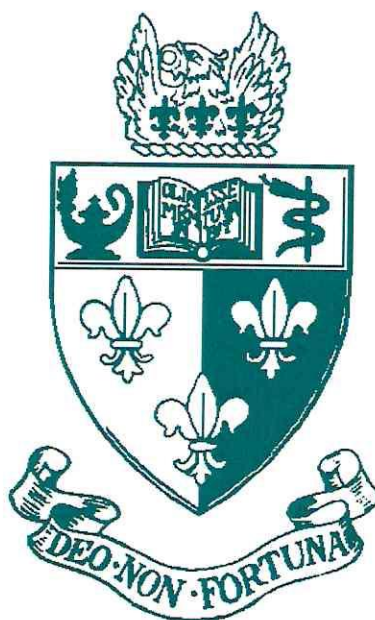


Registered Charity Number 312046

# Royal Medical Foundation of Epsom College

**Annual Report and Financial Statements  
for the year ended  
30 June 2021**



*presented to the  
Annual General Meeting of  
The Governors on Wednesday 1<sup>st</sup> December 2021*

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2021**

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**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE  
COUNCIL AND ADVISERS  
YEAR ENDED 30 JUNE 2021**

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**PATRON**  
HER MAJESTY THE QUEEN

**VISITOR**  
The Right Reverend The Lord Bishop of Guildford

**PRESIDENT**  
Lord Carlile, CBE, FRSA, QC

**VICE-PRESIDENTS**  
Mr PM Dodd, TD  
Mr PG Hakim, FCA  
Mr A Hagdrup, LLB

**TREASURER**  
Mr AJ Pianca, FCA

**MEMBERS OF COUNCIL**

The Governors of the Royal Medical Foundation of Epsom College elect the Members of Council of the Royal Medical Foundation of Epsom College.

Dr JS Bolton, MA, MB, FRCPsych  
Dr HH Bowen-Perkins, MRCS, LRCP,  
MB, BS, LMSSA, PGD(card)  
R Bruce, LLB, LLM, FCI Arb  
Lord Carlile, CBE, FRSA, QC (*President*)  
EJ Chandler, MA  
Dr S Dhillon, MBE  
JA Hay  
D Mahoney, MA

AJ Pianca, FCA (Treasurer)  
GB Pincus, MBE  
Sir John Scarlett, KCMG, OBE, MA  
(Oxon)  
Mrs K Thomas, BM (Soton), FRCS  
(Orth) (Vice-Chairman)  
AJ Vallance-Owen, MBE, MBA, FRCSEd  
C Watson, BA(Hons), MA,  
Mst(Cantab.), ACA  
Dr AJ Wells, MB, BS, DRCOG,  
MRCGP (Chairman)

**SECRETARY OF THE COUNCIL**  
CJP Titman

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College Road,  
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**BANKERS**  
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**AUDITOR**  
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**INVESTMENT ADVISERS**  
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85 Queen Victoria Street  
London  
EC4V 4AB

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL**  
**YEAR ENDED 30 JUNE 2021**

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**TRUSTEES' REPORT**

The Trustees of the Royal Medical Foundation of Epsom College (the "Charity"), who are also the Members of Council, present their annual report for the year ended 30 June 2021. The financial statements comply with the Charity's governing document and 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 (FRS102) as it applies from 1 January 2015.

The present Trustees, any past Trustees who served during the year, the Patron and the external advisers of the Charity, are set out on page 1.

**REFERENCE AND ADMINISTRATIVE DETAILS**

The Royal Medical Foundation of Epsom College, also known as "RMF of EC", is a registered charity (number 312046) originally established by an Act of Parliament of 1855. The objects of the Charity, which were contained in the Royal Medical Benevolent College Acts of 1855 and 1894 (as amended), were the provision of a school and the provision of assistance to medical men and their dependants. Dr John Propert, together with medical colleagues, set out to collect funds by public subscription, creating the Charity in 1853.

On 2 July 2000 a Statutory Instrument, The Charities (Royal Medical Foundation of Epsom College) Order, dated 18 June 2000 (the "Order"), replaced the old statutory provisions with more appropriate modern rules. Under the Order, two new companies limited by guarantee were created as subsidiary charities of the overall Charity which is called the "Royal Medical Foundation of Epsom College". One subsidiary was formed to carry on the activities of the medical profession charity under the name "The Royal Medical Foundation" and the other to carry on the activities of the school under the name "Epsom College".

Following approval from the Charity Commission, the Council of the Royal Medical Foundation of Epsom College "The Council" passed a resolution on 14 March 2001, made under Section 74 of the Charities Act 1993, to divide the trust funds within the "Epsom College Investment Pool" between these two new limited companies.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

The Trustees are aware of the Charity Governance Code published in 2017 and updated in December 2020, which sets out the principles and recommended practice for good governance within the sector. The Trustees have reviewed its current governance arrangements against the principles within the code and these are detailed within this report. The Trustees will continue to review its operation against the Charity Governance Code over the coming year.

**Governing Documents**

The Charity is governed by its Statutory Instrument adopted on 2 July 2000 and is managed through its two subsidiary charities: The Royal Medical Foundation (charity number 312046-145) and Epsom College (charity number 312046-146).

**Governing Body**

The Charity is run by the Council, the members of which are the Trustees of the Charity. The Council consists of no more than 24 members, including the President and the Treasurer who are ex-officio members, all of whom are elected by the Governors in accordance with the relevant legislation. The Governors comprise the current Trustees together with both Vice-Presidents and Life Governors. Vice-Presidents are elected by the Council. Life Governors are persons who subscribed certain sums of money to the Charity prior to 1980 and were elected prior to 2000. Since 2000, new Governors have been elected either by the Governors in general meeting, or by the Council. The financial control of the Charity is the responsibility of the Treasurer.

**Trustee roles, recruitment and training**

To ensure that Trustees' roles and responsibilities are carried out effectively, the Council has prepared a portfolio of expertise that covers specific aspects of the Charity's work. The Council has an agreed process of induction and briefing for new Trustees. The process includes a detailed written and verbal brief by the Secretary, attendance at Council and Sub-Committee meetings before appointment where appropriate and the issuing of an information pack containing legal and trustee documents. Trustees also attend relevant briefings held by advisers.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

**Organisational Management**

Council meetings include meetings where Trustees review strategy, operational and investment performance and the setting of operating plans and budgets. An Annual General Meeting is held in November or December. The Council appoints Sub-Committees when appropriate.

Effective partnership between Trustees and staff continues to contribute significantly to our success. The Council delegates the exercise of certain powers in connection with the management and administration of the Charity as set out below. This is controlled by the requirement of regular reporting to the Council, so that all decisions made under delegated powers can be ratified in due course.

**Key Personnel**

**Secretary of the Council:** The Secretary is responsible for the day-to-day administration of the Charity's affairs as agreed by the Council.

**Epsom College:** The Headmaster, Bursar and members of the Senior Leadership Team are responsible for delivery of the College's charitable vision and purpose and for implementing policies agreed by the Council. The remuneration of key management personnel is set by the College Governors, with the policy objective of providing appropriate incentives to encourage enhanced performance and of rewarding them fairly and responsibly for their individual contributions to the College's success. The appropriateness of the remuneration policy is reviewed annually; this includes comparisons with other independent schools to ensure that the College remains sensitive to the broader issues of pay and employment conditions elsewhere. The conduct of affairs is delegated to the executive team consisting of the Headmaster, the Bursar and the other members of the Senior Leadership Team.

**The Royal Medical Foundation:** The Administrator of The Royal Medical Foundation is responsible for the day-to-day management of The Royal Medical Foundation and for implementing policies agreed by the Council ably assisted by the Caseworker. The remuneration of these two key management personnel is set by The Royal Medical Foundation Trustees, reviewed annually and normally increased in line with average earnings. In view of the nature of the charity, the Trustees benchmark against pay-levels for similar roles in other comparable charities.

**Employment policy**

The Charity actively supports the attainment of the highest standards of education through rigorous and continuous evaluation of quality and performance, the application of best practice and a widespread desire to improve standards. The Charity is an equal opportunities employer. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs. Consultation with employees, or their representatives, has continued at all levels with the aim of taking the views of employees into account when decisions are made that are likely to affect their interests. Employees are made aware of the financial and economic performance of the Charity. In order to promote an environment in which the Charity can call upon the widest possible range of knowledge, skill and experience, as well as ensuring compliance with the relevant legislation and codes of practice, the Charity is committed to achieving and maintaining a workforce which represents the population within its recruitment area in terms of race or colour, nationality or national or ethnic origins, religion or belief, sex, sexual orientation or marital status, age and disability. To this end the Charity regularly reviews the operation of its recruitment, promotion, training and development policies to ensure that no applicant for employment or member of staff is disadvantaged by conditions or requirements which cannot be shown to be justifiable. Communication with employees continues through normal management channels in a variety of forms and also through exceptional channels to appraise staff of current issues.

**Investment Policy and Objectives**

The Joint Investment Committee ("JIC"), a committee of Council, is responsible for the management of the funds on behalf of the Trustees. The JIC meets twice a year, and currently delegates management of the funds to Quilter Cheviot Limited ("QC").

In accordance with the Trustee Act 2000, the JIC have the power to invest in such stocks, shares and investments, as they consider appropriate. The JIC's primary objective is the preservation of the capital value of the trust funds, as adjusted for inflation (measured by the RPI). The secondary objective is to generate the income levels required and maximise capital growth. The JIC takes a long-term view on its investments and have instructed QC to give due consideration to social, environmental and ethical considerations when making investment decisions.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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**OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES**

**Charitable Objects**

The Charity's registered objects are given in the Statutory Instrument, The Charities (Royal Medical Foundation of Epsom College) Order, dated 18 June 2000.

The Charity has two primary objects:

- (1) To support registered medical practitioners of the United Kingdom, or individuals who have been such practitioners, and/or their widows/widowers, who find themselves in financial hardship; and
- (2) To provide generally for the advancement of education and, without compromising this primary object, to do so by the provision of a school with a preference for the children of registered medical practitioners.

In addition, the Charity has a secondary object:

- (3) To provide annuities or occasional financial assistance to registered medical practitioners and/or their widows/widowers and children, but only if it can do so without detriment to the primary objects.

The Trustees confirm that they have complied with the duty in s.17(5) of the Charities Act 2011 to have due regard to the Charity Commission's published guidance concerning the operation of the benefit requirement under that Act when reviewing the Charity's aims and objectives and in planning future activities and setting grant making policy for the year.

The work of the Charity is managed through its two subsidiary charities as follows:

**The Royal Medical Foundation ("RMF")**

The RMF carries out objects (1) and (3) by:

1. **Providing financial assistance** in the form of means-tested awards. There are four ways this help may be given to eligible beneficiaries who are facing financial hardship:

- regular payments to medical practitioners, their widows or widowers;
- one-off and short-term grants when urgent assistance is required;
- financial assistance with educational expenses at Epsom College; and
- financial assistance with other educational expenses.

2. **Providing information and advice** on organisations that may provide assistance within the public and charity sectors.

- The Caseworker is Citizens Advice Bureau trained and an affiliate of the Institute of Money Advisers and through the provision of information and advice on how to apply for current state welfare benefits, the Caseworker can empower potential applicants to help themselves.
- Where possible, the Caseworker also refers potential applicants to other relevant charities who may be able to help.

**Public Benefit Aim and Intended Impact**

In setting the Charity's aims the Trustees have given due consideration to the Charity Commission's guidance on public benefit. The Charity's public benefit aim is to give **relief to those in need by reason of poverty or financial hardship**. The Trustees have sought to ensure that the section of the public that the Charity supports can readily access the Charity's resources and that such access is not restricted by reason of geography within the United Kingdom or by the ability to pay.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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**OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES (continued)**

**Grant-making Policy**

The RMF has established its grant making policy to achieve its objects for the public benefit to improve the lives of doctors who are living in poverty or financial hardship and/or their widows, widowers and children. All registered medical practitioners (*who are, or have been on the Principal List of the General Medical Council of the United Kingdom*) and/or their widows, widowers and children are eligible to apply for assistance. The Caseworker acts as the initial point of contact for all requests for financial assistance. As a first step, the Caseworker researches the circumstances of each case in detail to determine if the request is eligible for RMF support and how best to proceed. For example, if it transpires the applicant is not in receipt of their eligible welfare benefits, they will immediately be given information on how to apply. The RMF only gives financial assistance where a beneficiary is in receipt of their welfare benefit entitlement. The provision of such information is sometimes enough to empower the person to help themselves and in many cases, no further financial assistance is required.

Where an eligible applicant wishes to apply for financial assistance, a comprehensive application form is completed and reports from two referees are obtained. The needs of eligible applicants are assessed through home visits or telephone assessments, which are undertaken by the Caseworker, following which, the Caseworker writes a Case Report and assessment Report. Cases are then carefully assessed by the RMF Board, which meets four times per year. The RMF Board comprises nominated representatives with both medical and non-medical backgrounds and is responsible for considering and approving all grants decisions.

Grants are valid for a maximum of one year from the date of the award and are conditional on no change in financial or other circumstances. Full disclosure of information is requested at the time of each payment. All grants are subject to a comprehensive annual review and are only continued for a further period if the circumstances are appropriate and if the funds are available. The RMF Board assesses the impact the charity has on the lives of its beneficiaries. This is achieved through regular contact by the Caseworker and by the review of correspondence that is received by the Charity's office.

**Epsom College (the "College")**

The College carries out object (2) through the **provision of day and boarding education on a co-educational basis at Epsom College**. The College also has various endowed, restricted and unrestricted trust funds held for special purposes in connection with the development of its facilities and for scholarships, bursaries, prizes and other educational uses.

**Statement of Aims and Intended Impact**

The College's aim is to provide exceptional all-round opportunities - academic, social, sporting and cultural - in a safe and supportive community. The College is a school that aims for excellence, and values both achievement and endeavour. The College challenges pupils to develop their talents and broaden their interests; to become confident in themselves and to be tolerant and appreciative of others.

**Primary Objectives**

The primary objectives of the College to fulfil these aims are:

1. To provide a flourishing co-educational environment for boarding and day pupils;
2. To deliver a modern, challenging and stimulating academic curriculum;
3. To challenge and ultimately eradicate any form of discrimination within the College by promoting diversity, equality and inclusion throughout the community.
4. To prepare pupils for entry to university, including those who aim for places on the most competitive courses;
5. To preserve and strengthen the College's close traditional links to the medical profession;
6. To provide comprehensive pastoral care and guidance under the leadership of dedicated and caring staff;
7. To offer a wide range of co-curricular activities to foster the interest and maximise the individual potential of each pupil;
8. To foster moral and spiritual values, tolerance and understanding in every pupil and from within Epsom's Christian foundation;
9. To develop a strong sense of responsibility and commitment to the community;
10. To further genuine awareness, understanding and co-operation between College pupils and staff and its wider communities, both local and international;
11. To create a community where pupils will find some things that will matter to them for the rest of their lives.

The aims and objectives set for the College's subsidiaries are to facilitate the achievement of the College's aims and objectives as above.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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**Strategies to Achieve the Objectives**

During the year under review, the Governing Body, who are also Trustees of Epsom College, have focussed on the following areas to assist the College in fulfilling its aim and objectives:

- Continue to address any shortfall in pupils' learning and academic progress following the prolonged period of Remote Learning, and respond to any lingering pupil welfare issues that attended the pandemic;
- Restore face-to-face high-quality teaching and learning as the College's modus operandi; in particular, present a renewed focus on staff professional development and the sharing of good practice;
- Ensuring that the College remains 'future proof' and aligns effectively with market demand by exploring possibilities of establishing a further income stream;
- Consolidate the College's response to Ofsted's 'Review of Sexual Abuse in Schools and Colleges';
- Consolidate the work and recommendations of the Diversity, Equality & Inclusion Committee further to the appointment of a Head of DEI. The work includes tackling racism and promoting diversity, equality and inclusion by addressing six key areas: curriculum review, staff recruitment, refine support structures, review method of handling allegations of racism, extend training for staff and pupils, conduct annual survey of staff and pupils on racism;
- Review and enhance the provision of pastoral care across the College with a particular emphasis on re-starting 'House Evaluations' and supporting the 4 newly appointed HMMs and 2 new Deputy HMMs. Similarly, support and monitor the revised approach to 'pupil voice' that falls within the compass of Heads of Years' responsibilities.
- Increase funding and pastoral support for pupils under the aegis the Royal National Children's Springboard Foundation, Surrey County Council Looked After Children provision, Chelsea Football Academy and Boarding Schools Partnerships;
- Enable the timely completion of the construction stage of The Mermaid by September 2022 and facilitate a final push on supporting donations of the project.

**Principal Activities for the Year**

The College provides an education to boys and girls aged 11 to 18 on its 80-acre site situated on the outskirts of Epsom, Surrey. At the end of the year the College had 1,020 pupils (2020: 955), of which 31% were boarders (2020: 37%). 44% (2020: 42%) of the pupils were female.

**Public Benefit Aims**

The Governors recognise the College's broader responsibilities towards local communities, society and the environment, and staff and pupils are actively encouraged to expand their awareness, understanding and contribution to the wider society wherever possible.

Epsom College is committed to the aim of providing public benefit in accordance with its founding principles. In setting its aims the Governors have carefully considered and complied with the duty in s.17(5) of the Charities Act 2011 to have due regard to the Charity Commission's published guidance concerning the operation of the benefit requirement under that Act.

The awarding of bursaries, scholarships and other awards is a measurable means of providing public benefit. The College is continuing its efforts to widen access to Epsom to talented youngsters with less financially fortunate families. 86 pupils in September 2021 (2020: 83) will now have the opportunity of an Epsom education, opened up through bursaries with help provided by the Education Trust, Epsom College Bursary Funds, The Old Epsomian Club and other generous benefactors. So far £1,778,000 (2020/21: £1,676,000) has been allocated to bursaries for the 2021/22 academic year.

All bursaries are awarded based on a proven financial need, and in 2021/22 the average bursary awarded to a pupil will be £20,675 per annum (2020/21: £20,332). Of the 86 pupils with a bursary 56% (2020: 58%) are in receipt of support covering at least 75% of the fees. All but seven of the recipients have been awarded 'access widening' bursaries, enabling children whose parents could not have otherwise afforded to enrol their child to start at Epsom College.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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**OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES (continued)**

**Public Benefit Aims (continued)**

The College is an accredited member of the Royal National Children's SpringBoard Foundation, and will be fully supporting a further two pupils (2020/21: 3 pupils) from disadvantaged circumstances, increasing social mobility by widening access to boarding education and learning, adapting and sharing best practice with other SpringBoard schools. In addition, the College continues to work with Boarding Schools Partnerships, an organisation that works with local authorities to place vulnerable children in boarding schools. In September 2021, the College will again be fully funding two children under this scheme.

Those pupils who attend the College and who receive financial support contribute to the school community in a variety of ways and so the benefit is not purely to these pupils but to the whole College and, in some cases, to the wider community.

In addition to financial assistance, the College has engaged in many other activities that provide benefits within the College's objectives. An area of continuing development is the building of closer links with schools within the Bourne Education Trust. In particular, the College has been working with Teddington School and Ewell High School to share best practice regarding online learning, creating links between departments to support teaching and learning with a view to sharing seminars/extension sessions in specific subjects next academic year.

This year the need to supply PPE and key carer accommodation abated; however, the College adapted its response to support those in need during the pandemic. In essence, the College became a donation and distribution centre for local charities as College pupils and parents provided food and provisions for local food banks, donating new toys to children and providing laptops and tablets to those pupils who had fallen through the cracks opened by the digital divide. Similarly, the College acted as a recruitment centre for local volunteers (60 of whom came from the College community) in support of the Vaccination Centre at Epsom Racecourse. In addition, the College offered emotional support to frontline workers by delivering regular gifts to demonstrate how much their work and efforts were valued. The College Coronavirus Hardship Fund continued to operate throughout this year in support of those parents who found themselves in financial difficulty.

Outside the restrictions imposed as a result of the Covid-19 pandemic, College facilities are regularly used by local clubs and maintained and other independent schools. The swimming pool is especially busy, occupied by many local young children's swimming groups; the Surrey regional squash training is held in the Sports Centre; the hockey AstroTurf pitches are the venues for Epsom Hockey Club and youth team sessions and the cricket pitches for regional coaching and matches. Epsom pupils referee or lead groups of junior pupils and Epsom usually hosts the annual Surrey Schools' Squash tournament for state and independent school pupils.

Throughout the last year, despite the challenge of putting on the usual charitable events in unusual circumstances, a sum of over £8,000 was raised for causes including the Shooting Stars Children's Hospices, the Stephen Lawrence Foundation, Refuge UK and the Kent, Surrey and Sussex Air Ambulance as part of the TerraCycle scheme. Additionally, the College continued its long-time support of Growbaby, working with the Vineyard Church, distributing over 1000 donated toys for needy families in the borough of Kingston each December. The College further made an impressive Harvest Festival effort for the Epsom and Ewell Food Bank in Michaelmas 2020, collecting food and other items to help families in need over the pandemic. During lockdown, many members of the College community helped their local communities in various ways.

The College's Service programme sends sixth form pupils into the local community to offer an hour of service per week to local community projects, local maintained schools, gardeners, foodbanks, hospitals, disabled groups and ad hoc seasonal projects, complemented by use of the College's facilities by local maintained infants, junior and special schools and IT assistance for various community groups.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

**RMF**

The RMF aims to help registered medical practitioners, and their widows/widowers and children, living in poverty or financial hardship within the United Kingdom. The section of the public that has the opportunity to benefit from the support of the RMF is quite considerable since, at 30 June 2021, there were over 338,000 medical practitioners registered with the General Medical Council (GMC). In addition, their widows/widowers and children are also eligible to apply. During the last financial year, the RMF's contact details were circulated to all registered medical practitioners by the GMC and are available to all Members of the GMC via their web site. Additionally, the RMF is part of both the Educational Trusts' Forum and the joint portal for Medical Charities. The RMF supports its beneficiaries throughout the UK and our service is given free of charge. The direct cost of providing this service in 2021 was £41,678 (2020 £43,086) out of total administration expenses of £99,209 (2020 £97,192). In most cases, the RMF is contacted at a time of unforeseen crisis or tragedy and one of the greatest achievements of the RMF is to listen and help people when they are most vulnerable and do not know where else to turn. Examples of achievements during the year are given below.

**Providing information and advice on organisations that may provide assistance**

*The Caseworker is Citizens Advice Bureau trained and an affiliate of the Institute of Money Advisers and can empower potential applicants to help themselves through the provision of information and advice on how to apply for current state welfare benefits.* For example, in April 2021, with the beneficiary's permission, the Caseworker was able to help a doctor who was unaware that she was able to claim Child Benefit for her third child and also unaware of her entitlement to Child Tax and Working Tax credits, hence boosting the family income.

*The Caseworker also refers callers to other relevant charities who may be able to help.* In the last year, many people including nurses, medical professionals and medical students were referred to other charities.

*The Caseworker offers comfort and support to beneficiaries. This is especially important for those who have no friends or family and are therefore extremely isolated.* Usually, this involves a regular telephone call to vulnerable beneficiaries to check how things are going. For example, in September 2020, during a regular telephone call to a vulnerable beneficiary, she became aware that the beneficiary was without hot water or heating. She had been informed that she needed a new boiler but was embarrassed to ask for more help. The Caseworker was able to assist with finding a plumber and the RMF were able to pay for repairs to her boiler, rather than installation of a new boiler. Having been alerted to this at an early stage, the RMF were able to act expediently to help this vulnerable individual. Actions such as this reassure beneficiaries that there are people who care about them.

This ongoing system of regular support is achieved through regular telephone calls and visits, although visiting beneficiaries has not been possible during the current Covid-19 pandemic. The Caseworker is therefore able to monitor the wellbeing of the RMF's beneficiaries, and can refer a case back to the RMF Board should a financial need become apparent.

The provision of such information and support by the Caseworker is a fundamental part of the work of the Charity. It is not possible to distinguish between the amount of time spent purely on giving information, advice and support and that spent on assessing requests for financial assistance. The Trustees consider both equally important.

**Providing financial assistance**

The RMF provides means-tested financial assistance to alleviate the stress of poverty or financial hardship. Awards totalling £128,871 (2020 - £196,369) were made during the year ended 30 June 2021, as shown below:

<b>Number of beneficiaries</b>	<b>Type of Award</b>	<b>Amount Paid (£)</b>
8	Regular payments to medical practitioners and their widows / widowers	23,000
30	Short-term payments or one-off grants where urgent assistance is required	42,028
4	Financial assistance with educational expenses	13,520
2	Financial assistance with educational expenses at Epsom College	49,673
2	Other grants	650
<b>46</b>		<b>128,871</b>

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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**ACHIEVEMENTS AND PERFORMANCE (continued)**

*Regular payments to medical practitioners and their widows / widowers.* The RMF has continued to support a number of medical practitioners and their families who live in reduced circumstances. For example, for many years, the RMF has sent a small regular monthly payment to a doctor who has been severely ill and bed-ridden. With the family unable to survive on benefits, this regular payment helped them to put food on the table and live in a warm house, giving them reassurance and enabling them to have a better quality of life.

*Short-term payments or one-off grants where urgent assistance is required.* A relatively small amount of money paid can have a huge impact on our beneficiaries' lives. For example, in early 2021, we were able to support a doctor with the provision of specialist equipment to improve his quality of life. He was extremely grateful and his letter of thanks to the Trustees was very moving. Beneficiaries often send letters thanking for the help the RMF provides, which is hugely appreciated by Trustees.

*Financial assistance with educational expenses.* Family crisis can strike at any time and educational stability, especially during critical exam years, can be crucial. The RMF helps by aiding with educational costs where a change of circumstance puts the family into financial crisis and where they are unable to carry on with paying school fees or extras. For example, in May 2021, the RMF were able to pay for additional school activities for two siblings, to enable them to continue to feel part of their school community and not feel excluded, when they were experiencing huge trauma during their parent's separation. In another case, the RMF were able to provide financial assistance for one term only to help with the continued uninterrupted education of a child on the death of a parent. These are examples of how the RMF can assist with small education costs, or if larger costs are involved, by liaising with other charities to enable school fees to be shared by a number of charities.

**Section 172 (1) Statement**

The RMF is not required to make a disclosure under section 172(1) of the U.K. Companies Act 2006, due to its status as a small company.

**Epsom College**

**Review of Achievements and Performance for the Year**

**A-Level and GCSE Results**

The 2021 public examinations were awarded following a rigorous internal assessment process which led to teachers awarding holistic A-level and GCSE grades based on evidence from these, and previous, assessments. The grades were subject to an external quality assurance process and all grades were accepted by the examination boards. As this mechanism of generating this year's results is so different to any that has preceded it, comparisons with previous (and future) years is not informative or valid. Overall, the A-level results were excellent and, of the 154 Leavers applying to University this year, 96% have met the conditions for first and second choice institutions with 88% of students accepted at their first choice university. At GCSE the results were equally excellent, and all pupils achieved the grades they required to enter the Sixth Form.

Attaining academic achievement did not prejudice sporting and cultural activities this year. In sport there have been notable successes at a variety of levels despite the closure of the school site at various points as a result of the Covid pandemic. The College prides itself on exceptional breadth of participation by boys and girls in an extensive fixture list against schools with a national reputation for sport. Following the government guidelines, the College led the way in persuading other schools into restarting fixtures in all sports, live streaming rugby, hockey, netball and football for parents unable to attend due to the restrictions. The College's CCF is one of the largest in the country and has produced several Sandhurst graduates and serving members of the armed forces. The College also operates a high quality and vibrant Duke of Edinburgh programme, and the College has continued to see a significant increase in the number of pupils completing their silver and gold awards over the last two years, despite the challenges of the pandemic in restricting expeditions. Similarly, participation in Music and Drama is widespread with excellence evident in the staging of plays and musicals such as 'Les Miserables' and 'The Sound of Music', as well as a wide range of concerts and recitals. These were all rehearsed and performed despite the challenges of operating in Covid bubbles throughout the school year, and all were live streamed for parents and the wider College community, as audiences were not permitted.

The Governors' commitment to maintaining the College's excellence has again been reinforced by the capital expenditure programme. Expenditure on capital work this year amounted to over £2.4m.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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**ACHIEVEMENTS AND PERFORMANCE (continued)**

**Fundraising Performance**

The fundraising activities of the College are coordinated and run through its fundraising department, known as the Epsom College Education Trust. Significant progress has been made this year in their ongoing work of raising voluntary funding for the College. Grants, donations and legacies donated through the department totalled £434,000 (2020: £1,025,000).

The operating costs of the Education Trust department are paid for by the College. For this year, the performance of fundraising, on costs of £166,000 (including staff costs), was a ratio of 38.3% against the £434,000 voluntary income receivable by the Education Trust. These figures exclude funds raised by pupils in support of other charities and the income given under gift aid by the trading subsidiary company.

All fundraising activities for the College are carried out by the Education Trust and College staff with assistance from the alumni, parents and pupils for the running of specific fundraising events. The College does not use external professional fundraisers or have any commercial participators. All fundraising activities are managed by the Education Trust Director, with overall oversight by the members of the Fundraising Sub-Committee.

Under the Charities (Protection and Social Investment) Act 2016, the College is reporting that no complaints relating to fundraising activities have been received by the College during this financial year. However, the College has in place procedures that would be followed in the event of a complaint being received, with the initial response being the responsibility of the Trust Director under the Headmaster and the Chairman of the Sub-Committee. Any continuing issues would then be passed to the Chairman of the College Governing Body to determine what further action might be required.

The College is a member of The Institute of Development Professionals in Education and the Council for Advancement and Support of Education and subscribes to the Fundraising Preference Service. It has voluntarily registered with the Fundraising Regulator and complies with the Code of Fundraising Practice. The College considers that it has set appropriate standards for the operation and management of its fundraising activities and these are outlined under its Code of Ethical Fundraising, which may be found on the College website. In particular, the College considers that its processes and controls should ensure that vulnerable people and other members of the public are protected from any unreasonable intrusion on a person's privacy and that no fundraising activities would be unreasonably persistent or place undue pressure on a person to give money or other property.

**Section 172 (1) Statement**

The Governors, as Directors, must act in accordance with a set of general duties. These duties are detailed in section 172(1) of the U.K. Companies Act 2006, which is summarised as follows: *'A Director of a Company must act in the way he/she considers, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole, and in doing so have regard (amongst other matters) to:*

- 1. The likely consequences of any decision in the long term*
- 2. The interests of the Company's employees*
- 3. The need to foster the Company's business relationships with suppliers, customers and others*
- 4. The impact of the Company's operations on the community and the environment*
- 5. The desirability of the Company maintaining a reputation for high standards of business conduct, and*
- 6. The need to act fairly as between members of the Company.'*

The Governors consider that they have fulfilled their duties in accordance with section 172(1) of the U.K. Companies Act 2006 and have acted in a way in which is most likely to promote the success of Epsom College for the benefit of its stakeholders as a whole in the following ways:

**Pupils**

Boarding and day pupils alike benefit from the College's award-winning pastoral provision with staff placing as much importance on pupils' personal development, lifelong friendships and camaraderie as they do on exam results. Pupils are actively encouraged to offer comments and suggestions on the operation of the school through committees, houses or tutor meetings, and this pupil voice is actively considered in decisions made by the Senior Leadership Team and Governors.

The pupil centric focus continued during the enforced closure of the school site and the subsequent move to remote learning, recognising the challenges faced by pupils during this lockdown. Staff worked with individuals and groups of pupils to address any concerns and organised online events designed to maintain social interaction and pupil motivation.

The College's Relationship and Sex Education Policy had recently been updated following consultation with pupils, parents and staff, and recognising the importance of working with families to embed a culture of trust and confidence, the College had prepared a stand-alone Peer-on-Peer Abuse Policy which will be published in September 2021.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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**ACHIEVEMENTS AND PERFORMANCE (continued)**

**Employees**

The College recognises that the qualities and skills of its employees and the commitment of its staff plays a major role in the College's success. Weekly briefings keep staff informed of school wide developments, and there are opportunities for staff consultation with Governors, both formally and informally.

Staff wellbeing has again been a key focus this year when staff returned from a further period of absence from the site. The College was able to offer support in the form of trained teaching and support staff who had undertaken the mental health first aiders course in 2019/20.

**Parents**

The College recognises the many benefits from engaging positively with parents; towards this end, the College publications highlight aspects of College life and provide an insight into the school, especially for parents of weekly and full boarders. The method and effectiveness of our communication is constantly under review; for example, in the Summer Term, the marketing department introduced a new weekly bulletin for parents at the College. The Thursday Post, sent at 3pm each Thursday, consolidates all of the week's notices and announcements into a singular email. Previously, these would have been sent by members of staff on an ad hoc basis, at any point in the week. The benefit of the Thursday Post is to:

- make things simpler for parents - they know when and where to expect the information
- ensure notices from staff and departments is read by parents (cutting down the need to issue reminders or handle calls or emails from parents who may have missed the information)

While The Thursday Post is for an internal audience and is concerned with matters relating to the successful running of the College, The Brief continues to be sent on a Friday afternoon, to approximately 3,300 subscribers and is an important component of the College's marketing and PR. This email announces the College's successes to prospective parents, OEs and our own parents.

Following the offer acceptance deadline of a place at the College to prospective pupils and their parents in March 2021, we surveyed all offer holders to learn more about our place in the market, how we measure up against the competition, what influences our audience, and discover any potential problems or opportunities in marketing the College. This survey has been run every two years, but will operate annually from 2022.

In this cycle, some of the key findings are that we saw a rise in offer holders from the state sector, and that Epsom's 'perceived strengths' align directly with the criteria valued most highly by prospective parents. These are:

- 1) quality of teaching staff
- 2) pastoral care
- 3) grounds and facilities
- 4) academic results

This is in marked contrast to the situation uncovered by the RSAcademics research of 2013, which highlighted 'quality of teaching' and 'exam results' as areas of concern.

**Community**

The College is proud of its place within the local community and endeavours to offer support and assistance where possible by sponsoring local sports clubs and offering opportunities for local schools and clubs to benefit from its excellent academic and co-curricular facilities. The pupil Service Programme works with local charities and social organisations to identify ways in which the pupil body can best provide support and assistance, although this programme has not run this year because of the Covid-19 restrictions in place.

In light of events surrounding the Black Lives Matter campaign, the College listened to the views of pupils, past pupils and staff, and set up the Diversity, Equality and Inclusion Committee. The committee considered six specific areas and made a number of recommendations, all of which were fully endorsed by the Board of Governors. A head of Diversity, Equality and Inclusion has been created to help oversee the implementation of these recommendations.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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**FINANCIAL REVIEW**

**Results for the year**

The Statement of Financial Activities reveals a surplus of £4,387,000 (2020: surplus of £1,551,000). The surplus for the financial year exceeded forecast expectations, primarily due to substantial investment gains. Strong income, controlled costs and the revaluation of the derivatives also assisted in arriving at the surplus.

The overall surplus has bolstered the Charity's reserves. Within the total surplus, £1,668,000 arose in respect of Endowed Funds (2020: £97,000) and £936,000 (2020: £1,037,000) on Restricted activities. A £1,783,000 surplus arose in respect of Unrestricted activities (2020: £417,000). The Balance Sheet of the Charity remains strong and in line with Council's expectations given the investment in fixed assets.

The principal funding source of the Charity continues to be school fees receivable. This income is used directly to support the primary objectives of the Charity disclosed on Pages 4 and 5 above.

**Investment Performance**

At the year-end, the Charity's long-term investments totalled £17.9m (2020: £15.2m). The investments generated investment income of £460,000 (2020: £429,000) during the year. The year-end valuation of invested funds resulted in net gains on investments of £2,588,000 (2020: gains of £217,000) being recognised in the Statement of Financial Activities.

In assessing performance, the JIC use various indices as a means of evaluating both the investment adviser in terms of performance against their competitors and the trust funds against returns achieved by other UK charities of the same size. In the past year, the Charity has been above the mean average and the JIC are satisfied with this performance. The investment portfolio benefitted from continued good management despite continued economic uncertainty due to the Covid-19 pandemic.

**Reserves policy**

**RMF**

The Trustees make every effort to distribute the maximum amount that they are able, by awarding grants to any beneficiary who has a proven financial need and who falls within their criteria. In recent years, the RMF has been able to support all eligible applicants. Through the Caseworker and Administrator, the RMF liaises closely with other medical charities and the Educational Trusts Forum to maximise the ability of the Charity to identify qualifying beneficiaries. The RMF details are also available on various web sites, through which many enquiries for assistance are generated. Awards are met from the resources of the Charity, which is supported by donations and bequests from Local Medical Committees, Medical Charities, Medical Organisations and individual Medical Practitioners.

Total reserves at 30 June 2021 are £9,730,923 (2020 £8,409,981) and unrestricted reserves held by the RMF are £2,907,345 (2020 £2,549,007). The Trustees have reviewed the reserves policy and recognise that there are substantial undistributed reserves. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on investment income and planned expenditure. The Trustees take the view that the level of reserves is appropriate to meet the RMF's annual obligations on a fund-by-fund basis and to ensure financial stability. Undistributed reserves are invested to increase income to enable more beneficiaries to be helped in the future and our cash deposits could easily be drawn down should working capital be required. The accounts have therefore been prepared on the basis that the charity is a going concern.

**Epsom College**

The College and its subsidiaries currently hold minimal free reserves. This is because the College continues to invest its unrestricted surpluses, over the years, into the College campus and educational facilities. This investment is vital to the long-term sustainability of the College. The College is able to operate using this model, due to the significant cash generated throughout the year via school fees, which, along with the banking facilities, provides the required working capital to operate during the year, and to manage any short-term income volatility. The Governors have reviewed this position and consider it remains appropriate.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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The Epsom College Group's total reserves of £29.5m (2020: £26.3m) at the year-end was represented by £6.4m (2020: £5.5m) of endowed funds, £5.6m (2020: £4.8m) of restricted funds and £17.5m (2020: £15.9m) unrestricted funds. There are currently minimal free reserves in the Group of £16,000 (2020: £16,000) and none in the College (2020: nil) as funds are invested in tangible fixed asset properties.

At the time of approval of the Annual Report, the COVID-19 pandemic still continues, however the long-term impact on the school, appears to be low. At the time of approving these financial statements, the College has not seen any material reduction in prospective pupil numbers. The Governors continue to be satisfied that external financial facilities provide an additional and adequate safety net, if it should be required, and therefore have no concerns regarding going concern of the College. The Going concern policy, found in Note 1(r) to the Financial Statements expands on the reasons for this conclusion.

A pension liability of £276,000 (2020: £276,000) arising from the College's obligations as a member of The Pension Trust (historic defined benefit pension scheme) exists at the year-end date. A funding agreement is in place with The Pensions Trust and the College has sufficient resources to meet the future funding requirements.

### **PRINCIPAL RISKS AND UNCERTAINTIES**

#### **RMF**

The RMF has a register of major potential risks for the charity and the RMF Board regularly examines the principal areas of the Charity's operations and considers what major risks may arise in each of these areas, including the effects of Covid-19. In the opinion of the Trustees, the Charity has established procedures and review systems to manage these risks, the principal risk being a reduction in investment income which could jeopardise the amounts available for beneficiaries.

The RMF takes safeguarding very seriously and has measures in place to protect its employees and beneficiaries, together with families of beneficiaries.

#### **Epsom College**

The College maintains a Risk Register which is reviewed annually by the Board of Governors with a view to ensuring that the charitable objectives of the College are achieved in the short, medium and longer term, and that the risks of the trading subsidiaries are understood and managed.

The Board of Governors considers that the most significant risk that continues to face the College is its ability to attract high calibre pupils, especially girls, for entry at 13+. As the school is located in the South East of England, where 10% of the school age children attend an independent school, competition to secure the more able pupils is fierce. Local feeder prep schools are struggling to retain sufficient numbers of pupils in Years 7 and 8 as more parents are opting to move their sons and daughter onto senior school at the end of Year 6 (11+). The Governors' decision to reduce the entrance age into the school to 11+ was in response to this risk. In September 2020 47% of the Lower School (Years 7 and 8) are girls.

Safeguarding and Health and Safety are both significant areas for risk management for both Epsom College and Epsom College Enterprises Ltd. Safeguarding risks are managed through recruitment procedures and regular training for all staff. The risks range from fire and infrastructure to personal risks (most notably when away from the College on trips and expeditions). The level and breadth of activity at the College is impressive and the risks associated with all activities are minimised by thorough planning and risk assessment, and by using external advisors to support staff.

The impact of the global coronavirus pandemic has been considered in detail on the Risk Register, looking at the impact on staffing and pupil numbers as well as the financial impact on both the College and Epsom College Overseas.

Detailed consideration of risk is delegated to the Finance and Infrastructure Committee, which reports formally to the Governing Body each autumn. The risk management process and the resulting report identifies risks, assesses their impact and likelihood and, where necessary, recommends controls to mitigate and monitor those risks that are assessed as high.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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**PRINCIPAL RISKS AND UNCERTAINTIES (continued)**

**Epsom College**

The key controls used by the Governors to manage risk include:

- Formal agenda and minutes for the Committee and Board activities;
- Comprehensive strategic planning, budgeting and management accounting;
  
- Established organisational structure and lines of reporting;
- Formal written policies;
- Clear authorisation and approval levels;
- Vetting procedures as required by law for the protection of the vulnerable; and
- Consideration of the recent recommendations of any ISI inspections.

Through the risk management process established for the College and its subsidiaries, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable, but not absolute assurance that major risks have been adequately managed. The Governors regularly review the effectiveness of current plans and strategies for managing all identified major risks for both the College and its subsidiaries.

**FUTURE PLANS**

**RMF**

The RMF Trustees recognise that life in the charitable sector is tough, particularly for a small charity with such a niche operation. Despite the increase in funds during the year, the Trustees are conscious of the continuing need to reduce overhead costs to the minimum, in particular those associated with administration, and the need to maximise income from its investments and other sources. The Trustees believe that the Charity has a sound financial basis upon which to build for the future and will continue to strengthen the RMF's profile and develop existing services yet further to reach and help the medical community.

The RMF Board are sure that Dr John Propert, our founder, would heartily approve of the efforts of the Foundation over the last year and would be content that the RMF is meeting the moral and legal obligations that it owes to its beneficiaries and to its benefactors.

**Epsom College**

Over the course of the coming academic year the following aspects of school development will receive particular attention:

- Address any shortfall in pupils' learning and academic progress following the prolonged period of Remote Learning, and respond to any lingering welfare issues that attended the pandemic;
- Restore face-to-face high-quality teaching and learning as the College's modus operandi; in particular, present a renewed focus on staff professional development and the sharing of good practice;
- Ensure the College remains 'future proof' and aligns effectively with market demand by exploring possibilities of establishing a further income stream;
- Consolidate the College's response to Ofsted's 'Review of Sexual Abuse in Schools and Colleges';
- Consolidate the work and recommendations of the Diversity, Equality & Inclusion Committee further to the appointment of a Head of DEI. The work entails includes tackling racism and promote diversity, equality and inclusion by addressing six key areas: curriculum review, staff recruitment, refine support structures, review method of handling allegations of racism, extend training for staff and pupils, conduct annual survey of staff and pupils on racism;
- Review and enhance the provision of pastoral care across the College with a particular emphasis on re-starting 'House Evaluations' and supporting the 4 newly appointed HMMs and 2 new Deputy HMMs. Similarly, support and monitor the revised approach to 'pupil voice' that falls within the compass of Heads of Years' responsibilities.
- Increase funding and pastoral support for pupils under the aegis the Royal National Children's Springboard Foundation, Surrey County Council Looked After Children provision, Chelsea Football Academy and Boarding Schools Partnerships;
- Enable the timely completion of the construction stage of The Mermaid by September 2022 and facilitate a final push on supporting donations of the project.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**REPORT OF THE COUNCIL (CONTINUED)**  
**YEAR ENDED 30 JUNE 2021**

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**STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES**

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year. Under Charity law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity 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 principle in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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, 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 Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the Charity's constitution. 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**DISCLOSURE OF INFORMATION TO AUDITOR**

Insofar as each of the Trustees at the date of approval of this report is aware, there is no relevant audit information (information needed by the company's auditor in connection with preparing the audit report) of which the charity's auditor is unaware. Each member of Council has taken all the steps that he or she ought to have taken as a member of Council in order to make himself or herself aware of the relevant audit information and to establish that the charity's auditor is aware of that information.

**COUNCIL MEMBERSHIP**

The following Members are standing down in rotation at the Annual General Meeting but are eligible and recommended for re-election:

Dr JS Bolton  
Mr RH Bruce

Mr EJ Chandler  
Dr S Dhillon

Mr JA Hay


Trustees thank Lord Carlile and Mr Pianca, for having served their first five year terms as President and Treasurer respectively. Both have offered themselves to be re-elected for a further five-year term.

**AUDITOR**

Crowe U.K. LLP has indicated its willingness to be reappointed as statutory auditor and a general resolution proposing reappointment will be submitted to the forthcoming Annual General Meeting.

Approved by Members of Council present at a meeting on 10 November 2021 and signed on its behalf by:

Dr AJ Wells, MB, BS, DRCOG, MRCGP  
Chairman



10/11/21

# INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE

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## Opinion

We have audited the financial statements of the Royal Medical Foundation of Epsom College ('the charity') and its subsidiaries ('the group') for the year ended 30 June 2021 which comprise the Group Statement of Financial Activities, the Group and Charity Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 30 June 2021 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

## Basis for opinion

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

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's 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 or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

## Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, 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.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## Matters on which we are required to report by exception

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

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

# INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE *(CONTINUED)*

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## **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, set out on page 15, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and the parent 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.

## **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 151 of the Charities Act 2011, and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity and the group for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within grant expenditure, procurement processes for significant capital projects and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and The Council of the Royal Medical Foundation of Epsom College about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and the Independent Schools Inspectorate and reading minutes of meetings of those charged with governance.

**INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF  
ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE (CONTINUED)**

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Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**Use of our report**

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



**Guy Biggin**

Date 19 November 2021

**Crowe U.K LLP  
Statutory Auditor  
Cheltenham**

Crowe U.K LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 30 JUNE 2021**

	Notes	Unrestricted £'000	Restricted £'000	Endowed £'000	Total 2021 £'000	Total 2020 £'000
<b>INCOME AND ENDOWMENTS FROM:</b>						
<b>Charitable activities</b>						
School fees receivable	2	24,956	-	-	24,956	22,585
Ancillary trading income	3	1,572	-	-	1,572	1,849
<b>Other trading activities</b>						
Non-ancillary trading income	4	141	-	-	141	468
Other activities	4	200	-	-	200	232
<b>Investments</b>						
Investment income		90	370	-	460	429
Finance income	5	460	1	-	461	8
<b>Voluntary sources</b>						
Grants and donations	6	674	802	-	1,476	1,929
<b>TOTAL INCOME</b>		<b>28,093</b>	<b>1,173</b>	<b>-</b>	<b>29,266</b>	<b>27,500</b>
<b>EXPENDITURE ON:</b>						
<b>Raising funds</b>						
Non-ancillary trading	7	62	-	-	62	141
Financing costs	7,8	738	-	-	738	365
Investment management	7	11	14	49	74	70
Fundraising and development	7	166	-	-	166	190
<b>TOTAL DEDUCTIBLE COSTS</b>		<b>977</b>	<b>14</b>	<b>49</b>	<b>1,040</b>	<b>766</b>
<b>CHARITABLE ACTIVITIES</b>						
Education and grant making	7	25,734	692	-	26,426	25,395
<b>TOTAL EXPENDITURE</b>	7	<b>26,711</b>	<b>706</b>	<b>49</b>	<b>27,466</b>	<b>26,163</b>
<b>NET INCOME/(EXPENDITURE) FROM OPERATIONS</b>						
		1,382	467	(49)	1,800	1,337
Gains on investments	11	402	469	1,717	2,588	217
<b>NET INCOME FOR THE YEAR</b>		<b>1,784</b>	<b>936</b>	<b>1,668</b>	<b>4,388</b>	<b>1,554</b>
Pension scheme actuarial losses	21	(1)	-	-	(1)	(3)
<b>NET MOVEMENT IN FUNDS</b>		<b>1,783</b>	<b>936</b>	<b>1,668</b>	<b>4,387</b>	<b>1,551</b>
Fund balances brought forward at 1 July	20	18,454	5,521	10,697	34,672	33,121
<b>FUND BALANCES CARRIED FORWARD AT 30 JUNE</b>	20	<b>20,237</b>	<b>6,457</b>	<b>12,365</b>	<b>39,059</b>	<b>34,672</b>

The notes on pages 23 to 42 form part of these financial statements

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**GROUP AND CHARITY BALANCE SHEETS**  
**AT 30 JUNE 2021**

	Notes	Group 2021 £'000	Group 2020	Charity 2021 £'000	Charity 2020 £'000
<b>FIXED ASSETS</b>					
Tangible assets	10	30,289	31,212	30,261	31,180
Investments	11	17,789	15,186	17,864	15,261
Derivatives	12	451		451	
		<b>48,529</b>	<b>46,398</b>	<b>48,576</b>	<b>46,441</b>
<b>CURRENT ASSETS</b>					
Stock		33	42	30	40
Debtors	13	841	1,168	997	1,212
Cash and deposits		7,155	3,042	6,912	2,923
		<b>8,029</b>	<b>4,252</b>	<b>7,939</b>	<b>4,175</b>
<b>CURRENT LIABILITIES</b>					
Creditors payable within one year	14	(6,067)	(6,971)	(6,040)	(6,953)
		<b>1,962</b>	<b>(2,719)</b>	<b>1,899</b>	<b>(2,778)</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<b>50,491</b>	<b>43,679</b>	<b>50,475</b>	<b>43,663</b>
<b>LONG TERM LIABILITIES</b>					
Creditors payable after one year	15	(11,432)	(9,007)	(11,432)	(9,007)
		<b>39,059</b>	<b>34,672</b>	<b>39,043</b>	<b>34,656</b>
<b>NET ASSETS</b>					
		<b>39,059</b>	<b>34,672</b>	<b>39,043</b>	<b>34,656</b>
<b>ENDOWED FUNDS</b>					
	19,20	12,365	10,697	12,365	10,697
<b>RESTRICTED FUNDS</b>					
	19,20	6,457	5,521	6,457	5,521
<b>UNRESTRICTED FUNDS</b>					
	19,20	20,237	18,454	20,221	18,438
		<b>39,059</b>	<b>34,672</b>	<b>39,043</b>	<b>34,656</b>

The net result of the charity for the year, included within the financial statements, was a surplus of £4,145,000 (2020: £1,248,000).

Approved and authorised for issue by Members of Council present at a meeting on 10 November 2021 and signed on their behalf by:



A. J. Pianca  
Treasurer

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

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**CONSOLIDATED CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2021**

	Notes	2021 £'000	2020 £'000
<b>Cash flows from operating activities</b>			
<b>Net cash provided by operating activities</b>	(i)	<b>5,211</b>	<b>3,912</b>
<b>Cash flows from investing activities:</b>			
Dividends and interest from investments		460	437
Payments for tangible fixed assets		(2,264)	(2,873)
Change in cash awaiting investment		(14)	95
Proceeds on sale of tangible fixed assets		1	56
<b>Net cash used in investing activities</b>		<b>(1,817)</b>	<b>(2,285)</b>
<b>Cash flows from financing activities:</b>			
Repayment of borrowing		(8,486)	(3,353)
Cash inflows from new borrowing		8,862	2,928
Movement in finance leases		238	-
Finance costs paid		(365)	(365)
New fees in advance money		1,699	1,056
Fees in advance money utilised		(1,229)	(1,330)
<b>Net cash provided by/ (used in) financing activities</b>		<b>719</b>	<b>(1,064)</b>
<b>Change in cash and cash equivalents in the reporting period</b>			
Cash and cash equivalents at the beginning of the reporting period		<b>4,113</b>	<b>563</b>
<b>Cash and cash equivalents at the end of the reporting period</b>	(ii)	<b>3,042</b>	<b>2,479</b>
		<b>7,155</b>	<b>3,042</b>

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

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**CONSOLIDATED CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**(i) Reconciliation of net income to net cash flow from operating activities**

	2021 £'000		2020 £'000
<b>Net income for the reporting period (as per the statement of financial activities)</b>	<b>1,800</b>		<b>1,339</b>
Investment income	(460)	(437)	
Other finance income	(451)	-	
Finance costs	365	365	
Depreciation charges	3,162	3,279	
Loss/ (profit) on disposal of assets	20	(31)	
Decrease/ (Increase) in stock	9	7	
Decrease/ (increase) in debtors	327	(28)	
Increase/ (decrease) in creditors (excluding fees in advance)	439	(582)	
	<b>3,411</b>		<b>2,573</b>
<b>Net cash provided by operating activities</b>	<b>5,211</b>		<b>3,912</b>

**ii) Analysis of cash and cash equivalents**

	2021 £'000		2020 £'000
Cash in bank	6,688		2,572
Cash in hand	13		16
Notice deposits (less than 3 months)	454		454
<b>Total cash and cash equivalents</b>	<b>7,155</b>		<b>3,042</b>

**iii) Analysis of changes in net debt**

	1 July 2020 £'000	Cash flows £'000	Non-cash changes	30 June 2021 £'000
Cash in bank	2,572	4,116		6,688
Cash in hand	16	(3)		13
Notice deposits	454	-		454
Cash and cash equivalents	3,042	4,113	-	7,155
Bank loans falling due within one year	(1,203)	(7,659)	8,847	(15)
Bank loans falling due after more than one year	(7,283)	7,283	(8,847)	(8,847)
Finance lease obligations due within one year	(11)	(238)	190	(59)
Finance lease obligations due after more than one year	-	-	(190)	(190)
Total borrowings + finance lease obligations	(8,497)	(614)	-	(9,111)
<b>Net debt</b>	<b>(5,455)</b>	<b>3,499</b>	<b>-</b>	<b>(1,956)</b>

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

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2021**

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**1. ACCOUNTING POLICIES**

The principle accounting policies adopted and critical areas of judgement are as follows:

**a) Basis of Preparation of the Financial Statements**

The financial statements have been prepared on the historical cost basis of accounting, as modified by the revaluation of investment investments, and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Charities Act 2011, the Charities SORP (FRS 102) and the accounting policies set out below.

The functional currency of the Charity is considered to be pounds sterling as that is the currency of the primary economic environment in which the Charity operates. The financial statements are also presented in pounds sterling.

The financial statements consolidate, on a line-by-line basis, all funds of the RMF and the College together with the financial statements of its wholly owned subsidiaries, Epsom College Enterprises Limited (company no: 01066747) and Epsom College Overseas Limited (company no: 07562826) that are prepared for the same period. A further wholly owned subsidiary; Epsom College Transport Limited (company no: 12437332), incorporated on 3<sup>rd</sup> February 2020, has been dormant since this date and is therefore not included in these results. No separate Statement of Financial Activities has been prepared for the College alone, as permitted by Section 408 of the Companies Act 2006. The College has taken advantage of the exemption available to a qualifying entity in FRS 102 from requirement to present a charity only Cash Flow Statement with the consolidated financial statements.

The Charity is a public benefit entity and is registered as a charity in England and Wales (charity number: 312046). It was established by an Act of Parliament of 1855. The Charity is domiciled in the UK and the address of the registered office is Epsom College, College Road, Epsom, KT17 4JQ.

**Critical accounting judgements and key sources of estimation uncertainty**

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

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

In the view of the Trustees, with the exception of pension liabilities (see note 22), no assumptions concerning the future or estimation uncertainly affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

**b) Fees and similar earned income**

Fees receivable and charges for services and use of the premises, less any allowances, scholarships, bursaries granted by the College against those fees, but including contributions received from restricted funds, are accounted for in the period in which the service is provided.

**c) Investment income**

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

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2021**

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**1. ACCOUNTING POLICIES (Continued)**

**d) Donations, legacies, grants and other voluntary income**

Voluntary income is accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the Charity is considered probable.

Voluntary income for the Charity's general purpose is accounted for as "Unrestricted Funds". Where the donor or an appeal has imposed trust law restrictions, voluntary income is credited to the relevant restricted fund and incoming endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention is to be permanent or not.

Grant income is recognised when there is evidence of entitlement, the receipt is probable and the amount can be reliably measured. There were no performance related conditions attached to grant income received.

**e) Expenditure**

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for long-term liabilities. Expenditure attributable to more than one cost category in the SOFA is appropriated to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying assets, as appropriate. Irrecoverable VAT is included with the item of expenditure to which it relates.

Governance costs comprise the costs of complying with constitutional and statutory requirements as well as Trustee training.

**f) Tangible fixed assets and depreciation**

Expenditure of the acquisition, construction or enhancement of land and buildings, vehicles, furniture, machinery, ICT infrastructure and equipment and other equipment costing more than £500 are capitalised and carried in the balance sheet at historical cost. Other expenditure on equipment incurred in the normal day-to-day running of the Charity is charged to the Statement of Financial Activities as incurred.

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal instalments over their expected useful economic lives. The current depreciation rates are as follows:

New buildings	2 – 4%
Freehold and leasehold improvements and renovations	2 – 20%
Furniture, machinery and equipment	10 – 25%
Motor Vehicles	25%

Buildings outside the grounds of Epsom College have been included at their 30 June 1995 valuation. Costs associated with buildings in the course of construction have not been depreciated pending completion of the work.

**g) Investments**

Listed investments are valued at market value as at the balance sheet date. Unrealised gains and losses arising on the revaluation of investments are credited or charged to the Statement of Financial Activities and are allocated the appropriate fund according to the "ownership" of the underlying assets.

Investments in subsidiaries are valued at cost less provision for impairment.

**h) Stock**

Stock represents goods for resale and is valued at the lower of cost or estimated selling price.

**i) Debtors**

Short term debtors are measured at transaction price (e.g. value of school fees billed but not yet paid), less any impairment.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

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**ACCOUNTING POLICIES (continued)**

**j) Creditors**

Short term creditors are measured at the transaction price. Other financial liabilities including bank loans, are measured at fair value, net of transactions costs, and are measured subsequently at amortised cost using the effective interest method.

Pupil fee deposits held by the school: Although under normal circumstances these will be repaid over future years when the pupils complete their education at the school, pupils can leave at earlier dates. The school does not therefore have an unconditional right to retain the individual deposits for at least 12 months after the balance sheet date and, in line with the requirements in FRS 102, the balance of the deposits held are included within current liabilities.

**k) School fees in advance**

In addition to the school fees, which are payable one term in advance, the College accepts fees for longer periods. These longer-term fees paid in advance are credited to income when the fees are due. In consideration of the lump sum received the scheme provides for a discount to be applied towards the cost of education.

Amounts received under the College's Advance Fee Scheme contracts for education not yet utilised to settle school fees are recorded as deferred income and allocated as current liabilities where the education will be provided within 12 months from the reporting date and as long-term liabilities where the education will be provided in subsequent years.

**l) Provisions for liabilities**

Provisions are recognised when the Charity has a present obligation (legal or constructive) as a result of a past event, it is probable that the Charity will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, considering the risks and uncertainties surrounding the obligation.

Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value using a pre-tax discount rate. The unwinding of the discount is recognised as a finance cost in the Statement of Financial Activities ("SOFA") in the period it arises.

The Charity recognises a provision for annual leave accrued by employees as a result of services rendered in the current period, and which employees are entitled to carry forward and use within the next 12 months. The provision is measured at the salary cost payable for the period of absence.

**m) Leases**

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

Assets held under finance leases are recognised initially at fair value of the leased asset (or, if lower, the present value of the minimum lease payments) at inception of the lease. The corresponding liability to the lessor is included in the Balance Sheet as a finance lease obligation. Lease payments are apportioned between finance charges and reduction of the lease obligation using the effective interest method so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted in measuring profit or loss. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

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**ACCOUNTING POLICIES (Continued)**

**n) Fund accounting**

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

**Unrestricted** income belongs to the Charity's corporate reserves, spendable at the discretion of the Trustees either to further the Charity's Objects or to benefit the Charity itself. Where the Trustees decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

**Restricted** income comprises gifts and legacies where there is no capital retention obligation or power but only a trust law restriction to some specific propose intended by the donor.

**Permanent endowment** arises where a donor intends the gift to be retained permanently for use by the Charity (e.g. freehold land) or for its financial benefit (i.e. by investment).

**Expendable endowment** funds can be converted into income for spending with at the Trustees own discretion or else upon the happening of some event contemplated by the donor.

**o) Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with exception of investments which are held at fair value.

Financial assets held at amortised cost comprise cash at bank and in hand, together with all debtors other than prepayments and tax recoverable. A specific provision is made for any debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital.

Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and fees received in advance.

Derivatives are not basic financial instruments. These are initially recognised at fair value on the date a derivative contract is entered into and are subsequently remeasured at their fair value at the balance sheet date. Changes in fair value are recognised in the Statement of Financial Activities in finance costs or finance income as appropriate.

Derivatives classified as liabilities have been split between due with one year and after one year based on the future estimated cashflows.

**p) Pension costs**

Retirement benefits to employees of the Charity are provided through three pension schemes. The pension costs charged in the Statement of Financial Activities are determined as follows:

**The Teachers' Pension Scheme**

This is a multi-employer pension scheme and it is not possible to identify the Charity's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, the College accounts for the scheme as if it were a defined contribution scheme. The Charity's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

**Pensions Trust**

Contributions are paid, in respect of non-teaching staff, to the Pensions Trust into a defined contribution scheme. Contributions for current employees are generally at a rate equivalent to 7% of annual basic pay for those in the existing scheme and 2% for those who were auto-enrolled from the Charity's staging date of 1 January 2014.

The Charity previously contributed to a Pension Trust defined benefit scheme. A liability exists in relation to the deficit funding for this historic scheme.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

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**ACCOUNTING POLICIES (Continued)**

**p) Pension costs (continued)**

The historic defined benefit 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 Standard issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

**Retiring Pensions Fund**

The Charity also pays post-employment benefits to certain former members of staff and their relatives. This was previously paid from a designated, separately invested fund, which was divested during the year. The College now pays these benefits from operating income. The Fund is invested separately from all other funds.

**q) Going concern**

The preparation of financial statements requires an assessment of the validity of the going concern assumption, this being dependent upon the availability of adequate financial resource to allow the Group and Charity to continue in operational existence for the foreseeable future.

At the time of approving the financial statements, the COVID-19 pandemic continues to evolve. The Group has managed the risk successfully thus far and the long-term impact appears to be minimal at this time. The Trustees have reviewed the position carefully with a view to ensuring the ongoing provision of schooling for the pupils as well as employment of staff.

The income expected to be available depends most importantly upon an estimate of pupil numbers and their boarding mix as well as investment income. At the time of approving these financial statements the College is experiencing increased pupil numbers compared with prior years. The College has considered the effects of a small reduction in pupil numbers on the financial forecasts, taking account of current cash reserves, banking facilities and the College's ability to rescale its operations accordingly. There are currently adequate cash balances and banking facilities in place to ensure that the College can meet its obligations through this period of uncertainty.

The Trustees have reviewed budgets and projected cash flows and are confident that with the continued support of existing bank funding levels the Group and Charity will have adequate resources to continue in operational existence for the foreseeable future, being at least 12 months from the date of approval of the financial statements. Consequently, the Trustees consider it appropriate to prepare the financial statements on the going concern basis.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

<b>2. CHARITABLE ACTIVITIES – FEES RECEIVABLE</b>	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
<b>Fees receivable consist of:</b>		
School fees	26,450	24,049
Less: Scholarships, bursaries and other awards	(1,715)	(1,670)
	<b>24,735</b>	<b>22,379</b>
Add back scholarships and grants paid out of restricted funds	221	206
	<b>24,956</b>	<b>22,585</b>
<b>3. CHARITABLE ACTIVITIES – OTHER INCOME</b>	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
<b>Ancillary trading income</b>		
Entrance and registration fees	193	136
Additional charges to pupils	1,206	1,483
Insurance commission	4	10
Other	169	220
	<b>1,572</b>	<b>1,849</b>
<b>4. OTHER TRADING ACTIVITIES</b>	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
<b>Non ancillary trading income</b>		
Epsom College Enterprises Ltd	108	247
Courses and lettings	33	221
	<b>141</b>	<b>468</b>
<b>Other activities</b>		
Epsom College Overseas Ltd - royalties	200	200
Profit on sale of fixed assets	-	32
	<b>200</b>	<b>232</b>

**Trading subsidiaries**

Epsom College Enterprises Ltd: the aggregate amount of its assets, liabilities and funds as the end of the reporting period were £91,491. It had turnover of £107,653, expenditure of £59,719 and a profit of £47,934 for the reporting period.

Epsom College Overseas Ltd: the aggregate amount of its assets, liabilities and funds as the end of the reporting period were £100. It had turnover of £200,000, expenditure of £5,600 and a profit of £194,400 for the reporting period.

<b>5. FINANCE INCOME</b>	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Bank and other interest receivable	10	8
Change in fair value of derivatives	451	-
	<b>461</b>	<b>8</b>

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**6. GRANTS AND DONATIONS RECEIVABLE**

	Unrestricted £'000	Restricted £'000	Endowment £'000	Total 2021 £'000	Total 2020 £'000
Donations to Royal Medical Foundation	6	-	-	6	4
Donations to the College for other charities, bursaries, fixed asset purchases and other purposes	-	368	-	368	136
Donations to the Epsom College Education Trust Fund for the development of educational facilities and activities for the College	-	434	-	434	1,025
Government Grants	668	-	-	668	764
	<u>674</u>	<u>802</u>	<u>-</u>	<u>1,476</u>	<u>1,929</u>

During the year ended 30 June 2021 five Governors made total donations of £5,000 to the College for the development of educational facilities (2020: five Governors donated a total of £85,600).

The Government Grant was received under the Coronavirus Job Retention Scheme for 10 months during the year (2020: four months).

**7. ANALYSIS OF TOTAL EXPENDITURE**

**(a) Total expenditure**

	Staff Costs £'000	Other Costs £'000	Depreciation £'000	2021 Total £'000	2020 Total £'000
<b>Raising funds</b>					
Trading costs	32	19	11	62	141
Fundraising costs	142	24	-	166	190
Investment management	-	73	-	74	70
Financing costs (note 8)	-	738	-	738	365
<b>Total raising funds</b>	<u>174</u>	<u>855</u>	<u>11</u>	<u>1,040</u>	<u>766</u>
<b>Charitable activities</b>					
Teaching	10,340	1,999	41	12,380	12,246
Welfare	3,114	1,465	-	4,579	4,382
Premises	453	1,981	2,508	4,942	4,954
Support and governance costs	1,561	1,695	602	3,858	3,316
Grants, awards and prizes	-	667	-	667	499
<b>Total charitable activities</b>	<u>15,468</u>	<u>7,807</u>	<u>3,151</u>	<u>26,426</u>	<u>25,395</u>
<b>Total expenditure</b>	<u>15,642</u>	<u>8,662</u>	<u>3,162</u>	<u>27,466</u>	<u>26,161</u>

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**7. ANALYSIS OF EXPENDITURE (continued)**

**(b) Governance included in support costs**

	2021	2020
	£'000	£'000
Remuneration paid to auditor for audit services	40	40
Remuneration paid to auditor for assurance services	3	1
Reimbursement of personal expenses to Trustees– travel costs	-	1
	43	42

Remuneration paid to auditor for audit services and assurance services exclude irrecoverable VAT.

Remuneration paid to the auditor of Epsom College Enterprises Ltd and Epsom College Overseas Ltd for audit services are included, net of VAT, within Trading costs and amount to £4,140 (2020: £4,060) and £2,040 (2020: £2,000) respectively. Remuneration paid to the auditor of Epsom College Enterprises Ltd for tax services was £2,500 (2020: £ 2,500), remuneration paid to the auditor of Epsom College Overseas Ltd for tax services was £3,500 (2020: £1,500).

**8. FINANCE COSTS**

	2021	2020
	£'000	£'000
School fees in advance financing costs	37	50
Bank borrowings financing costs	326	311
Change in fair value of derivatives	373	-
Pension scheme financing costs	2	4
	738	365

**9. STAFF COSTS**

	2021	2020
	£'000	£'000
The aggregate payroll costs for the year were as follows:		
Wages and salaries	12,570	12,291
Social security costs	1,303	1,273
Pension contributions	1,769	1,664
	15,642	15,228

Aggregate employee benefits of key management personnel	1,310	1,274
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The average number of employees during the year was:

	2021	2020
	No.	No.
Teaching (including teaching support staff)	136	137
Other	293	315
	429	452

None of the Trustees, or persons connected with them, received any remuneration during the year. There were no expense reimbursements made to Governors during the year (2020: 2 Governors reimbursed a total of £1,224).

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**9. STAFF COSTS (continued)**

The number of employees who received remuneration of £60,000 or greater, in the following bands, was:

	2021	2020
£60,001 - £70,000	37	37
£70,001 - £80,000	13	12
£80,001 - £90,000	1	1
£90,001 - £100,000	1	1
£100,001 - £110,000	-	1
£110,001 - £120,000	1	-
£120,001 - £130,000	-	1
£130,001 - £140,000	1	-
£140,001 - £150,000	-	1
£150,001 - £160,000	-	-
£160,001 - £170,000	1	-

The number with retirement benefits accruing in the Teachers' Defined Benefit and Non-Teachers' Defined Contribution Schemes was 46 and 9 respectively (2020: 45 and 9). The relevant amount of contributions in respect of the Non-Teachers' Scheme was £52,250 (2020: £56,693).

Termination payments of £15,836 were made during the year (2020: nil). There were no outstanding termination payments at the year-end (2020: nil).

**10. TANGIBLE FIXED ASSETS- CHARITY AND GROUP**

	Charity				Charity Total	Subsidiary	
	Land & Buildings	Assets Under Construction	Plant, Machinery & Vehicles	Fixtures & Equipment		Fixtures & Equipment	Group Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Cost or frozen valuation</b>							
<i>At 1 July 2020</i>	62,316	723	1,775	5,874	70,688	50	70,738
Additions at cost	961	619	23	653	2,256	8	2,264
Transfers	-	-	-	-	-	-	-
Disposals	(13)	-	(39)	(1,534)	(1,586)	(1)	(1,587)
<b>At 30 June 2021</b>	<b>63,264</b>	<b>1,342</b>	<b>1,759</b>	<b>4,992</b>	<b>71,358</b>	<b>57</b>	<b>71,415</b>
<b>Depreciation</b>							
<i>At 1 July 2020</i>	33,374	-	1,442	4,693	39,508	18	39,526
Charge for the year	2,401	-	130	620	3,151	11	3,162
Eliminated on disposals	(13)	-	(23)	(1,526)	(1,562)	-	(1,562)
<b>At 30 June 2021</b>	<b>35,762</b>	<b>-</b>	<b>1,549</b>	<b>3,787</b>	<b>41,097</b>	<b>29</b>	<b>41,126</b>
<b>Net book value</b>							
<i>At 1 July 2020</i>	28,942	723	333	1,181	31,180	32	31,212
<b>At 30 June 2021</b>	<b>27,502</b>	<b>1,342</b>	<b>210</b>	<b>1,205</b>	<b>30,261</b>	<b>28</b>	<b>30,289</b>

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**10. TANGIBLE FIXED ASSETS (continued)**

The amount of expenditure on buildings up to 31 December 1955 is unascertainable and is not considered to be material to these financial statements. Expenditure since that date has been capitalised in the balance sheet. Properties outside the College grounds were first capitalised in the balance sheet as at 30 June 1995 at their market value of £2,060,771 at that date. Additions since then have been included at cost. An independent valuation of freehold properties outside the College grounds was carried out by Chartered Surveyors as at 30 June 1995 on the assumption that vacant possession was immediately available. Properties comprising sub-divided flats were valued on the assumption that the individual flats had the benefit of 99-year leases at peppercorn ground rent and that an acceptable management and service agreement was in place. No structural survey or legal searches were carried out.

All tangible fixed assets – land and buildings are held for use on charitable activities.

Depreciation charged on assets held under finance lease within the Charity's fixture's & equipment class of fixed assets amounted to £68,640 (2020: £98,136). The total net book value of the Charity's fixtures & equipment of £1,206,000 (2020: £1,181,000) includes £230,881 (2020: £168,058) held under finance lease. All tangible fixed assets are held for use in charitable activities.

**11. INVESTMENTS**

<b>a) Group and Charity Investment movements</b>	<b>Total 2021 £'000</b>	<i>Total 2020 £'000</i>
Group investments as at 1 July	15,186	15,064
Change in cash awaiting investment	14	(95)
Realised gains/(losses)	2,386	(152)
Unrealised (losses)/ gains	203	369
Group investments at 30 June	17,789	15,186
Investment in subsidiaries	75	75
Charity investments at 30 June	17,864	15,261
<b>b) Investment analysis</b>	<b>2021 £'000</b>	<i>2020 £'000</i>
Fixed interest stocks and bonds	2,280	2,494
UK equities	4,317	3,547
Worldwide equities	8,580	6,872
Alternative investments	2,612	2,273
Group investments	17,789	15,186
Investment in subsidiaries	75	75
Charity investments	17,864	15,261

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

12. DERIVATIVES	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Financial instruments	451	-	451	-

During the year the College moved its day-to-day banking and re-financed its existing facilities with Barclays. A term loan of £8,000,000 with a 25-year repayment period was taken out as part of the re-financing package. The College has used derivatives to protect against interest rate volatility over the period of repayment, taking out a zero-floor interest rate swap, with an embedded cap. The floor and cap derivatives have been valued as assets at the balance sheet date. Information on the swap is found in Note 15.

13. DEBTORS	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Fees and extras	393	336	393	336
Trade debtors	86	4	-	-
Sundry debtors	43	175	43	175
Prepayments and accrued income	319	653	314	651
Amounts due from subsidiary companies	-	-	247	50
	<b>841</b>	<b>1,168</b>	<b>997</b>	<b>1,212</b>

All debtors are due within one year.

14. CREDITORS PAYABLE WITHIN 1 YEAR	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Deposits from fee payers	2,635	2,458	2,635	2,458
Bank loans and overdrafts	15	1,203	15	1,203
Finance lease	59	11	59	11
Trade creditors	380	242	380	242
Taxation and social security	344	318	344	318
Other creditors, accruals and deferred income	858	1,125	831	1,103
School fees in advance scheme (see note 16)	1,145	1,125	1,145	1,125
Pension deficit funding (see note 21)	60	58	60	58
Holiday pay accrual	476	431	476	431
Derivative financial instruments	95	-	95	-
Amounts due to subsidiary companies	-	-	-	4
	<b>6,067</b>	<b>6,971</b>	<b>6,040</b>	<b>6,953</b>

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	2021 £'000	2020 £'000
Bank loans and overdrafts	8,847	7,283
School fees in advance scheme (see note 16)	1,956	1,506
Finance lease	190	-
Pension deficit funding (see note 21)	161	218
Derivative financial instruments	278	-
	<b>11,432</b>	<b>9,007</b>

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR (continued)**

On the 28th August 2020, the College completed the process of moving its day-to-day banking and all facilities from AIB to Barclays. The total bank loan at the year-end is £8,862,564 (2020: £8,485,565) and is comprised of two facilities. An £8m facility, with a 25-year amortisation period, is fully drawn and is for the purpose of funding the College's previous building and development programmes. An £7m facility is also in place to part fund the construction of the Mermaid building and will be drawn upon as the project progresses. During the year, £851,000 was drawn on this facility.

There are no capital repayments due within one year on either facility. The amount due to be repaid in more than 5 years is £6,619,068 (2020: £4,035,498). Interest is charged at SONIA plus 1.90%.

The College has entered into a fixed interest rate swap in relation to its term loan of £8,000,000. The strike rate is 1.25%. The interest rate swap has a zero-floor mechanism with an embedded cap, the floor and cap elements are valued separately as assets for the purposes of these accounts.

The College has access to a £3.5m revolving credit facility to help fund its building and capital development programme. There was no utilisation of this facility during the year. Interest is charged on this facility at a rate of SONIA plus 1.35%. The College also has in place a £1.5m overdraft facility to help manage working capital requirements throughout the year. All facilities are secured by a fixed and floating charge over all assets of the College.

**16. SCHOOL FEES IN ADVANCE SCHEME**

Parents may enter into a contract to pay to the College up to the equivalent of seven years' fees in advance. The money may be returned subject to specific conditions on the receipt of one term's notice. The scheme provides for discounts to be applied to the cost of education as the fees fall due. Assuming pupils remain at the College/ start at the college as anticipated, the liability for advance fees, accrued to date, will be applied as follows:

	2021	2020
	£'000	£'000
Beyond 5 years	269	28
Within 2-5 years	1,687	1,478
Within 1 year	1,145	1,125
	3,101	2,631
 <b>The movements during the year were as follows:</b>		
At 1 July	2,631	2,905
New contracts during the year	1,699	1,056
Amounts accrued to contracts	-	-
	4,330	3,961
Amounts returned to leavers	(30)	-
Amounts utilised in payment of fees	(1,199)	(1,330)
Balance at 30 June	3,101	2,631

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**17. FINANCIAL INSTRUMENTS**

	2021	2020
	£'000	£'000
Financial assets measured at cost (a)	7,928	4,069
Financial assets measured at fair value (b)	18,240	15,186
Financial liabilities measured at amortised cost (c)	13,887	12,660
Financial liabilities measured at fair value (d)	373	-

- (a) Financial assets include cash, trade and fee debtors, staff loans, other debtors, accrued income and amounts due from subsidiaries.
- (b) Financial assets held at fair value include assets held as investment and derivative financial instruments (floor and cap).
- (c) Financial liabilities measured at amortised cost include deposits, trade creditors and other creditors.
- (d) Financial liabilities measured at fair value includes derivative financial instruments (interest rate swap).

**18. FUNDS OF THE GROUP**

**UNRESTRICTED FUNDS**

**Epsom College**

**Fixed assets fund** – A designated fund that represents the College’s investment in property less the amount funded by bank borrowings.

**Advanced fees** – A designated fund in the prior year representing the value of investments specifically held to part fund the school fees in advance scheme. As agreed by the Governors, these investments were divested during the year and the funds applied to capital expenditure.

**Derivative reserve** – Representing accumulated fair value gains and losses associated with the annual revaluations of derivative financial instruments.

**Royal Medical Foundation**

**General fund** – Representing accumulated income from the Charity’s activities and other sources that are available for the general purpose of the Charity.

**Royal Medical Foundation of Epsom College**

**Surrey scholars’ fund** – Representing funds received from the parents of Surrey Scholars and held for the general purpose of the charity.

**RESTRICTED FUNDS**

**Epsom College**

**Scholarships, bursaries and the development of educational activities** – Representing numerous individual gifts, legacies and grants given to the College over many years for a specific purpose but where there is no requirement to preserve capital. For several years, The College has been receiving donations to The Mermaid capital campaign to fund a new centre to transform the educational experience of its pupils, with particular focus on the Sixth Form. These donations are restricted for this purpose only.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**18. FUNDS OF THE GROUP (continued)**

**RESTRICTED FUNDS**

**Royal Medical Foundation**

**Grant funds for education and maintenance (restricted and endowed)** – Representing funds held to provide pensions, annuities and grants and other pecuniary assistance for medical practitioners or their families in need.

**Gift/annuity fund (restricted and endowed)** – Representing the Funds held to provide renewable annual grants, annuities and other pecuniary assistance for medical practitioners or their families in need.

**ENDOWED FUNDS**

**Epsom College**

**Scholarships** - Representing numerous individual gifts, legacies and grants given to the College over many years for scholarships and bursaries.

**Royal Medical Foundation**

**Foundation scholars' fund** – Representing the funds held to provide for the education of children of medical practitioners in need at Epsom College.

**19. ALLOCATION OF THE NET ASSETS**

The net assets are held for the various funds as follows:

	Fixed Assets £'000	Investments £'000	Net Current Assets/ (Liabilities) £'000	Long Term Liabilities £'000	<b>2021 Total £'000</b>
<b>Unrestricted funds</b>					
General fund	1,445	2,861	(1,028)	(351)	2,927
Fixed assets fund	28,844	-	(2,765)	(8,847)	17,232
Advance fees	-	-	1,956	(1,956)	-
Derivative reserve	451	-	(95)	(278)	78
	<b>30,740</b>	<b>2,861</b>	<b>(1,932)</b>	<b>(11,432)</b>	<b>20,237</b>
<b>Restricted funds</b>	-	2,563	3,894	-	6,457
<b>Endowed funds</b>	-	12,365	-	-	12,365
<b>Balances at 30 June 2021</b>	<b>30,740</b>	<b>17,789</b>	<b>1,962</b>	<b>(11,432)</b>	<b>39,059</b>

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**19. ALLOCATION OF THE NET ASSETS (continued)**

<i>2020</i>	<i>Fixed Assets</i>	<i>Investments</i>	<i>Net Current Assets/ (Liabilities)</i>	<i>Long Term Liabilities</i>	<i>2020 Total</i>
	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>
<b>Unrestricted funds</b>					
General fund	1,546	2,506	(1,266)	(218)	2,568
Fixed assets fund	29,666	-	(6,497)	(7,283)	15,886
Advance fees	-	-	1,506	(1,506)	-
<b>Restricted funds</b>	-	1,983	3,538	-	5,521
<b>Endowed funds</b>	-	10,697	-	-	10,697
<b>Balances at 30 June 2020</b>	<b>31,212</b>	<b>15,186</b>	<b>(2,719)</b>	<b>(9,007)</b>	<b>34,672</b>

**20. MOVEMENT ON FUNDS**

	<i>1 July 2020</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers</i>	<i>Gains /Losses</i>	<i>30 June 2021</i>
	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>
<b>a. UNRESTRICTED</b>						
<b>Epsom College</b>						
General fund	16	27,547	(26,253)	(1,293)	(1)	16
Designated fixed asset fund	15,886	-	-	1,346	-	17,232
Derivative reserve	-	451	(373)	-	-	78
<b>Royal Medical Foundation</b>						
General funds	2,552	95	(85)	(53)	402	2,911
	<b>18,454</b>	<b>28,093</b>	<b>(26,711)</b>	<b>-</b>	<b>401</b>	<b>20,237</b>
<b>b. RESTRICTED</b>						
<b>Epsom College</b>						
Scholarships, bursaries and development of educational facilities	4,831	1,024	(602)	-	358	5,611
<b>Royal Medical Foundation</b>						
Grant funds – maintenance and education	173	66	(45)	-	28	222
Gift/annuity fund	517	83	(59)	-	83	624
	<b>5,521</b>	<b>1,173</b>	<b>(706)</b>	<b>-</b>	<b>469</b>	<b>6,457</b>
<b>c. ENDOWED</b>						
<b>Epsom College</b>						
Scholarships	5,529	-	(25)	-	887	6,391
<b>Royal Medical Foundation</b>						
Grant funds – maintenance and education	2,142	-	(10)	-	344	2,476
Relief of poverty fund	197	-	(1)	-	32	228
Gift/annuity fund	2,386	-	(11)	-	383	2,758
Foundation scholars	443	-	(2)	-	71	512
	<b>10,697</b>	<b>-</b>	<b>(49)</b>	<b>-</b>	<b>1,717</b>	<b>12,365</b>

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**20. MOVEMENT ON FUNDS (Continued)**

<b>2020</b>	<i>1 July</i> 2019 £'000	<i>Income</i> £'000	<i>Expenditure</i> £'000	<i>Transfers</i> £'000	<i>Gains</i> <i>/Losses</i> £'000	<b>30 June</b> 2020 £'000
<b>a. UNRESTRICTED</b>						
<i>Epsom College</i>						
<i>Undesignated</i>						
<i>General fund</i>	16	25,907	(25,496)	(408)	(3)	16
<i>Designated:</i>						
<i>Fixed assets fund</i>	15,416	-	-	470	-	15,886
<i>Advanced fees</i>	-	-	-	-	-	-
 <i>Royal Medical Foundation</i>						
<i>General funds</i>	2,605	89	(116)	(62)	36	2,552
	<b>18,037</b>	<b>25,996</b>	<b>(25,612)</b>	<b>-</b>	<b>33</b>	<b>18,454</b>
<b>b. RESTRICTED</b>						
<i>Epsom College</i>						
<i>Scholarships, bursaries and the</i> <i>development of educational</i> <i>facilities</i>	3,809	1,367	(375)	-	30	4,831
 <i>Royal Medical Foundation</i>						
<i>Grant funds – maintenance and education</i>	182	61	(72)	-	2	173
<i>Gift/annuity fund</i>	493	76	(59)	-	7	517
	<b>4,484</b>	<b>1,504</b>	<b>(506)</b>	<b>-</b>	<b>39</b>	<b>5,521</b>
<b>c. ENDOWED</b>						
<i>Epsom College</i>						
<i>Scholarships</i>	5,479	-	(23)		73	5,529
 <i>Royal Medical Foundation</i>						
<i>Grant funds – maintenance and education</i>	2,123	-	(9)		28	2,142
<i>Relief of poverty fund</i>	195	-	(1)		3	197
<i>Gift/annuity fund</i>	2,364	-	(10)		32	2,386
<i>Foundation scholars</i>	439	-	(2)		6	443
	<b>10,600</b>	<b>-</b>	<b>(45)</b>	<b>-</b>	<b>142</b>	<b>10,697</b>

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

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**21. PENSION COSTS**

**(a) Teachers' Pension Scheme**

The College 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 £1,497,970 (2020: £1,385,153) and at the year-end £186,453 (2020: £176,664) was accrued in respect of contributions to this scheme.

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

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

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

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

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

The College previously contributed to a Pension Trust defined benefit scheme. A liability exists in relation to the deficit funding for this historic scheme.

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

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**21. PENSION COSTS (Continued)**

**(b) Pensions Trust**

Contributions are paid, in respect of non-teaching staff, to the Pensions Trust into a defined contribution scheme.

Contributions for current employees are generally at a rate equivalent to 7% of annual basic pay for those in the existing scheme and 3% for those who were auto-enrolled from the College's staging date of 1 January 2014. The pension charge for the year includes contributions payable to The Pensions Trust of £299,019 (2020: £241,593) excluding the defined benefit deficit funding. At the year-end £58,756 (2020: £46,741) was accrued in respect of contributions to this scheme.

The historic defined benefit scheme is classified as a 'last-man standing arrangement'. Therefore, the College 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. The College has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2017. As of this date, the estimated employer debt for the College was £853,733 although this will not crystallise as long as the College continues to employ an active member in a Pension Trust plan.

A full actuarial valuation of the scheme was carried out at 30 September 2017. This valuation showed assets of £795m, liabilities of £926m and a deficit of £131m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme. The College's additional contributions are £54,560 per annum payable monthly and increasing by 3% on 1st April each year with the last contributions being due in January 2025.

As the scheme is in deficit and the College has entered into a deficit funding arrangement a liability has been recognised for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement. The present value is calculated using a discount rate of 1.26% per annum. The discount rates are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions. The unwinding of the discount rate is recognised as a finance cost.

	2021	2020
	£'000	£'000
Provision at 1 July	276	325
Unwinding of the discount factor (interest expense recognised in SOFA)	2	4
Deficit contribution paid	(58)	(56)
Re-measurements – impact of change in actuarial assumptions (recognised in SOFA)	1	3
<b>Provision at 30 June</b>	<b>221</b>	<b>276</b>

**22. CAPITAL AND OTHER COMMITMENTS**

**Epsom College**

In the forthcoming academic year, the College has committed to fund bursaries for 99 pupils totalling £2,100,000, and has awarded scholarships totalling £736,000 to 337 pupils. Bursaries and scholarships are funded principally from school fees receivable, supplemented by investment income.

The College utilises bank borrowings in order to fund capital development. A bank overdraft is secured by a fixed charge against the freehold assets of the College and forms part of the facilities agreement that includes the loans referred to in Note 15. Tangible fixed assets contracted for at 30 June 2021 totalled £7,190,121 (2020: £665,938), plus future retention payments upon satisfactory completion of the Mermaid building of £281,673.

**Royal Medical Foundation**

The Royal Medical Foundation and related Trust Funds have already agreed awards totalling £39,850 for the year to 30 June 2022 in respect of tuition fees and other charitable assistance. The Trustees have authorised these awards, which have not been provided for within the accounts as the awards are subject to the recipients fulfilling certain conditions at the point of payment.

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**23. LEASE COMMITMENTS**

The Charity's future minimum finance lease payments are as follows:

	2021 £'000	2020 £'000
Within one year	59	11
Between one and five years	190	-
	249	11

Certain IT equipment is held under finance lease arrangements. Finance lease liabilities are secured by the related assets held under finance leases (see note 9).

**24. RELATED PARTY TRANSACTIONS**

The Charity has entered into the following related party transactions during the year:

**Epsom College**

During the year, Jennifer Hay Ballet, operated by a daughter of Governor JA Hay, invoiced the College for educational services totalling £15,695 (2020: £13,768).

The Royal Medical Foundation of Epsom College is responsible for the 'Pool' within which Epsom College invests. Epsom College invested no additional funds in the Pool during the year (2020: £nil). The Pool has generated Epsom College an investment income of £221,366 (2020: £205,596).

**The Royal Medical Foundation Limited (the "RMF")**

During the year Epsom College charged the RMF £5,000 (2020: £5,000) to rent office space and paid salaries including pension contributions of £75,274 (2020: £73,983) on behalf of the RMF which were subsequently reimbursed by the RMF. In addition, the RMF paid school fees to Epsom College for their Founder beneficiaries totalling £56,439 (2020: £57,094).

The Royal Medical Foundation of Epsom College is responsible for the 'Pool' within which the RMF invests. In the year, the RMF invested £825 in the Pool (2020: £1,126). The pool has generated the RMF investment income of £238,687 (2020: £223,507).

**Epsom College Enterprises Limited ("Enterprises")**

Epsom College Enterprises Limited is a wholly owned subsidiary company. During the year Epsom College Enterprises donated £47,935 (2020: £136,000) of income to Epsom College.

In addition, the College made payments for salaries and expenses on behalf of Enterprises, which totalled £91,302 (2020: £111,644). All expenses were reimbursed by Enterprises. During the year Epsom College was loaned £165,000 from Epsom College Enterprises which was repaid in full within the year. At the year-end, Epsom College Enterprises owed the College £53,126 (2020: £50,168).

**Epsom College Overseas Limited ("Overseas")**

Epsom College Overseas Limited is a wholly owned subsidiary company.

During the year Overseas donated £194,400 (2020: £167,000) of income to Epsom College. In addition, the College made payments for expenses on behalf of Overseas, which totalled £4,351 (2020: £34,761). All expenses were reimbursed by Overseas. Epsom College was loaned £95,000 from Epsom College Overseas which was repaid in full within the year. At the year-end, Epsom College Overseas owed the College £194,400 (2020: College owed Epsom College Overseas £3,871).

**Epsom College in Malaysia**

During the year to 30 June 2021, there were no rechargeable costs incurred by the College which required invoicing to Epsom College in Malaysia (2020: £10,998). A balance of £nil remained unpaid at the year-end (2020: £nil).

**ROYAL MEDICAL FOUNDATION OF EPSOM COLLEGE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2021**

**25. COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES 30<sup>TH</sup> JUNE 2020**

	Notes	Unrestricted £'000	Restricted £'000	Endowed £'000	Total 2020 £'000
<b>INCOME AND ENDOWMENTS FROM:</b>					
<b>Charitable activities</b>					
School fees receivable	2	22,585	-	-	22,585
Ancillary trading income	3	1,849	-	-	1,849
<b>Other trading activities</b>					
Non-ancillary trading income	4	468	-	-	468
Other activities	4	232	-	-	232
<b>Investments</b>					
Investment income		86	343	-	429
Bank and other interest		8	-	-	8
<b>Voluntary sources</b>					
Grants and donations	5	768	1,161	-	1,929
<b>TOTAL INCOME</b>		<b>25,996</b>	<b>1,504</b>	<b>-</b>	<b>27,500</b>
<b>EXPENDITURE ON:</b>					
<b>Raising funds</b>					
Non-ancillary trading	6	141	-	-	141
Financing costs	6,7	365	-	-	365
Investment management	6	11	14	45	70
Fundraising and development	6	190	-	-	190
<b>TOTAL DEDUCTIBLE COSTS</b>		<b>707</b>	<b>14</b>	<b>45</b>	<b>766</b>
<b>CHARITABLE ACTIVITIES</b>					
Education and grant making	6	24,905	492	-	25,395
<b>TOTAL EXPENDITURE</b>	6	<b>25,612</b>	<b>506</b>	<b>45</b>	<b>26,163</b>
<b>NET INCOME/(EXPENDITURE) FROM OPERATIONS</b>					
		384	998	(45)	1,337
Gains on investments	10	36	39	142	217
<b>NET INCOME/(EXPENDITURE) FOR THE YEAR</b>		<b>420</b>	<b>1,037</b>	<b>97</b>	<b>1,554</b>
Pension scheme actuarial (losses)/gains	19	(3)	-	-	(3)
<b>NET MOVEMENT IN FUNDS</b>		<b>417</b>	<b>1,037</b>	<b>97</b>	<b>1,551</b>
Fund balances brought forward at 1 July	18	18,037	4,484	10,600	33,121
<b>FUND BALANCES CARRIED FORWARD AT 30 JUNE</b>	18	<b>18,454</b>	<b>5,521</b>	<b>10,697</b>	<b>34,672</b>