancement of the educational experience and meeting the ever-changing educational demands of our society. Progress has been made in:

- Developing further links and partnerships with other schools and the local community in areas such as music, sport and the provision for the most able;
- Encouraging pupils, staff, members of the local community and other organisations such as clubs and local maintained schools to benefit from the use of the School's facilities; and
- Using local food suppliers to support the local economy and to improve the quality of the fresh food served at the School.

The School aims to maximise opportunities for sharing best practice with the maintained sector by seeking opportunities for local primary schools to work in partnership with St Cedd's School on joint projects, workshops and events at the School.

Principal risks and uncertainties

The Governors manage the risks to the School and have implemented controls such as formal agendas for Governor meetings, detailed terms of reference for all committees, a clear development plan, detailed budget planning, monitoring and review, clear financial delegation, regular review of written policies and clear safeguarding procedures. The Board of Governors continue to keep the School's activities under review and monitor the effectiveness of the systems of internal controls by which risks are identified. Action is taken to mitigate those risks. The formal risk management process is reviewed on an annual basis to ensure that all known strategic risks are identified, although it is recognised that systems cannot provide absolute assurance that all possible risks have been listed. There were no serious incidents or other matters relating to the School over the previous financial year that the School needed to bring to the attention of the Charity Commission, and there are currently no serious threats or risks to the charity's beneficiaries, services, assets or reputation.

The School's success is built on its reputation for the education and well-being of the pupils. The

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Year ended 31 August 2023

School's viability is reliant on the pupil roll which reflects its strong reputation. Governors are conscious that past performance in maintaining pupil numbers cannot be depended upon and failure to attract pupils is accordingly identified as a key risk. Particular attention is paid to marketing and pupil recruitment in mitigation, as well as minimising the risk to the School's reputation due to adverse publicity.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

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

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

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 August 2023

The trustees' annual report and the strategic report were approved on 20/3/24 and signed on behalf of the board of trustees by:



G C Allen
Chair

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Independent Auditor's Report to the Members of St Cedd's School Educational Trust Limited

Year ended 31 August 2023

Opinion

We have audited the financial statements of St Cedd's School Educational Trust Limited (the 'charity') for the year ended 31 August 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

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Independent Auditor's Report to the Members of St Cedd's School Educational Trust Limited *(continued)*

Year ended 31 August 2023

Other information

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

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

We have nothing to report in this regard.

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 trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

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

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Independent Auditor's Report to the Members of St Cedd's School Educational Trust Limited *(continued)*

Year ended 31 August 2023

Responsibilities of trustees

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

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

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Independent Auditor's Report to the Members of St Cedd's School Educational Trust Limited *(continued)*

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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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows;

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations for the company, including the Companies Act 2006, tax legislation and data protection, anti-bribery, employment, environmental and health and safety legislation.
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management.
- Identified laws and regulations were communicated with the audit team regularly and the team remained alert of instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by;

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.
- Considering the internal controls in place to mitigate the risks of fraud and non-compliance with laws and regulations

To address the risk of fraud through management bias and override of controls, we;

- Performed analytical procedures to identify any unusual or unexpected relationships
- Tested journal entries to identify unusual transactions
- Assessed whether judgements and assumptions made in determining the accounting estimates

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Independent Auditor's Report to the Members of St Cedd's School Educational Trust Limited (continued)

Year ended 31 August 2023

were indicative of potential bias.

- Investigated the rationale behind significant or unusual transactions

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation
- Enquiring of management as to actual and potential litigation and claims

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.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Independent Auditor's Report to the Members of St Cedd's School Educational Trust Limited *(continued)*

Year ended 31 August 2023

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

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Edmund Carr LLP

S A Morrell (Senior Statutory Auditor)

For and on behalf of
Edmund Carr LLP
Chartered Accountants & Statutory Auditor
146 New London Road
Chelmsford
Essex
CM2 0AW

03/04/2024

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 August 2023

		2023	2022
	Note	Total funds £	Total funds £
Income and endowments			
Charitable activities	5	4,281,523	4,165,000
Other trading activities	6	76,714	71,513
Investment income	7	9,938	693
Total income		<u>4,368,175</u>	<u>4,237,206</u>
Expenditure			
Expenditure on raising funds:			
Costs of financing	8	3,492	1,526
Costs of other trading activities	9	55,652	49,229
Expenditure on charitable activities	10,11	4,221,464	3,831,147
Total expenditure		<u>4,280,608</u>	<u>3,881,902</u>
Net income and net movement in funds		<u>87,567</u>	<u>355,304</u>
Reconciliation of funds			
Total funds brought forward		5,852,686	5,497,382
Total funds carried forward		<u>5,940,253</u>	<u>5,852,686</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.
All income and expenditure is unrestricted.

The notes on pages 22 to 32 form part of these financial statements.

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Statement of Financial Position

31 August 2023

	Note	2023		2022	
		£	£	£	£
Fixed assets					
Tangible fixed assets	17		5,073,643		5,117,760
Current assets					
Stocks	18	68,317		72,242	
Debtors	19	116,755		113,085	
Cash at bank and in hand		1,290,976		1,011,233	
		<u>1,476,048</u>		<u>1,196,560</u>	
Creditors: amounts falling due within one year	20	<u>536,438</u>		<u>390,634</u>	
Net current assets			939,610		805,926
Total assets less current liabilities			<u>6,013,253</u>		<u>5,923,686</u>
Creditors: amounts falling due after more than one year	21		<u>73,000</u>		<u>71,000</u>
Net assets			<u>5,940,253</u>		<u>5,852,686</u>
Funds of the charity					
Unrestricted funds			<u>5,940,253</u>		<u>5,852,686</u>
Total charity funds	23		<u>5,940,253</u>		<u>5,852,686</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the medium companies regime.

These financial statements were approved by the board of trustees and authorised for issue on ~~20.3.24~~ and are signed on behalf of the board by:


M K Bryant
Trustee


G C Allen
Trustee

The notes on pages 22 to 32 form part of these financial statements.

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 August 2023

	2023 £	2022 £
Cash flows from operating activities		
Net income	87,567	355,304
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	127,455	143,237
Other interest receivable and similar income	(9,938)	(693)
Accrued expenses/(income)	259	(49,958)
<i>Changes in:</i>		
Stocks	3,925	(20,162)
Trade and other debtors	(3,670)	5,272
Trade and other creditors	147,545	94,672
Cash generated from operations	353,143	527,672
Interest received	9,938	693
Net cash from operating activities	363,081	528,365
Cash flows from investing activities		
Purchase of tangible assets	(83,338)	—
Net cash used in investing activities	(83,338)	—
Net increase in cash and cash equivalents	279,743	528,365
Cash and cash equivalents at beginning of year	1,011,233	482,868
Cash and cash equivalents at end of year	1,290,976	1,011,233

The notes on pages 22 to 32 form part of these financial statements.

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 August 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 178a New London Road, Chelmsford, Essex, CM2 0AR.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

St Cedd's School Educational Trust Limited meets the definition of a public benefit entity under FRS102.

Taxation

The company, as a charitable company, is not liable for assessment to taxation on its results to the extent that these are applied to its charitable objects.

Going concern

There are no material uncertainties about the charity's ability to continue.

Freehold property

Freehold property is initially recorded at cost, which includes purchase price and any directly attributable expenditure. Freehold property is revalued to its fair value at each reporting date and any changes in fair value are recognised in profit or loss.

If a reliable measure of fair value is no longer available without undue cost or effort for an item of freehold property, it shall be transferred to tangible assets and treated as such until it is expected that fair value will be reliably measurable on an on-going basis.

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

3. Accounting policies *(continued)*

Pension plans

The School makes contributions to the Teachers' Pension Scheme ('TPS'), a defined benefit scheme, for qualified teachers and to a defined contribution scheme administered by the People's Pension for other staff.

Further details can be found in note 22.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds comprise of the accumulated surplus on general funds that are available for use at the discretion of the trustees in furtherance of the objectives of the Charity.

Restricted funds are funds subject to special conditions imposed by the donor. The funds are not therefore available for the work performed by the Charity other than that specified by the donor.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

3. Accounting policies *(continued)*

Resources expended

All expenditure on the running of the school is considered by the trustees to be either directly related to its charitable activity and is accounted for on an accrual basis, or related to general costs relating to the administering of the charity which are included under governance costs. Where costs cannot be directly apportioned they have been allocated to activities on a basis consistent with the use of resources. The irrecoverable element of VAT is included with the related item of expense.

Tangible assets

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provisions for impairment.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Land and buildings	-	2% straight line
Fixtures and other equipment	-	20% straight line
Demountables	-	10% straight line
Computer equipment	-	33% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

3. Accounting policies *(continued)*

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

4. Limited by guarantee

St Cedd's School Educational Trust is a charitable company limited by guarantee. The guarantee of each member is limited to £1.

5. Charitable activities

	Total Funds 2023 £	Total Funds 2022 £
School fees	4,072,423	3,962,201
Clubs	193,211	182,214
Registration fees	7,300	8,000
Miscellaneous school income	8,589	12,585
	<u>4,281,523</u>	<u>4,165,000</u>

6. Other trading activities

	Total Funds 2023 £	Total Funds 2022 £
Shop income	75,830	68,914
Commission income	884	2,599
	<u>76,714</u>	<u>71,513</u>

7. Investment income

	Total Funds 2023 £	Total Funds 2022 £
Bank interest receivable	9,938	693

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

8. Costs of financing

	Total Funds 2023	Total Funds 2022
	£	£
Bank interest and charges	3,492	1,526

9. Costs of other trading activities

	Total Funds 2023	Total Funds 2022
	£	£
Costs of other trading activities - Shop costs	55,652	49,229

10. Expenditure on charitable activities by fund type

	Total Funds 2023	Total Funds 2022
	£	£
Provision of education	3,285,276	2,997,960
Support costs	936,188	833,187
	<u>4,221,464</u>	<u>3,831,147</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2023 £	Total fund 2022 £
Provision of education	3,285,276	911,184	4,196,460	3,810,073
Governance costs	—	25,004	25,004	21,074
	<u>3,285,276</u>	<u>936,188</u>	<u>4,221,464</u>	<u>3,831,147</u>

12. Analysis of support costs

	Total 2023	Total 2022
	£	£
Staff costs	600,103	573,432
General office	311,920	229,518
Governance costs	12,420	11,820
Advertising, publicity & recruitment	11,745	18,417
	<u>936,188</u>	<u>833,187</u>

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

13. Net income

Net income is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation of tangible fixed assets	127,455	143,237

14. Auditors remuneration

	2023	2022
	£	£
Fees payable for the audit of the financial statements	11,400	11,100
Fees payable to the charity's auditor and its associates for other services: Payroll services	13,603	9,976

15. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	2,324,805	2,186,131
Social security costs	208,886	179,099
Pension costs	355,219	337,941
Other employee benefits	13,381	14,979
	<u>2,902,291</u>	<u>2,718,150</u>

The average head count of employees during the year was 97 (2022: 95).

The number of employees whose remuneration for the year (including employer's national insurance contributions and other benefits) fell within the following bands, were:

	2023	2022
	No.	No.
£60,000 to £69,999	2	1
£70,000 to £79,999	1	1
£80,000 to £89,999	1	—
£100,000 to £109,999	1	1
	<u>5</u>	<u>3</u>

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £450,754 (2022: £419,838).

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 August 2023

16. Trustee remuneration and expenses

Trustees' liability insurance premium costs are borne by the company.

During the year no remuneration was paid to any of the Governors. Expenses of £2 (2022: £70) were reimbursed to one Governor for postage costs during the year.

17. Tangible fixed assets

	Land and buildings £	Fixtures and other equipment £	Demountables £	Computer Equipment £	Total £
Cost					
At 1 September 2022	5,506,232	375,633	183,873	485,117	6,550,855
Additions	–	28,408	54,930	–	83,338
At 31 August 2023	<u>5,506,232</u>	<u>404,041</u>	<u>238,803</u>	<u>485,117</u>	<u>6,634,193</u>
Depreciation					
At 1 September 2022	437,492	340,642	181,662	473,299	1,433,095
Charge for the year	91,723	19,351	4,563	11,818	127,455
At 31 August 2023	<u>529,215</u>	<u>359,993</u>	<u>186,225</u>	<u>485,117</u>	<u>1,560,550</u>
Carrying amount					
At 31 August 2023	<u>4,977,017</u>	<u>44,048</u>	<u>52,578</u>	<u>–</u>	<u>5,073,643</u>
At 31 August 2022	<u>5,068,740</u>	<u>34,991</u>	<u>2,211</u>	<u>11,818</u>	<u>5,117,760</u>

The School site at New London Road was revalued in November 2017 by Bidwells LLP, Chartered Surveyors, to have a fair value of £5,295,000. There was a desktop valuation carried out in 2021 which supported the carrying value in the accounts and the Trustees consider the carrying value at each reporting date.

Included in land and buildings is the valuation of land of £1,765,000 (2022: £1,765,000) which is not depreciated.

18. Stocks

	2023 £	2022 £
Stock	<u>68,317</u>	<u>72,242</u>

19. Debtors

	2023 £	2022 £
Trade debtors	2,529	5,159
Prepayments and accrued income	114,226	107,926
	<u>116,755</u>	<u>113,085</u>

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

20. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	92,295	20,451
Accruals and deferred income	19,473	19,214
Pupil deposits held	11,250	9,750
Receipts in advance	318,097	240,806
Other creditors	95,323	100,413
	<u>536,438</u>	<u>390,634</u>

21. Creditors: amounts falling due after more than one year

	2023	2022
	£	£
Pupil deposits held	<u>73,000</u>	<u>71,000</u>

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

22. Pensions and other post retirement benefits

The Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- 1) employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- 2) total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- 3) the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the period amounted to £309,252 (31/08/22: £296,783).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website. Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The school has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charitable company has set out above the information available on the scheme.

Defined contribution schemes

The amount recognised in the statement of financial activities in relation to defined contribution plan was £46,193 (2022: £40,664).

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

23. Analysis of charitable funds

Unrestricted funds

	At 1 September 2022	Income £	Expenditure £	At 31 August 2023
General funds	5,852,686	4,368,175	(4,280,608)	5,940,253
	<u>5,852,686</u>	<u>4,368,175</u>	<u>(4,280,608)</u>	<u>5,940,253</u>

	At 1 September 2021	Income £	Expenditure £	At 31 August 2022
General funds	5,497,382	4,237,206	(3,881,902)	5,852,686
	<u>5,497,382</u>	<u>4,237,206</u>	<u>(3,881,902)</u>	<u>5,852,686</u>

25. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2023 £
Tangible fixed assets	5,073,643	5,073,643
Current assets	1,476,048	1,476,048
Creditors less than 1 year	(536,438)	(536,438)
Creditors greater than 1 year	(73,000)	(73,000)
Net assets	<u>5,940,253</u>	<u>5,940,253</u>

	Unrestricted Funds £	Total Funds 2022 £
Tangible fixed assets	5,117,760	5,117,760
Current assets	1,196,560	1,196,560
Creditors less than 1 year	(390,634)	(390,634)
Creditors greater than 1 year	(71,000)	(71,000)
Net assets	<u>5,852,686</u>	<u>5,852,686</u>

26. Analysis of changes in net debt

	At 1 Sep 2022 £	Cash flows £	At 31 Aug 2023 £
Cash at bank and in hand	1,011,233	279,743	1,290,976

St Cedd's School Educational Trust Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 August 2023

27. Related parties

During the year total related party transactions were £Nil (2022: £Nil)