

# **Palmers Green High School Limited**

**Limited by guarantee**

**Registered Company Number 0537727**

**Registered Charity No. 312629**

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

**For the year ended**

**31 July 2024**

# Palmers Green High School Limited

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for the year ended 31 July 2024

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# Palmers Green High School Limited

## REPORT OF THE GOVERNORS

for the year ended 31 July 2024

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### Governors and Directors

The directors of the company are Members of the Council of Management, and also Governors and Trustees of the Charity.

Mr JK Atkinson *	Mrs K Tidmarsh
Miss A Averkiou	Mr A Frankal*
Mrs M Curtis*	Rev. J V Coleman
Miss A Eliades	Mr G Tidmarsh*
Mrs B Goulding	Mr D Lewis*
Miss D Trivedi	

\*Members of the Finance and General Purposes Committee

### Officers

Headmistress	Ms S Proudlove
Bursar and Company Secretary	Mrs L Barnard
Deputy Head	Miss H Lucas

### Advisers

Solicitors	Veale Wasbrough Vizards Orchard Court Orchard Lane Bristol BS1 5WS	Woknest Woodhouse Church Lane Aldford Cheshire CH3 6JD
Bankers	HSBC Bank Plc 1 Aldermans Hill Palmers Green London N13 4YE	
Auditors	Moore Kingston Smith LLP Floor 6 9 Appold Street London EC2A 2AP	
Investment Managers	EFG Private Bank Limited Park House 116 Park Street London W1K 6AP	
Insurance Brokers	Hettle Andrews Eleven Brindleyplace 2 Brunswick Square Brindleyplace Birmingham B1 2LP	

### ADDRESS

Palmers Green High School  
104 Hoppers Road  
Winchmore Hill  
London N21 3LJ

Website

[www.pghs.co.uk](http://www.pghs.co.uk)



**PALMERS GREEN  
HIGH SCHOOL**

**104 Hoppers Road, London, N21 3LJ, 0208 886 1135**

**REFERENCE AND ADMINISTRATIVE INFORMATION**

Palmer's Green High School was founded in 1905 and was privately owned until its incorporation in 1954 as a company limited by guarantee and not having a share capital (Registered No. 537727). The school is a registered educational charity No. 312629. The school's governors, executive officers, professional advisers and address are given on page 1.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Document**

The school is governed by its Memorandum and Articles of Association last amended in September 2007.

**Recruitment and Training of Governors**

New Governors are inducted into the workings of the Company as a registered Charity including Board Policy and Procedures and also of the school, at a meeting specially organised for them by the Head and Bursar. All Governors have access, as appropriate to their individual skills and experience, to trustee training workshops as organised by the Association of Governing Bodies of Independent Schools (AGBIS), the Independent Schools Inspectorate (ISI) and the Independent Schools Bursars Association (ISBA).

The Governors are appointed annually by the School Council. In accordance with the Articles of Association one fifth or, if their number is not five or a multiple of five, the nearest to one fifth retire by rotation in the year at the Annual General Meeting. At the AGM in November 2023, Mrs Karen Tidmarsh and Miss Devkee Trivedi were re-elected.

Miss Devkee Trivedi resigned from the Governing Body in June 2024 and was thanked for her contribution in the minutes of the School Council meeting on 26<sup>th</sup> June. The Reverend Julie Coleman resigned from the Governing Body on 28<sup>th</sup> June.

**Organisational Management**

The Governors meet as a Board at least three times a year to determine the general policy of the company and to review its overall management and control, for which they are legally responsible. The Finance and General Purposes Committee, chaired by Mr Frankal, meets three to four weeks before each meeting of the full School Council to monitor and review budgets, accounts and reports for approval by the School Council. The Education Committee, chaired by Mrs Tidmarsh, meets termly during the year to review academic matters. The Buildings Committee, chaired by Mr Atkinson, meets termly and additionally on the instructions of the School Council to plan and manage building projects. The Risk Mitigation Committee, chaired by Miss Averkiou, meets termly. There is a named governor for child protection and safeguarding and a named governor for health and safety (including school trips). The Pensions Committee and Remuneration Committee are sub-committees of the School Council, which meet at least annually. The Executive Committee meets as required and comprises the Chair of Governors, the Vice Chair of Governors and the Chair of the Finance & General Purposes Committee.

The day-to-day running of the school is delegated to the Head and Bursar, supported by the Deputy Head and staff. The Head and the Bursar attend meetings of all the above governors' committees, with the Deputy Head attending Education Committee meetings (the Bursar does not attend Education committee meetings). The key

## **REPORT OF THE GOVERNORS FOR THE YEAR ENDED 31 JULY 2024**

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management personnel are the Head, the Bursar and the Deputy Head and their remuneration is determined by the Governors annually, taking account of their roles, experience and rates of pay in similar local independent schools.

### **Volunteers**

Governors do not receive any remuneration for their services. The breadth of professional expertise within the governing body provides appropriate scrutiny and support for the school in the areas of education, finance, law, public relations and construction. Parents volunteer on an ad hoc basis to accompany educational visits, where they are always under the supervision of a member of PGHS staff. Parental support for offsite visits ensures that appropriate adult:pupil ratios are maintained in order to facilitate the safety of pupils, as well as providing an adult perspective on places, objects and events. During the year, several parents have been into school or Nursery to talk to pupils about, for example: "What Babies Need", Ramadan and Jamaica (for Black History Month).

### **Relationships**

Palmers Green High School is an accredited member of the Independent Schools Council (ISC), the Girls' Schools Association (GSA) and the Independent Schools Association (ISA). The school supports networking with other schools, and staff both host and attend seminars and cluster group meetings, which provide opportunities for staff development.

Former pupils retain a close relationship with the school through the alumni network and the Parents and Friends Association provides opportunities for members of the wider school community to interact with the school through a regular programme of events. Three members of the governing body are former pupils of the school.

The school supports many local and national charities including, in 2023-2024, Jeans for Genes, Children in Need, Save the Children, Noah's Ark Hospice, Bowel Cancer UK, Great Ormond Street Hospital and St John The Evangelist church in Winchmore Hill. Over the year, £7,954.52 has been raised in total for charity donation.

### **Risk Management**

The Governors are responsible for the management of the risks faced by the school. Detailed considerations of risk are delegated to the Risk Mitigation Committee. The main areas of the charity's operations and the major risks faced in each of these areas have been identified, assessed and suitable controls established. A formal review of these risk management processes is undertaken on an annual basis.

The key controls used by the school include:

- Regular review of the risk assessments in place for the safe operation of the School in the COVID-19 environment.
- The School's membership of the Teachers' Pension Scheme is reviewed on a regular basis.
- Fee levels are discussed in detail at the Spring Term F&GP Committee and School Council meetings, with comparative statistics published by competitor schools in addition to general financial information e.g. the rate of inflation;
- Expenditure is closely monitored by the Head and Bursar, and reviewed by the F&GP Committee each term. The School's accounts are audited annually;
- Approval for major capital expenditure is closely scrutinised by the Buildings Committee and the F&GP Committee;
- Formal written policies are reviewed annually;
- There are formal agendas and minutes for all committee meetings;
- Strategic planning, budgeting, and management reports are regularly reviewed by the Governors; and
- There are regular reports to the Governors from the Head and Bursar.

In the opinion of the Governors, the major risks to which the school is exposed (as identified by them), include affordability and associated pupil numbers, the change of government and the consequential effects on the independent school sector. These risks have been reviewed and systems established which, under normal conditions, should allow these risks to be mitigated to an acceptable level in its day-to-day operations. Major risks to the school going forward (in particular 2024-25) are fees subject to VAT, loss of Business Rates Relief

## **REPORT OF THE GOVERNORS FOR THE YEAR ENDED 31 JULY 2024**

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and increase in employers' contributions to the Teachers Pension Scheme. 5 Year financial plans have been modelled to show impact of these risks.

Loss of pupil numbers in the Nursery became critical in May 2024 as only 1 pupil had registered and all existing pupils were due to move to Reception settings in Sept 2024. The decision to close the Nursery (temporarily) was taken and the four staff at the Nursery were made redundant at the end of the 2023-2024 academic year (Head of Nursery, 2 x Teaching Assistants and 1 Cleaner). The Nursery building is being checked on a weekly basis for security and maintenance purposes.

The Governors established a working party, led by Mrs Bronwen Goulding, to look into the ramifications of the increases in employers' contributions to the Teachers Pensions Scheme. To protect the finances of the School going forwards, Governors agreed to a "phased withdrawal" from the TPS as of 1st September 2024, replacing it with an Aviva scheme offering a 5% minimum employee contribution (regardless of salary scale) and 22% employer's contribution – plus income protection and life insurance. Existing teaching staff were offered the option of remaining in the TPS and taking a salary freeze for a year to compensate for the additional cost to the school of the 5% increase in TPS employers' contributions – or withdrawing from the TPS and enrolling in the APTIS scheme. This announcement was made to staff on 22nd April 2024. Teaching staff advised that they wanted to stay in the TPS scheme and receive a pay rise in 2024. Governors were unable to agree to this and the teaching staff mounted industrial action and went on strike for 2 days at the end of the academic year on 8th and 9th July (the school broke up for Summer on 10th July). A further 6 days of industrial action were threatened for the start of the 24-25 academic year and Governors and Union reps met with ACAS to agree a way forward. Following this meeting on 9th September, to avoid further industrial action which would have had severe financial repercussions for the school, Governors agreed to a 2.2% pay increase with teaching staff remaining in the TPS at 28.68% employer contributions and recognition of the NEU and NASUWT as unions by December 2024.

### **OBJECTS, AIMS AND ACTIVITIES**

#### **Charitable Objects**

To promote and provide for the advancement of education by providing, conducting, governing, carrying on and maintaining in the United Kingdom, or elsewhere, a boarding or day school or schools but so that each school shall be carried on as an educational charity.

#### **Principal Activities**

Palmers Green High School Limited is an educational charity providing single-sex education for girls aged between 3 and 16 years. In 2023-2024 the School educated a total of 255 pupils in Nursery, Preparatory, Junior and Senior Departments.

#### **Aims**

Palmers Green High School aims to maintain an impressive record of success, both academically and in the broader spectrum. By encouraging pupils to take advantage of the expertise of the teaching staff and to access the wide range of activities available, pupils should be able to achieve their potential. Pupils are encouraged to gain an awareness of the needs of others and as part of this strategy they are involved in fundraising activities that contribute regularly to different charities.

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

In 2023-2024, the main objective of the school was to continue to provide a first-class education to pupils, facilitated through a dynamic teaching environment, thereby enabling the school to continue to achieve excellence, as recognised by ISI (Independent Schools Inspectorate) in the Focused Compliance and Educational Quality inspection in January 2022. The main non-academic focus was to continue to improve facilities throughout the school site and to ensure the school remained compliant in all areas of health and safety.

Staff have undertaken a variety of training this year through a combination of face to face and online provision. The courses have included whole staff (update) training on KCSIE and Safeguarding (Sept 2023), Supporting Pupils with Neurodiversity (Sept 2023), The Role of the Form Tutor (Sept 2023), Using the Smart Board (January 2024), Oracy: Sharing Good Practice (Jan 2024), AI in Schools (Jan 2024), Tooled Up Education (Jan

## **REPORT OF THE GOVERNORS FOR THE YEAR ENDED 31 JULY 2024**

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2024), Managing Parental Communications (June 2024). Staff training sessions also focused on the school development plan.

Staff have also undertaken individual continuing professional development training in a wide range of topics which include: Child Protection and Safeguarding, Emergency First Aid, Paediatric First Aid and First Aid at Work, Use of Reasonable Force in Schools, ADHD Awareness, Health and Safety, Fire Safety and Fire Marshalling, Early Years, GDPR, Access Arrangements and Autism Spectrum Disorder. Courses have been accessed face to face and online through Educare, AGBIS, ASCL, Examination Boards, GSA, ISBA and ISI to ensure that staff knowledge is kept up to date at all times.

### **Public Benefit**

The Governors confirmed they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission. As part of our public benefit provision we continued to award scholarships, subject awards and means-tested bursaries.

PGHS has formed a range of links that benefit the local community and beyond. Year 9-11 pupils have been able to volunteer locally in charity shops and care homes as part of their Duke of Edinburgh Award. The school's chamber choir sang at Christmas time at Anastasia Lodge, a residential home for older people. In 2023-2024, we held several events in the local church, and donations given at these events provide income for the church community. We donate food and toiletries to the local community in the Autumn term each year as part of our Harvest Festival. This year we also organised a clothing drive for SmartWorks, a charity that helps women return to work through support with interviews and by providing workwear.

In 2023-2024 we continued to build our partnership with local charity, Enfield Cooking Champions. Year 5 pupils attended monthly Community Lunches where members of the local community are offered a free hot lunch and an opportunity to meet others. We continued to fundraise for Cooking Champions and donated items to their food bank.

The school raises money through many fundraising activities and this is donated to charities, many of which are providing services in the local area. Our international links include the support given over a number of years to the HART (Humanitarian Aid Relief) charity. Annually Senior pupils enter the HART Prize for Human Rights competition with great success.

### **Financial Assistance for Fees**

Scholarships, bursaries and awards are available to candidates whose ability enables them to benefit from the academic rigour of the school. Fee reductions for bursaries and hardship awards were determined on the basis of family income by the Bursar in consultation with the Head and Chair of the Board of Governors. The Governors are committed to widening access to the school and intend to continue to provide means-tested awards. In 2023-24 Governors extended eligibility to apply for bursaries at the point of entry to school from Year 3 onwards.

## **PGHS EQUALITY, DIVERSITY and INCLUSION**

PGHS follows its Equality, Diversity and Inclusion Policy, the full policy is available on request from the School.

### **Policy Statement**

We see the diverse population of staff, pupils and their families at Palmers Green High School (PGHS) as one of the school's greatest strengths. At PGHS, we are committed to creating an environment for the whole school community that demonstrates shared values of inclusion, equality, fairness and respect.

### **Overall aims**

At PGHS, we understand and take seriously our responsibility as educators to ensure that we promote the message of equality, embrace diversity and are actively anti-racist in our curriculum, our ethos and our teaching; we understand the need to address in meaningful and sensitive ways all of the issues that young people face in these areas.

## **REPORT OF THE GOVERNORS FOR THE YEAR ENDED 31 JULY 2024**

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PGHS strives to be an inclusive and tolerant environment in which the wellbeing of every young person comes first. Should a pupil ever be worried about racism or feel they have been the victim of abuse of any kind they should report it immediately as racism cannot be tolerated.

Our aims are to:

- make sure that all pupils and staff are encouraged and supported to achieve their full potential;
- provide an environment which respects and values diversity and shows consideration for the traditions, cultures and religious practices of people from different racial groups and different geographical regions;
- challenge racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping, however thoughtless or unintentional;
- prevent direct and indirect, overt and covert discrimination on grounds of race or geographical origin and
- assist in the identification of possible barriers to equality of opportunity for pupils and staff and to ensure that these barriers are addressed where possible.

The school will tackle inappropriate attitudes and practices through staff leading by example, through the personal, social, health and economic education (PSHEE) programme, through assemblies, through the supportive school culture and through the school's policies.

Inappropriate attitudes and practices will be challenged. Pupils will be encouraged to value and respect appropriately all those they encounter at or through the school.

### **Recruitment**

PGHS is an equal opportunity employer and we are fully committed to a policy of treating all of our employees and job applicants equally in all aspects of employment. We take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications. Our recruitment publicity aims to positively encourage applications from all suitably qualified people when advertising job vacancies in order to attract applications from all sections of the community.

### **Governance**

The governing body is composed of a diverse range of people from a variety of backgrounds, cultures and religions. We always look to recruit new members from groups which reflect the diversity of our school community.

### **Progress**

- EDI policy reviewed and updated annually.
- The Head of History, Deputy Head and other teachers work with pupils annually to lead on several aspects of EDI such as BHM, Diversity Day and Mental Health Awareness Week.
- Staff Recruitment policy reviewed annually to ensure that it is inclusive.
- GCSE data reviewed annually to ensure equality of performance.
- All staff attended Unconscious Bias Training in Autumn 2020 and staff participated in Hemisphere Education CPD in 2022 to build racial literacy and combat bias.
- Pupils lead assemblies for Black History Month on inspirational people of colour.
- All departments undertake a review of their practice and resources.
- Assistant Head (Pastoral) appointed in October 2023 with the lead responsibility for EDI.
- The school began working towards the Equaliteach Equalities Award. We hope to achieve this accreditation in 2024-2025.

## **REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR**

## **REPORT OF THE GOVERNORS FOR THE YEAR ENDED 31 JULY 2024**

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In the academic year 2023-2024, 27 pupils were awarded grades in GCSE, IGCSE and FSMQ (Free Standing Maths Qualification) qualifications with 99% of GCSE/IGCSE grades being 9-4. The School's overall percentage of (I)GCSEs at grade 9 was 19%, grades 9/8 was 44% and 9-7 was 72%.

In November 2023 the school ranked Number 2 in the Parent Power League Tables produced by The Sunday Times in the independent schools with no sixth form category and we await the results of this for the academic year 2023-2024.

The school carries out annual and on-going reviews include benchmarking against national standards, using raw and value-added data e.g., MidYIS and GL Assessments, which enables the school to maintain the highest possible standards. In 2016, the School discontinued participation in the KS1 and KS2 national tests due to the uncertainty and controversy surrounding the efficacy of these tests and the negative implications for delivering a rounded education in the primary phase.

In 2023-2024, pupils were able to take part in a range of activities to extend their knowledge, enrich their understanding of the curriculum and broaden their wider cultural experiences.

School visits have included: study skills sessions provided by Elevate and Glia Learning; age-appropriate workshops led by notable authors and poets such as Diane Samuels and Sophie Mckenie in October 2023, Joyce Efia Harmer and Michael Holland in March 2024 and Terrie Chilvers (June 2024). Pupils in Years 6-10 attended a Zoom event with Alastair Campbell. Pupils in Years 10 and 11 met professional footballer Bethany England. For Holocaust Memorial day, pupils heard about the experiences of a holocaust survivor. In July 2024, pupils from Years 6-10 attended workshops from the RAP project and Years 7-10 took part in the National Careers Challenge. Pupils – senior and junior – enjoyed Onatti foreign language theatre performances and pupils in Year 2 enjoyed a virtual visit from "Mary Seacole". Year 6 learnt about safety from Transport to London. During 2023-2024, Nursery were visited a Street Dance company (Artz Kidz), and crew from Edmonton Fire Station. The Preps were visited by Zoolab and enjoyed a virtual "meet the author" visit as well as a Drama workshop by an external provider. As detailed elsewhere in this report, several parents have been into school and nursery to talk to pupils about events such as Ramadan and Jamaica (for Black History Month).

In September 2023 Year 7 went to Gilwell Park for a 3-day residential. Year 5 enjoyed a 3-day residential trip to Flatford Mill in May 2024.

The school calendar was enriched by a wide variety of educational trips. In September and October 2023, there were GCSE Biology fieldwork trips in Epping Forest and Year 11 Geographers went on a fieldwork trip to the Olympic Park in Stratford. June 2024 saw the second Geography fieldwork trip to Walton-on-the-Naze. Year 9 enjoyed a Spanish cultural evening in a local restaurant. Theatre trips included: The Little Big Things, Wicked, Chickenshed, Kiss me Kate, Spirited Away, Frantic Assembly Metamorphosis and the Lower School Pantomime trip to the Millfield Theatre. There were KS3 visits to the Tower of London and GCSE D&T pupils went to the Design Museum. Year 1 went to the National Gallery, Year 2 went to the Gunpowder Mills, Year 4 to Hever Castle and 5 went to the British Museum. Nursery enjoyed visits to Woodcroft Outdoor Space, Capel Manor and Hertfordshire Zoo. All year groups, including the Nursery, enjoyed end of year educational and activity day trips including Year 10 to Cambridge, and the Juniors to Lambourne End.

Music and Drama thrived during 2023-2024 with notable performances at the Carol Service, Spring and Summer concerts, Founders Day and performing arts assemblies. In January 2024 over 60 pupils participated in Young Voices at the O2 arena, a highlight of the calendar. In March 2024, the Junior and Senior departments came together for an excellent production of assorted Grimm Tales. Each Junior year group performed class assemblies for parents and the Drama and Music productions/performances for Year 3 and 4 and Year 5 and 6 Prize Giving events in July 2024 were a delight.

To strengthen our pastoral care and support for parents, in 2023-2024, PGHS launched two new initiatives. Firstly we became a Girls on Board School. Girls on Board is an approach that empowers girls in school to navigate the choppy waters of friendships for themselves. The approach helps girls, their teachers and their parents understand the complexities and dynamics of girl friendships. Pupils across the age range participate in Girls on Board sessions which are non-judgmental and reflective, designed to raise empathy amongst the girls.

## **REPORT OF THE GOVERNORS FOR THE YEAR ENDED 31 JULY 2024**

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In 2023, we also became a Tooled Up school. In January 2024, PGHS became a "Tooled Up School". Tooled Up is an organisation with the mission to give every parent and every teacher the tools needed to develop children into young adults who are self-confident, self-sufficient and full of self-worth; curious about the world and passionate about learning; digitally skilled and digitally resilient. The Tooled Up digital library hosts a wealth of information for parents and teachers in the form of downloadable activities, recorded sessions and live, interactive webinars. The founder, Dr Kathy Weston, has collated the most up-to-date research from around the world to create easy to use resources and evidence-based information.

Another focus for 2023-2024 was the setting up of the first ever PGHS Eco Committee. The group of pupils worked tirelessly to successfully meet the requirements of the Eco-Schools Green Flag award.

In December 2023 a new IT consultancy, Quest Technologies, took over from J&G Systems who withdrew from the London Market. Quest integrated into the school seamlessly and has implemented many new IT initiatives, including a new firewall and improved cyber security measures over the last 9 months. Quest has also worked tirelessly and collaboratively over the summer months to help the school in the transition of its MIS from SchoolBase to iSAMS (which went live on 1st September 2024).

The school tendered its catering contract in the Spring Term of 2023-24 and 3 contractors were shortlisted to present to the school in May 2024. Each company offered a tasting opportunity to staff and a panel of pupils from year 4 to year 10 (including the newly elected Head Girls for 2024-25) and a presentation to senior staff. Accent Catering were awarded the contract and they took over from Harrisons Catering on 31st August 2024.

The programme of buildings improvements continued apace over the course of 2023-24, including the installation of the moveable, dividing wall in the ESH – enabling the space to be used as two additional teaching areas, decoration of the North stairwell, IT and Art corridor, lobby space outside Geography and Years 1, 3, 4, 5 and 6 classrooms.

The dining hall was refurbished during the 2024 Easter Holidays to include bespoke, fitted storage, new flooring, new furniture, fitting of acoustic panels, new fridges and new furniture – replacing the old trestle tables and benches with bespoke tables and stools that can be configured in different numbers – enabling children to eat with their friendship groups. The cost of this was partially met by a very generous donation from the PGHS Parents and Friends Group.

The issue of pupil storage and the fact that personal bags/coats were being stored on the backs of chairs in senior form rooms was addressed. 122 new lockers were installed in the main hall, PE changing room and Geography lobby and the senior corridor was refurbished extensively by removing the existing internal walls between 3 senior classrooms and corridor and replacing with bespoke plywood walls featuring 39 lockers in each of the classrooms. New carpet was laid in all of these rooms and the corridor itself. All lift-top desks and existing chairs were removed and replaced with padded chairs and trapezoidal tables on wheels that can be configured in different groups to encourage interaction and collaboration amongst pupils during lessons and allow teachers to move around the class more freely.

The Parents and Friends Association (PFA) have continued to support the School, bringing together the community and raising funds for the school. The highlight of the year was the Christmas Fayre which raised over £8000. The PFA also ran Valentine's breakfasts, spring breakfasts, Preps and Junior Discos, and a junior movie night. Their pre-loved uniform sales also continue to raise funds for the School.

### **FINANCIAL REVIEW AND RESULTS FOR THE YEAR**

The total income for the year ending 31 July 2024 amounted to £4,188,175 (2023: £3,847,988) an increase of £340,187 on the previous year. Expenditure increased by £324,981 to £4,062,556 (2023: £3,737,575). The net income before investment gains and losses for the year was £125,619 (2023: £4,346). Cash and deposit at the bank has increased by 36% bringing the cash in hand and at bank to £2,489,455 (2023 £1,827,046).

### **Reserves Policy**

The school's total funds stood at £7,625,617 as at 31 July 2024, of which £2,467,262 was deployed as part of the school premises and equipment, £187,198 related to the revaluation reserve leaving £4,971,157 as general

## **REPORT OF THE GOVERNORS FOR THE YEAR ENDED 31 JULY 2024**

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reserves, of which £2,670,652 represents free reserves. As recommended by the School's auditors, the Governors consider that free reserves of estimated expenditure for a minimum of two full terms is prudent and practicable to cover the risks and uncertainties of operating as an independent educational establishment.

The school has worked very hard to build reserves to ensure there remains a sufficient fund to cover future projects and developments to fulfil the needs of the business or comply with government legislation, start-up costs of new educational activities, and day-to-day working capital needs. The policy is therefore to continue to maintain reserves out of annual operating surpluses to continue to equip the school with the up-to-date facilities needed to maintain the standard of educational services currently provided.

The reserves policy will be reviewed on an annual basis.

### **Investment Policy**

Any net incoming resources at the end of the financial year are invested in an interest-earning bank account, when considerations of working capital needs are taken into consideration. It is the policy of the Governors to review the rates on investment accounts on an on-going basis. The Governors shall consult with charity investment experts to ensure that the best rates are obtained to enable funds to grow at the most advantageous rate whilst taking into consideration the need to safeguard the charity's assets against undue risk.

### **FUTURE PLANS**

Under the guidance of various Governors' Committees, the school aims to:

- 1) Continue to ensure that they discharge their responsibilities for promoting and safeguarding the welfare of pupils;
- 2) Continue to develop staff expertise through advisory visits from educational consultants and attendance at courses and in-house training, including training and developing new staff and those undertaking new roles within the school;
- 3) Continue to ensure that staff and pupil performance continues to be monitored and evaluated appropriately, including 'self-evaluation' and 'performance appraisal' for teaching staff and external appraisal for the Head and Bursar;
- 4) Continue to work with local schools, both state-funded and fee paying;
- 5) Continue to provide appropriate resources for teaching and in particular ensure that the school's ICT facilities are up to date and support teaching and learning effectively; and
- 6) Continue to review school facilities to maintain a pleasant environment within the school buildings.
- 7) Consider all options available with a view to relocating the Nursery closer to the main school.

### **GOVERNORS' RESPONSIBILITIES**

The governors (who are also directors of Palmers Green High School Limited for the purposes of company law) are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires governors to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;

**REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2024**

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- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

In so far as the governors are aware:

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

**Auditors**

Moore Kingston Smith LLP have indicated their willingness to continue in office and, in accordance with section 487(2) of the Companies Act 2006, it is proposed that they be re-appointed auditors for the ensuing year.

Approved by the Board of Governors and signed on their behalf by:



Mrs M Curtis  
Director

Date:

13 November 2024

# Palmers Green High School Limited

## INDEPENDENT AUDITORS REPORT ON THE FINANCIAL STATEMENTS

for the year ended 31 July 2024

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### Opinion

We have audited the financial statements of Palmers Green High School Limited ('the charitable company') for the year ended 31 July 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

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

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

# Palmers Green High School Limited

## INDEPENDENT AUDITORS REPORT ON THE FINANCIAL STATEMENTS

for the year ended 31 July 2024

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### Other information (continued)

We have nothing to report in this regard.

### Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the strategic report and the governors' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the governors' annual report have been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the governors' annual report.

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

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

### Responsibilities of governors

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

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

### Auditor's responsibilities for the audit of the financial statements (continued)

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

# Palmers Green High School Limited

## INDEPENDENT AUDITORS REPORT ON THE FINANCIAL STATEMENTS

for the year ended 31 July 2024

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

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

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

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

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the governors.

# Palmers Green High School Limited

## INDEPENDENT AUDITORS REPORT ON THE FINANCIAL STATEMENTS

for the year ended 31 July 2024

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### Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud (continued)

- Conclude on the appropriateness of the governors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluated the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

### Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Jonathan Aikens*

Jonathan Aikens

Senior Statutory Auditor

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Date: 21 November 2024

# Palmers Green High School Limited

STATEMENT OF FINANCIAL ACTIVITIES  
(including the income and expenditure statement)  
for the year ended 31 July 2024

	Notes	Unrestricted / Designated funds £	Restricted funds £	Total 2024 £	Total 2023 £
<b>INCOME</b>					
<b>Income from charitable activities</b>					
School fees	2	3,952,468	-	3,952,468	3,676,627
Other educational income	3	120,142	-	120,142	112,518
<b>Income from investments</b>					
Sub-lettings	4	75,882	-	75,882	36,227
Investment Income	4	38,472	-	38,472	17,598
<b>Donations &amp; Legacies</b>					
Donations	5	1,211	-	1,211	5,018
<b>Total income</b>		<b>4,188,175</b>	<b>-</b>	<b>4,188,175</b>	<b>3,847,988</b>
<b>EXPENDITURE</b>					
<b>Raising Funds</b>					
Raising funds	6	21,877	-	21,877	16,494
Interest and other costs	6	1,967	-	1,967	6,043
<b>Charitable activities</b>					
Schools and grant making	6	4,038,712	-	4,038,712	3,715,038
<b>Total expenditure</b>	<b>6</b>	<b>4,062,556</b>	<b>-</b>	<b>4,062,556</b>	<b>3,737,575</b>
<b>Net operating income/(expenditure)</b>		<b>125,619</b>	<b>-</b>	<b>125,619</b>	<b>110,413</b>
<b>Other recognised gains and losses</b>					
Realised and unrealised (loss)/gain on investments	12	142,318	-	142,318	4,346
<b>Net income/(expenditure)</b>		<b>267,937</b>	<b>-</b>	<b>267,937</b>	<b>114,759</b>
Transfer between funds		-	-	-	-
<b>Net movement in funds</b>		<b>267,937</b>	<b>-</b>	<b>267,937</b>	<b>114,759</b>
Total funds brought forward		7,357,680	-	7,357,680	7,242,921
Total funds carried forward	15,16	7,625,617	-	7,625,617	7,357,680

All amounts derive from continuing activities.

The charitable company has no recognised gains or losses other than the net income for the year.

The accompanying notes form part of these financial statements.

All income & expenditure in 2023 & 2024 was unrestricted .

# Palmers Green High School Limited

BALANCE SHEET  
as at 31 July 2024

	Notes	2024 £	2023 £
<b>FIXED ASSETS</b>			
Tangible assets	11	2,467,263	2,098,330
Investments	12	3,948,170	3,828,964
		<u>6,415,433</u>	<u>5,927,294</u>
<b>CURRENT ASSETS</b>			
Debtors	13	83,243	66,143
Cash at bank and in hand		2,489,455	1,827,046
		<u>2,572,699</u>	<u>1,893,189</u>
<b>CREDITORS: Amounts falling due within one year</b>	14	(1,362,515)	(462,803)
		<u>1,210,184</u>	<u>1,430,386</u>
<b>NET CURRENT ASSETS</b>			
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>7,625,617</u>	<u>7,357,680</u>
<b>NET ASSETS</b>		<u>7,625,617</u>	<u>7,357,680</u>
<b>FUNDS</b>			
Unrestricted			
General fund	15	4,971,157	5,072,152
Designated fund	15	2,467,262	2,098,330
Revaluation reserve	15	187,198	187,198
		<u>7,625,617</u>	<u>7,357,680</u>

13 November 2024

Approved and authorised for issue by the Board of Governors on ..... and signed on their behalf by:



Mrs M Curtis  
Chair of the Board of Governors

The accompanying notes form part of these financial statements.  
Company Number: 0537727

# Palmers Green High School Limited

CASHFLOW STATEMENT  
for the year ended 31 July 2024

CASH FLOW STATEMENT	Notes	2024 £	2023 £
Net cash inflow from operating activities	20	1,139,615	(192,878)
<b>Cash flows from investing activities:</b>			
Bank interest received		38,472	17,598
Interest payable		(1,967)	(6,043)
Proceeds from sale of investments		21,836	6,576
Payments to acquire fixed assets		(536,819)	(152,592)
Payments to acquire investments		-	(840,338)
Net cash outflow from investing activities		661,137	(1,167,677)
Increase/(decrease) in cash		661,137	(1,167,677)
Cash and cash equivalents at the beginning of the reporting period		1,830,511	2,998,188
Cash and cash equivalents at the end of the reporting period		2,491,648	1,830,511
<b>Cash and cash equivalents:</b>			
Cash at bank and in hand		2,489,455	1,827,046
Cash held as part of investment portfolio		2,185	3,465
		2,491,640	1,830,511

# Palmers Green High School Limited

## ACCOUNTING POLICIES

for the year ended 31 July 2024

### 1 ACCOUNTING POLICIES

Palmers Green High School Limited is a company limited by guarantee with registered number 0537727, incorporated and domiciled in England and Wales. Its registered office is Palmers Green High School, 104 Hoppers Road, Winchmore Hill, London, N21 3LJ.

#### 1.1 ACCOUNTING CONVENTION

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charitable Company is a public benefit entity for the purposes of FRS 102 and therefore the Charity also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP), the Companies Act 2006 and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared on the historical cost convention, modified by the recognition of certain investments, investments properties, and financial assets and liabilities measured at fair value. The principal accounting policies are set out below.

#### 1.2 GOING CONCERN

The governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on its ability to continue as a going concern. The budgeting and forecasting reviewed by the governors has considered the ongoing impact of the current rate of inflation and increases in the cost living. The pupil numbers have been stable however we accept there is still uncertainty around future pupil numbers, particularly with the introduction of VAT on fees from January 2025. Consideration has been given to the value of the investments held on the balance sheet and the governors believe there is no indication there has been a permanent change on the investment values as a result of the current economic situation. After making appropriate enquiries the governors concluded that the charitable company remains financially viable in the long term and will have adequate resources to meet its ongoing liabilities as they fall due for the period at least 12 month from the date of approval of these accounts. On that basis the governors conclude that the charitable company is a going concern and continues to adopt the going concern basis in preparing these financial statements.

#### 1.3 FEES AND SIMILAR INCOME

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

#### 1.4 DONATIONS AND GRANTS

Donations received for the general purposes of the school are included as unrestricted funds. Donations restricted by the wishes of the donor or the terms of an appeal are taken to restricted funds. Income from government or other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grant have been met, it is probable the income will be received and the amount can be reliably measured.

#### 1.5 EXPENDITURE

Expenditure is accounted for on an accruals basis and recognised when there is a constructive or legal obligation to pay for expenditure. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. These estimates are based on staff time or on floor area as appropriate.

Governance costs comprise the costs of running the School, including strategic planning for its future development, external audit, and all other costs of complying with constitutional and statutory requirements.

#### 1.6 FIXED ASSETS

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is provided on the original cost of all tangible fixed assets, at rates calculated to write off the costs less estimated residual value of each asset over its expected useful life as:

Freehold buildings	2% per annum
Freehold improvements	10% per annum
Furniture and equipment	10% per annum
Computer equipment	33.33% per annum
Motor vehicles	25% per annum

#### 1.7 INVESTMENT PROPERTIES

Investment property, which is property held to earn rentals and/or for capital appreciation, is measured using the fair value model and stated at its fair value as the reporting end date. The surplus or deficit on revaluation is recognised in general reserves.

#### 1.8 INVESTMENTS

Listed investments are included in the accounts at their market value, investment properties have been revalued to their deemed market value based on a professional valuation by a governor of the school.

#### 1.9 CASH AND CASH EQUIVALENTS

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.10 FINANCIAL INSTRUMENTS

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

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

##### BASIC FINANCIAL ASSETS

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

# Palmers Green High School Limited

## ACCOUNTING POLICIES

for the year ended 31 July 2024

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### OTHER FINANCIAL ASSETS

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value are recognised in profit or loss, except that investments in equity instruments that are not publicly traded and whose fair values cannot be measured reliably are measured at cost less impairment.

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

### IMPAIRMENT OF FINANCIAL ASSETS

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in expenditure.

### BASIC FINANCIAL LIABILITIES

Basic financial liabilities, including trade and other payables and bank loans, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Account payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

### 1.11 TAXES

Under Section 505 of the Income and Corporation Taxes Act 1988 the Company is exempt from certain taxes. Full account is taken of tax credits attaching to covenants and dividends.

### 1.12 FUNDS HELD BY THE SCHOOL ARE EITHER:

Unrestricted General Funds:

These are funds which can be used in accordance with the charitable objects at the discretion of the Governors.

Designated Funds:

These are funds set aside by the Governors out of unrestricted general funds for specific future purposes or projects.

Restricted Funds:

These are funds held for specific purposes as specified by the donor.

### 1.13 OPERATING LEASES

Rentals payable under operating leases are charged on a straight line basis over the lease term.

### 1.14 PENSIONS

The school contributes to the Teachers' Pension Scheme, a defined benefit scheme. The funds are held independently of the School's funds. The accounting policy follows the funding policy and accounts payable are charged to direct charitable expenditure so as to spread the cost of the pensions over the employees' working lives with the school. The school also make contributions to the personal pension schemes for non teaching staff.

### 1.15 JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

### 1.16 CRITICAL JUDGEMENTS

The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

The School uses a relevant local property index published on Rightmove.co.uk to establish the fair value of its investment properties since the properties were independently valued in 2017. The valuation is based upon the key assumptions of estimated rental values and market based yields. In determining fair value we make reference to market evidence and recent transaction prices for similar properties.

The school makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience. See note 14 for the net carrying amount of the debtors and associated impairment provision.

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually and are based on the directors' best estimate. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the property, plant and equipment and note 1 for the useful economic lives for each class of asset.

# Palmers Green High School Limited

NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 31 July 2024

2 FEE INCOME	2024	2023
The school's fee income comprised:	£	£
Gross fees	4,067,199	3,781,882
Less: Discounts	(114,731)	(105,255)
	<u>3,952,468</u>	<u>3,676,627</u>

3 OTHER EDUCATIONAL INCOME	2024	2023
	£	£
Extras and disbursements	106,327	95,624
Registration fees	4,725	9,600
Fees in lieu of notice	1,090	1,400
Other income	8,000	5,894
	<u>120,142</u>	<u>112,518</u>

4 INVESTMENT INCOME	2024	2023
	£	£
Interest received	38,472	17,598
Rent and lettings	75,882	36,227
	<u>114,354</u>	<u>53,825</u>

Included within the above is an amount of £nil (2023: £nil) which relates to restricted income.

5 DONATIONS AND GRANTS	2024	2023
	£	£
Donations and gifts	1,211	5,018
	<u>1,211</u>	<u>5,018</u>

Included within the above is an amount of £nil (2023: £nil) which relates to restricted income.

# Palmers Green High School Limited

NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 31 July 2024

## 6 EXPENDITURE

### (a) Costs of Raising Funds

	Staff costs (note 8) £	Other £	Depreciation £	Total 2024 £
Financing costs	-	1,967	-	1,967
Investment Management Fees	-	21,877	-	21,877
<b>Total Costs of Raising Funds</b>	<b>-</b>	<b>23,844</b>	<b>-</b>	<b>23,844</b>
<b>Charitable expenditure</b>	<b>Staff costs (note 8) £</b>	<b>Other £</b>	<b>Depreciation £</b>	<b>Total 2024 £</b>
Teaching	2,506,591	414,614	167,889	3,089,094
Welfare	-	73,232	-	73,232
Premises and Estates	130,675	145,707	-	276,382
Administration	295,822	280,944	-	576,766
Governance	-	23,238	-	23,238
<b>Total Charitable Expenditure</b>	<b>2,933,088</b>	<b>937,735</b>	<b>167,889</b>	<b>4,038,712</b>
<b>Total Expended</b>	<b>2,933,088</b>	<b>961,579</b>	<b>167,889</b>	<b>4,062,556</b>

Included within the charitable expenditure is an amount of £nil (2023: £nil) relating to restricted expenditure.

### Costs of Raising Funds

	Staff costs (note 8) £	Other £	Depreciation £	Total 2023 £
Financing costs	-	6,043	-	6,043
Investment Management Fees	-	16,494	-	16,494
<b>Total Costs of Raising Funds</b>	<b>-</b>	<b>22,537</b>	<b>-</b>	<b>22,537</b>

### Charitable expenditure

	Staff costs (note 8) £	Other £	Depreciation £	Total 2023 £
Teaching	2,334,561	309,315	183,268	2,827,144
Welfare	7,500	61,269	-	68,769
Premises and Estates	105,709	220,069	-	325,778
Administration	301,818	171,535	-	473,353
Governance	-	19,994	-	19,994
<b>Total Charitable Expenditure</b>	<b>2,749,588</b>	<b>782,182</b>	<b>183,268</b>	<b>3,715,038</b>
<b>Total Expended</b>	<b>2,749,588</b>	<b>804,719</b>	<b>183,268</b>	<b>3,737,575</b>

### (b) Other Governance Costs include:

	2024 £	2023 £
Auditors' remuneration		
- Audit Fees	17,650	16,950
- Other Auditors remuneration	4,570	2,460

### (c) Administration Costs

	2024 £	2023 £
Salaries	255,503	262,473
National Insurance	22,697	21,761
Pension Costs	17,622	17,584
Subscriptions	23,199	14,980
Staff Uniform	-	559
Postage and stationery	9,793	15,681
Miscellaneous - Administration	43,373	6,297
Bad debts	(1,871)	(1,018)
Legal and Professional Fees	42,509	49,166
Other Administration Costs	163,940	85,870
	<b>576,765</b>	<b>473,353</b>

# Palmers Green High School Limited

NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 31 July 2024

7 STAFF COSTS	2024 £	2023 £
Wages and salaries	2,246,502	2,136,478
Redundancy and settlement costs	58,099	7,500
Social security costs	227,835	216,360
Other pension costs	400,651	389,250
	<u>2,933,087</u>	<u>2,749,588</u>

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

	2024 No.	2023 No.
Teaching	51	54
Support	15	8
	<u>66</u>	<u>62</u>

The number of employees whose emoluments amounted to over

£60,000 in the year was as follows:

	2024 No.	2023 No.
£60,000 - £70,000	2	1
£90,000-£100,000	1	-
	<u>3</u>	<u>1</u>

Pension contributions for the year amounted to £48,268 (2023: £15,255) for the above employees.

## 8 GOVERNORS REMUNERATION AND BENEFITS

There were no Governors' remuneration or other benefits for the year ended 31 July 2024 nor for the year ended 31 July 2023.

To the year ended 31 July 2024 £nil (2023: £nil) of expenses were reimbursed to Governors.

Key management personnel include the Governors and the senior executives which are made up of the Head, Deputy Head and the Bursar. The total pay and benefits received by key management personnel were £306,782 (2023: £226,047).

## 9 PENSIONS

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £378,955 (2023: £369,711) and at the year end £39,457 (2023: £40,250) 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 2020 and the Valuation Report was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation has valued the 'greater value' benefits for groups of relevant members.

The employer contribution rate for the TPS is 28.6%, and employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

The support staff are members of a stakeholder scheme which is a defined contribution scheme. The pension charge for the year includes contributions payable to the scheme of £21,696 (31 July 2023: £19,536).

To protect the finances of the School going forwards, Governors agreed to a "phased withdrawal" from the TPS as of 1st September 2024, replacing it with an Aviva scheme offering a 5% minimum employee contribution (regardless of salary scale) and 22% employer's contribution- plus income protection and life insurance.

# Palmers Green High School Limited

NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 31 July 2024

## 10 NET INCOME FOR THE YEAR

	2024 £	2023 £
Net income is stated after charging:		
Depreciation of tangible fixed assets	167,887	183,270

## 11 TANGIBLE FIXED ASSETS

	Freehold Property £	Freehold Improvements £	Furniture & Equipment £	IT Equipment £	Motor Vehicles £	Total £
Cost:						
At 1 August 2023	3,429,046	931,311	417,051	345,139	35,842	5,158,389
Additions	-	451,011	38,447	47,361	-	536,819
At 31 July 2024	<u>3,429,046</u>	<u>1,382,322</u>	<u>455,498</u>	<u>392,500</u>	<u>35,842</u>	<u>5,695,208</u>
Depreciation:						
At 1 August 2023	1,683,562	711,033	384,210	245,412	35,842	3,060,059
Charge for year	68,582	35,239	6,266	57,800	-	167,887
At 31 July 2024	<u>1,752,144</u>	<u>746,272</u>	<u>390,476</u>	<u>303,212</u>	<u>35,842</u>	<u>3,227,946</u>
Net book value:						
At 31 July 2024	<u>1,676,902</u>	<u>636,050</u>	<u>65,022</u>	<u>89,288</u>	<u>-</u>	<u>2,467,262</u>
At 1 August 2023	<u>1,745,484</u>	<u>220,278</u>	<u>32,841</u>	<u>99,727</u>	<u>-</u>	<u>2,098,330</u>

## 12 INVESTMENTS

	Listed investments £	Property £	2024 £	2023 £
Valuation At 1 August 2023	1,341,267	2,487,696	3,828,964	3,001,092
Additions	-	-	-	840,338
Disposals	(21,836)	-	(21,836)	(6,576)
Gain/ (loss) on investments	142,318	-	142,318	4,259
(Decrease)/increase in cash	(1,280)	-	(1,280)	(10,149)
Valuation At 31 July 2024	<u>1,460,469</u>	<u>2,487,696</u>	<u>3,948,166</u>	<u>3,828,964</u>
UK equity	-	-	-	-
International equity	-	-	-	-
Bonds	1,458,284	-	1,458,284	1,337,803
Property	-	2,487,696	2,487,696	2,487,696
Cash	2,185	-	2,185	3,465
	<u>1,460,469</u>	<u>2,487,696</u>	<u>3,948,166</u>	<u>3,828,964</u>
Investments representing more than 5% of holding:				2024
New Capital GLB Alpha FD X Acc GBP		Units	11,144	Value 1,458,284
Historical cost:				2024
Property				1,436,437
Other investments				2,071,526
				<u>3,507,963</u>

Investment property has not been formally revalued since the year ended 31 July 2017 and the valuation for the year ended 31 July 2024 is based on the Directors' estimated value by reference to a relevant local property index published on Rightmove.co.uk since the date of purchase or the most recent third party valuation.

# Palmers Green High School Limited

NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 31 July 2024

13 DEBTORS	2024 £	2023 £
Fees and extras	32,728	32,389
Less provision for doubtful debts	-	(6,044)
Other debtors	500	2,607
Prepayments and accrued income	50,015	37,191
	<u>83,243</u>	<u>66,143</u>

14 CREDITORS	2024 £	2023 £
Amounts falling due within one year:		
Trade creditors	52,542	33,812
Taxation and social security costs	49,028	52,490
Fee Deposits	184,500	210,250
Fees in advance	908,172	39,741
Other creditors	168,273	95,424
Accruals	-	31,086
	<u>1,362,515</u>	<u>462,803</u>

Deferred income:	2024 £	2023 £
Brought forward	39,741	42,368
Released in year	(39,741)	(42,368)
Received in year	908,172	39,741
	<u>908,172</u>	<u>39,741</u>

Deferred income relates to schools fees received in advance for the following term academic year.

# Palmers Green High School Limited

NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 31 July 2024

## 15 STATEMENT OF FUNDS

	At 1 August 2023	Income	Expenditure	Transfer Between Funds	Gains/ (losses)	At 31 July 2024
	£	£	£	£	£	£
Unrestricted funds:						
General reserve	5,072,152	4,188,175	(3,894,669)	(536,819)	142,318	4,971,157
Designated fund:						
Designated asset fund	2,098,330	-	(167,887)	536,819	-	2,467,262
Total designated	2,098,330	-	(167,887)	536,819	-	2,467,262
Revaluation reserve	187,198	-	-	-	-	187,198
Total funds	7,357,680	4,188,175	(4,062,556)	-	142,318	7,625,617

	At 1 August 2022	Income	Expenditure	Transfer Between Funds	Gains/ (losses)	At 31 July 2023
	£	£	£	£	£	£
Unrestricted funds:						
General reserve	4,926,715	3,847,988	(3,554,305)	(152,592)	4,346	5,072,152
Designated fund:						
Designated asset fund	2,129,008	-	(183,270)	152,592	-	2,098,330
Total designated	2,129,008	-	(183,270)	152,592	-	2,098,330
Revaluation reserve	187,198	-	-	-	-	187,198
Total funds	7,242,921	3,847,988	(3,737,575)	-	4,346	7,357,680

*The designated fund represents the unrestricted element of the net book value of tangible fixed assets*

*The revaluation fund represents the movement in value for the investment property*

*The restricted fund represents donation towards equipment.*

*The transfer represents the restricted assets that have satisfied their restriction in being purchased, being transferred to designated*

# Palmers Green High School Limited

NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 31 July 2024

## 16 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Revaluation reserve £	2024 Total £
Tangible fixed assets	2,467,263	-	2,467,263
Investments	3,948,170	-	3,948,170
Current assets	2,572,699	-	2,572,699
Current liabilities	(1,362,515)	-	(1,362,515)
<b>Total net assets</b>	<b>7,625,617</b>	<b>-</b>	<b>7,625,617</b>
	Unrestricted funds £	Revaluation reserve £	2023 Total £
Tangible fixed assets	2,098,330	-	2,098,330
Investments	3,641,766	187,198	3,828,964
Current assets	1,893,189	-	1,893,189
Current liabilities	(462,803)	-	(462,803)
Long term liabilities	-	-	-
<b>Total net assets</b>	<b>7,170,482</b>	<b>187,198</b>	<b>7,357,680</b>

## 17 COMMITMENTS UNDER OPERATING LEASES

At 31 July 2024, the company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 Office equipment	2023 Office equipment
Due within one year	1,020	1,020
Due between two and five years	765	1,785
	<b>1,785</b>	<b>2,805</b>

## 18 RELATED PARTIES

*Payments totalling £215,095 were paid to*

Mr J Piggott, a trustee during this year, is a director of EFG Private Bank Limited. Investments valued at £1,460,470 (2023: £1,341,268) are held in an investment portfolio with EFG Private Bank Limited. Investment income was received to the value of £220 (2023: £126) and £21,877 (2023: £16,494) management charges were paid in the year.

## 19 CAPITAL COMMITMENTS

At the year end the School has capital commitments of £nil (2023: £nil).

## 20 NOTES TO THE CASHFLOW STATEMENT

	2024 £	2023 £
Reconciliation of operating result to net cash inflow from operating activities		
Net movement in funds	267,937	114,759
Realised and unrealised loss/(gain) on investments	(142,318)	(4,346)
Depreciation	167,889	183,270
Bank interest received	(38,472)	(17,598)
Interest payable	1,967	6,043
Increase/(Decrease) in creditors	899,712	(465,720)
(Increase)/Decrease in debtors	(17,100)	(9,286)
	<b>1,139,615</b>	<b>(192,878)</b>