

Company No. 01088993
Charity No. 312999

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
GOVERNORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED REPORT OF THE BOARD OF GOVERNORS

The governors present their report and accounts for St Christopher's School (Hampstead) Ltd for the year ended 31 August 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's trust deed, the Companies Act 2006 and the "Accounting and Reporting by Charities: Statement of Recommended Practice" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2015).

The Governors for the period under review to the date of signing the financial statements were:

Nick Green, Chair
Kunle Barker (appointed 30 November 2022)
Joe Cohen
Vivienne Durham
Silvia Fiaccavento (appointed 13 January 2023)
Patrick Gilmartin (resigned 30 November 2022)
Marc Hersheson
Sarah Kavanaugh
Sarah Knollys
Rachel Lewis (resigned 25 March 2022)
Helen Munn (appointed 30 November 2022)
Frances Ramsey
Marie Riboud-Seydoux (appointed 30 November 2022)
Andrew Sandars
Richard Sherwood (resigned 3 September 2022)
Anya Waddington

The Company has no share capital and consequently none of the Governors has any interest in any shares of the Company. The Governors constitute directors of the company for Companies Act 2006 purposes.

Structure, governance and management

St Christopher's school (Hampstead) Limited was formed in 1972. The school is a charity registered in England and Wales under charity No. 312999 and is a company Limited by Guarantee No. 01088993.

Election of governors

New governors to St Christopher's school are elected by the whole governing body of the school. No person shall be admitted as a member unless they are first approved by the governing body and the governing body has absolute discretion as to the admission of this person. New governors are given an introductory pack by the clerk to the governors (also the Company Secretary) which includes a copy of the Articles, a detailed history of the school, an application for membership and a declaration of willingness to act as a governor. The governors also have access to an online Board Portal which contains key information including policies and meeting agendas and minutes. The Company Secretary registers new governors online at Companies House.

The governors give their time on a voluntary basis to the governance of the charity. The school governors attend appropriate training according to their skills and experience.

**ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
REPORT OF THE BOARD OF GOVERNORS**

Senior leadership team

The following members of staff were part of the senior leadership team for the period under review

Head – Sandrine Paillasse

Deputy Head – Mark Maddocks

Deputy Head – Elizabeth Elvidge

Head of Upper school – Amy Ullman

Head of Lower school – Ella Schierenberg

Bursar – Emma Ghosh (to 22 April 2022), Paul Neagle (from 1 January 2023)

Principal address: 32 Belsize Lane
Hampstead
London
NW3 5AE

Registered office: 32 Belsize Lane
Hampstead
London
NW3 5AE

Auditor: Crowe UK LLP
Aquis House
49-51 Blagrove Street
Reading
RG1 1PL

Bankers: Lloyds Bank
Camden Town Branch
140 Camden High Street
London NW1 0NG

Solicitors: Farrer & Co
66 Lincoln's Inn Fields
Holborn
London WC2A 3LH

Insurance Broker: Aon UK Limited
1 Foxfield
Hazlemere
High Wycombe
Bucks
HP15 7AQ

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED REPORT OF THE BOARD OF GOVERNORS

Organisational structure and decision making

St Christopher's school is governed by a board of governors. The Board appoints the Head and in consultation with the Head, the Bursar.

The Head reports to the governors at termly Board meetings having sent out a written report on that term's activities. This report and other related matters are discussed at each Board Meeting. The Bursar reports to the Head and, for financial matters, to the Finance Committee; he/she refers, on a termly basis, to the Board with financial reports, building reports and any other matters concerning the non-educational aspects of running the school.

The annual audited accounts for St Christopher's school are presented to the Board for their approval. Meetings of the Board are called, when required, over and above the termly Board Meetings.

There are six sub-committees which meet on a termly basis and prepare a report for the Board's consideration. The sub-committees are as follows - Health, Safety and Premises Committee; Finance Committee; Strategy Committee; Safeguarding and Welfare Committee; Education Committee; and a Partnerships and Bursary Committee.

The Head holds regular meetings with all the teaching staff to discuss the educational running of the school and specific topics. Day-to-day matters are discussed at weekly briefings, chaired by the Head. Senior Leadership Team (SLT) meetings are held weekly. The Head meets with each member of the SLT weekly. The Head is responsible for the appointment of all staff, other than the Bursar, who is appointed by the governors with assistance from the Head, and who also fills the role of clerk to the governors. The appointment of other members of the Senior Leadership Team is done in conjunction with the education committee.

The school operates banded salary ranges for teaching staff. The banded ranges are benchmarked against those of other independent schools using external third-party surveys. This allows the school to retain high calibre staff. All salaries and bands are reviewed annually and any increase is approved by the governors. The salaries of key personnel are reviewed by the finance committee.

The school benefits from its relationship with the Friends of St Christopher's (FOSC; now known as the Parents, Teachers and Friends of St Christopher's Association, PTFA). This is a charity managed and operated by the parents of St Christopher's who generously raise and donate funds for particular projects.

Objectives and activities

The aim of the charity is to provide preparatory school education for girls between 4 and 11 years within a secure, friendly learning environment where there is a strong emphasis placed on academic and social development. The school's key objectives are as follows:

- To achieve high academic standards by encouraging independent learning in a stimulating and child-centred environment that fosters pupils' ability to take their own decisions
- To integrate creativity in all its aspects across the curriculum
- To instil an atmosphere of mutual trust, tolerance and friendship centred around respect – for self, for each other and for the community and environment in which we live and work
- To help pupils develop over time into responsible, self-confident and aware young people, ready to embrace the challenges of secondary education and the modern world beyond
- To engage with and support the wider community in which the school is located through charitable work, providing access to the school's facilities and resources and providing financial assistance to those who may not otherwise be in a position to benefit from a St Christopher's education

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The principal beneficiaries are the school's pupils who are encouraged to take advantage of the broad curriculum which encompasses philosophy, the arts and sciences, alongside the skills of literacy and numeracy. Pupils' needs are met by reviewing the curriculum, through continuous assessment of their educational and personal development and their achievements and through regular interaction with their parents.

The medium- to long-term aims of the charity are to offer an all-round, intellectually stimulating and inclusive education to girls, broadening their academic horizons whilst nurturing kindness, generosity, emotional intelligence and individuality. We aim to prepare our pupils for the full range of potential challenges they may encounter, by guiding them to become deep thinkers and resourceful inquirers. The charity's overarching strategy is to remain an innovative preparatory school and parents' first choice for their daughter's education.

Key investments for the medium term will include an enhancement to our Reception provision which includes site improvements that have been granted planning approval. Investment in IT equipment will also form a key part of our plans for the next few years – remote and hybrid learning provision has changed the nature of teaching within the school and the resources required by teachers to optimise both in classroom and home learning have changed.

Our partnership programme has grown and will continue to grow in the medium term; contacts with local primaries, international schools and with local and global community charities will be fostered and developed.

Staff are encouraged to keep up to date with educational research and the developing field of digital technology and to ensure that pupils are well prepared for the secondary stage of their education. We expect our teachers to be forward thinking in all aspects of the curriculum as part of their professional development.

As the school continues to grow, investments will be made to modernise its branding and positioning; this will include new marketing material and resources, such as the school's website, and a new uniform.

The policies adopted in furtherance of these objectives are determined by the governors. Within this governance framework, the overall leadership of the school is the responsibility of the Head. Financial and administrative responsibilities are delegated to the Bursar.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Chair is elected by the Board. It is the custom also to elect a Vice-Chair. Meetings of the Board are chaired by the Chair or in his absence by the Vice-Chair.

Governors are periodically encouraged to attend conferences or seminars, the costs of which are borne by the school. From time to time members of staff are invited to address the Governors.

The Governors (who are directors of St Christopher's School (Hampstead) Limited for the purposes of company law) are responsible for preparing the Governors' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the Governors to prepare financial statements for each financial year. Under company law the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and 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:

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED REPORT OF THE BOARD OF GOVERNORS

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

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

So far as the Governors are aware, there is no relevant audit information of which the Charitable Company's auditors are unaware. The Governors have taken the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the Charitable Company's auditors are aware of that information.

GOVERNORS' STRATEGIC REPORT

Public Benefit

In shaping the objectives for the year, the Governors have considered the Charity Commission's guidance on public benefit, including the guidance "Public benefit: running a charity (PB2)". To support the public benefit objectives, the charity supports a number of pupils on means-tested bursaries and the school aims to increase the number of pupils receiving such bursaries.

St Christopher's school supported 4 pupils through its bursary programme during this financial year (2021: 5 pupils). This support reduced net annual fee income in the current year by £64,712 (2021: £75,245).

St Christopher's has joined forces with some of the top schools in London to be part of the London Fee Assistance Consortium (LFAC). This scheme promotes and encourages bursary applications to independent schools from all pupils regardless of their background. We are proud to be part of this campaign which raises the profile of bursaries across London.

The school has a long tradition of supporting other charities. During the year the school community raised £19,941 (2021: £5,652) for other charities including Jeans for Genes, The Royal Free Charity, Children's Society, The Royal British Legion, DEC British Red Cross Ukrainian Appeal and Mind.

During the pandemic, we hosted two local state schools online for a music workshop and started our international partnership. We always aim to develop and expand our partnerships both locally and internationally. This year we have created many new partnerships with both state and independent boys' schools. We have formed a new partnership with Fleet School for book week, a cricket workshop and outdoor learning on Hampstead Heath. With regards to local boys' schools, we held a joint Heath Day, took part in debating and hosted a Chess tournament. Internationally, we continued our partnership with Swawou School in Sierra Leone, letter writing and sharing experiences.

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As part of a charity effort, we raised money for sports equipment which will be sent out to the school this Christmas. Two of our PGCE students took part in their second placement in our local partners school in Hampstead, sharing professional development and teaching and learning experiences.

Year 6 pupils also raised a total of £12,469 for the school's bursary fund.

Financial review

The results for the year are set out in the Statement of Financial Activities. The school recorded an increase in unrestricted funds for the year of £103,916 (2021: £317,500). Fee income amounted to £3,917,564 (2021: £3,765,340).

Funding of £23,000 (2021: £7,344) was received to support one pupil's education needs.

Reserves Policy

The Governors and staff are committed to a continual process of improving the school's buildings and facilities. As the main building is well over 100 years old, it requires extensive and continual maintenance. Current reserves are at a level to enable the school to maintain and improve the buildings and grounds, to comply with its health and safety and statutory obligations and to maintain a buffer in case of unexpected expenses or shortfall in income.

The school aims to maintain reserves at such a level to cover one term's expenditure as a minimum (using the prior year's expenditure to set the target), the target for 2021-22 was £1,199,535 (2020-21: £1,289,452). This was maintained throughout the year.

On 31 August 2022 the charity had total reserves of £7,024,858 (2021: £6,920,942) of which £ 5,038,600 (2021: £4,790,758) was represented by tangible fixed assets (i.e. the school premises and equipment) that could only be realised by their disposal. Of these total reserve funds, £Nil (2021: £Nil) were restricted in use to supporting bursaries as all restricted income received was spent in the year.

As at the balance sheet date the free reserves (being total reserve funds less tangible fixed assets and restricted funds) were £1,986,258 (2021: £2,130,184).

Review of Activities and Achievements - Academic

A total of 242 girls were in the school at the end of the accounting period.

As a prep school, we see one of our fundamental roles as helping to ensure the most appropriate outcome for girls as they leave aged 11. We are extremely proud of the range of schools to which our girls proceed, which include leading day and boarding schools. We aim to work closely with parents to find the most fitting choice, and to equip the girls so that they not only take the examinations in their stride, but also thrive once they are there.

Year 6 leavers in July 2022 gained entry to the following senior schools: Bedales, Belmont, Brighton College, Channing School, City of London School for Girls, both Francis Holland Schools, Godolphin & Latymer School, , Henrietta Barnett School, Highgate School, Immanuel College, JCOSS, King Alfred, Lancing College, Latymer Upper, Maida Vale, North London Collegiate, Northbridge House, Oundle, Queen's College, Queen's Gate, Queenswood, Rodean, South Hampstead High School, St Marylebone, St Michael's Grammar School, St Paul's Girls' School, the Latymer School and Wycombe Abbey. The girls achieved a range of academic, music and other scholarships, full details of which are included on our website.

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The school is proud to have been nominated for the Independent Prep School of the Year TES award.

Fundraising

The school received donations of £23,829 in the financial year. This included funds received from the Friends of St Christopher's (FOSC) of £7,172.

FOSC donations have funded a variety of activities to support the learning of pupils in the whole school including a performance of The Tempest by The Globe Theatre, funding the annual Football Festival and Animal Farm visits alongside supporting the update to our Hall's AV system.

Buildings

This year key changes for the site included the relocation of our school office (exchanged location with a classroom). By relocating the school office, the school has improved its security arrangements and our ability to welcome visitors. The refurbishment of the school office has included three distinct areas: a waiting area in the office, a wellbeing area and hot-desking for staff in the conservatory, and a seating area in the lobby/hall. It has enabled the school to use the space in a more versatile and flexible fashion.

The classroom (with which the office was swapped) was completely re-fitted to include new technology equipment, as well as modular furniture to suit the needs of KS1 teaching and learning.

The staff room was also extensively refurbished. Because of the pandemic, seating arrangements had been removed. With regulations removed, we saw an opportunity to re-think the communal space to allow staff to work collaboratively or quietly, or indeed to relax. Tea and coffee facilities are accessible to all staff, harnessing further a positive and inclusive school culture.

The final major refurbishment project in 2021/2022 was the Head's study, with a view to re-think the space as more welcoming for visitors and small group meetings.

Objectives for the year

A key objective for the year was to enhance staff access to digital technology; all teaching staff now have a 1:1 device. We have also modernised the classrooms' digital equipment with new interactive whiteboards.

The school also focused its efforts on inclusion and was awarded Bronze by UNICEF Rights Respecting School Awards. We reviewed our admissions procedures to be more inclusive, whilst remaining a selective school.

It was also the aim of the school in 2022 to pass the ISI inspection (overdue); it was deemed to be outstanding in all categories in March 2022.

Future developments and plans

Key areas for development within the school include the enhancement of the Reception classrooms and playground for which planning permission has been granted. This will enable the school to increase its numbers very modestly to 260 pupils.

A full masterplan will be finalised in 2022-2023 to ensure the buildings continue to support the best education, and the school's ambitions to become more sustainable.

Fixed Assets

The movements in fixed assets are shown in note 9 to the financial statements. In the opinion of the Governors the market value of the school's freehold land and buildings is considerably in excess of book value. All the fixed assets owned are held for the purposes of the school.

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
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Risk Management

In the light of Corporate Governance guidance contained within the SORP, the Governors have established systems to review the major strategic, business and operational risks to which the school is exposed. Systems are established to mitigate those risks and procedures have been implemented to minimise any potential impact on the school should any of those risks materialise.

Detailed consideration of risk is delegated to the Strategy Committee, which reports formally to the Governing Body on risk. 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. The generic controls used by the school to minimise risk include:

- detailed terms of reference together with formal agendas for Committee and Board activity;
- strategic development planning, reviewed annually by the Finance Committee;
- comprehensive budgeting and management accounting;
- established organisational structures and lines of reporting;
- formal written policies including clear authorisation and approval levels; and
- vetting procedures as required by law for the protection of children.

The Governors have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The Board maintains a risk register which is updated and reviewed regularly and monitored by the subcommittees and Senior Leadership Team. The key risks for the school include:

- A safeguarding incident – a key risk for any school with children in its care
- A poor education quality inspection report which could threaten our strong academic reputation
- Economic downturn with fewer parents able to afford independent schools resulting in reduced revenue
- Loss of key leaders
- Political change - the loss of charitable status including the potential loss of charitable business rate relief and the requirement to charge VAT on school fees

For each risk, mitigating controls are identified and monitored.

Fundraising Activity

The school does not engage in large scale fundraising activities like mass mailings, telephone fundraising or door-to-door campaigns. The school does not employ a separate fundraising team or third-party organisation to help raise funds. Any small level fundraising activities focus on the current parents and other individuals or organisations connected with the school rather than the wider community. Year 6 pupils ran a Legacy project in the summer term 2022, raising funds for the bursary programme. During the financial year, the school did not receive any fundraising complaints requiring action by the Fundraising Regulator.

Disability Statement

The school seeks to achieve the objectives set down in the Disability Discrimination Act 1995 and Equality Act 2010, and in particular commits to providing:

- a) a rolling audit programme of facilities and provision of access; the school takes professional advice on the improvement of access and facilities on all major construction work and refurbishment to existing buildings;

**ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
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- b) a learning enrichment department which includes specialist teachers to support pupils with learning difficulties and / or disabilities and continues to introduce and monitor support as required;
- c) counselling and welfare services for pupils and staff; and
- d) specialist equipment as required where its use is identified as beneficial by the learning enrichment team.

Employment of disabled people

The school considers all applications for employment from people with disabilities. Where an existing employee becomes disabled, every effort is made to ensure that employment with the school continues. The school's policy is to provide training, career development and opportunities for promotion that are, as far as possible, identical to those for other employees.

Going concern

The Governors have undertaken a thorough financial risk analysis and have fully revised their financial forecasts and budgets to ensure that the long-term economic viability and stability of St Christopher's School are sustained. Therefore, these financial statements have been prepared on the going concern basis.

Auditors

The auditors, Crowe UK LLP, will be proposed for re-appointment in accordance with Section 485 of the Companies Act 2006.

The Governors' Annual Report, prepared under the Charities Act 2011 and Companies Act 2006, was approved by the Governing Body of St Christopher's school (Hampstead) Limited on 22nd March 2023, including in their capacity as company directors approving the Strategic Report therein, and is signed as authorised on its behalf by:

N Green

Chair



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED

Opinion

We have audited the financial statements of St Christopher's School (Hampstead) Limited for the year ended 31 August 2022 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 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 charitable company's affairs as at 31 August 2022 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED

Other information

The trustees are responsible for the other information. 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.

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

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

Responsibilities of the Governors

As explained more fully in the Statement of Governors' Responsibilities set out on page 5, 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 trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED

In preparing the financial statements, the trustees are responsible for assessing the group's or 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 trustees 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

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.

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

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 charitable company 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 Companies Act 2006, Charities Act 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 charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, Health and Safety and General Data Protection Regulations. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Governors and other management and inspection of regulatory and legal correspondence, if any.

The greatest risk of material impact on the financial statements is from irregularities, including fraud, to be within the timing of recognition of non-fee income, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and General Purposes Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, sample testing on non-fee income, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate, and reading minutes of meetings of those charged with governance.



**INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED**

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

A handwritten signature in black ink that reads "Alastair Lyon".

Alastair Lyon
Senior Statutory Auditor

For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Reading
49-51 Blagrove Street
Reading
Berkshire
RG1 1PL

Date 21 April 2023

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022
(incorporating an Income and Expenditure Account)

		Unrestricted Funds	Restricted Funds	Total Funds 2022	2021
	Note	£	£	£	£
INCOME FROM:					
Charitable Activities					
Fees receivable	2	3,917,564	-	3,917,564	3,765,340
Other charitable income	3	93,579	9,850	103,429	92,344
Donations and legacies					
Donations		6,584	17,245	23,829	11,253
Government Grants					
Coronavirus Job Retention Scheme		-	-	-	10,299
Other grants		23,000	-	23,000	7,334
Investments					
Investment income	4	1,892	-	1,892	2,453
Other income					
Other income	5	815	-	815	27,082
Total Income		<u>4,043,434</u>	<u>27,095</u>	<u>4,070,529</u>	<u>3,916,105</u>
EXPENDITURE ON:					
Charitable Activities:					
School operating costs	6	3,939,518	27,095	3,966,613	3,598,605
Total Expenditure	6	<u>3,939,518</u>	<u>27,095</u>	<u>3,966,613</u>	<u>3,598,605</u>
Net movement in funds		<u>103,916</u>	-	<u>103,916</u>	<u>317,500</u>
Balances brought forward at 1 September 2021		<u>6,920,942</u>	-	<u>6,920,942</u>	<u>6,603,442</u>
Balances carried forward at 31 August 2022	15	<u>7,024,858</u>	-	<u>7,024,858</u>	<u>6,920,942</u>

The notes on pages 18 to 32 form part of these Financial Statements.

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
REGISTERED NUMBER 01088993
BALANCE SHEET AT 31 AUGUST 2022

		2022		2021	
	Note	£	£	£	£
FIXED ASSETS					
Tangible fixed assets	9		5,038,600		4,790,758
CURRENT ASSETS					
Debtors	10	88,585		85,960	
Cash at bank and in hand		<u>4,393,037</u>		<u>3,155,038</u>	
		4,481,622		3,240,998	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR					
	11	<u>(2,449,070)</u>		<u>(1,054,626)</u>	
NET CURRENT ASSETS					
			<u>2,032,552</u>		<u>2,186,372</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
			7,071,152		6,977,130
CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR					
	12		<u>(46,294)</u>		<u>(56,188)</u>
NET ASSETS					
			<u>7,024,858</u>		<u>6,920,942</u>
RESERVES					
Restricted funds	15		-		-
Unrestricted funds	15		<u>7,024,858</u>		<u>6,920,942</u>
TOTAL FUNDS					
			<u>7,024,858</u>		<u>6,920,942</u>

These financial statements were approved and authorised for issue by the Board of Governors and were signed on their behalf on *22 March 2023*

N Green
Chair



The notes on pages 18 to 32 form part of the Financial Statements.

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2022

		2022	2021
	Note	£	£
Net cash inflow from:			
Operating activities	16	1,655,659	533,303
Cash flows from investing activities			
Payments to acquire fixed assets	9	(419,552)	(49,801)
Interest received	4	<u>1,892</u>	<u>(47,348)</u>
		<u>(417,660)</u>	<u>2,453</u>
Increase/(decrease) in cash in the year		1,237,999	485,955
Cash balance at 1 September 2021		<u>3,155,038</u>	<u>2,669,083</u>
Cash balance at 31 August 2022		<u>4,393,037</u>	<u>3,155,038</u>

The balance at 31 August 2022 includes amounts received in advance for the following year's fees of £1,491,342 (2021: £267,781).

This cash flow statement also comprises the full extent of the analysis of movements in net debt.

The notes on pages 18 to 32 form part of the Financial Statements.

1 ACCOUNTING POLICIES

a) Charity information

St Christopher's School (Hampstead) Limited is a registered charity with the Charities Commission England and Wales (charity number 312999) and was incorporated as a company limited by guarantee (company number 01088993) on 29th December 1972. The address of its registered office is 66 Prescott Street, London E1 8NN.

b) Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP (FRS 102)) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

St Christopher's School (Hampstead) Limited meets the definition of a public benefit entity under FRS 102.

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

c) Going concern

The Governors believe that the School's financial resources and contingency planning is sufficient to ensure the ability of the School to continue as a going concern for the foreseeable future, being at least twelve months from the date of approval of these financial statements and therefore have prepared the financial statements on a going concern basis.

d) Fees and similar earned income

Fees receivable represent amounts receivable as fees and charges for services in respect of the provision of education to pupils in the school. Fees receivable are stated after deducting allowances, scholarships, and other remissions granted by the School.

e) Donations income

Voluntary incoming resources are accounted for as and when entitlement arises, the amounts can be reliably quantified and the economic benefit to the school is considered probable.

f) Investment income

Investment income from bank balances is accounted for on an accruals basis.

g) Other income

This comprises income from rents and lettings in the normal course of business.

h) Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer term liabilities.

Charitable activities include the salary cost and office costs relating to the running of the School. This also includes governance costs which are the costs of complying with the constitutional and statutory requirements of the School.

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

i) Tangible fixed assets and depreciation

Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided using either the straight-line basis or reducing balance basis at rates which reflect the anticipated useful lives of the assets and their estimated residual values.

Freehold land	Not depreciated
Freehold buildings	2% straight line
Fixtures, fittings & equipment	25% reducing balance

Expenditure on fixed assets is capitalised except for expenditure incurred on the replacement of assets of low value with a short life. Repair, renovation and replacement expenditure is written off as expenditure in the Statement of Financial Activities. Items costing less than £500 are written off as an expense as acquired.

j) Stock

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

k) Cash and liquid resources

Short-term deposits, which can be called on demand without any material penalty, are included within cash balances in the Balance Sheet.

l) Pension costs

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

The company has a residual ongoing liability to a defined benefit pension scheme in respect of a former employee. The company participates in the scheme, a multi-employer scheme which provides benefits to some 66 non-associated employers. The scheme is a defined benefit scheme in the UK.

The school participates in a defined contribution scheme for non-teaching staff.

For further information on all pensions see Note 21.

m) Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term.

n) Recognition of liabilities

Liabilities are recognised once there is a legal or constructive obligation that commits the School to the obligation.

o) Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the charity'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.

Key sources of estimation uncertainty

Depreciation

The key area of judgment for the governors to consider is that of depreciation and its adequacy. The main asset is the property, and the governors feel that the low depreciation policy is reasonable, considering the fact that the building is well maintained and its residual value is likely to exceed the net book value at the end of its useful economic life. Other assets are depreciated at 25% reducing balance, which is considered adequate for fixtures, fittings and equipment.

p) Restricted funds

Restricted funds comprise income funds subject to specific trusts arising either from the donor's wishes or the terms of a particular fundraising initiative.

q) Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost. A specific provision is made for debts for which recoverability is in doubt.

r) Pupil Deposits

Although under normal circumstances these will be repaid in 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 deposits held has been included within current liabilities.

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

2	FEES RECEIVABLE CONSIST OF:	2022	2021
		£	£
	Gross fees	3,998,500	3,837,310
	Less: Bursaries and allowances	<u>(90,786)</u>	<u>(82,270)</u>
		3,907,714	3,755,040
	Add back: Bursaries paid for by restricted funds	<u>9,850</u>	<u>10,300</u>
		<u>3,917,564</u>	<u>3,765,340</u>
3	OTHER CHARITABLE INCOME	2022	2021
		£	£
	Other educational charitable activities		
	Extras Income	59,803	48,637
	Hardship levy (restricted)	9,850	10,350
	Registration fees	<u>26,500</u>	<u>26,500</u>
		<u>96,153</u>	<u>85,487</u>
	Other activities		
	Other income	<u>7,276</u>	<u>6,857</u>
		<u>103,429</u>	<u>92,344</u>
4	INVESTMENT INCOME	2022	2021
		£	£
	Interest receivable	<u>1,892</u>	<u>2,453</u>
5	OTHER INCOME	2022	2021
		£	£
	Other income	<u>815</u>	<u>27,082</u>

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

6 ANALYSIS OF TOTAL RESOURCES EXPENDED

	Staff costs	Other	Depreciation	2022	2021
	£	£	£	Total	
	(Note 8)		(Note 7)	£	£
Charitable activities					
Teaching costs	2,045,704	248,896	74,344	2,368,944	2,181,421
Welfare costs	92,521	300,596	-	393,117	347,147
Premises	-	276,240	97,366	373,606	392,391
Support costs	<u>354,100</u>	<u>476,846</u>	<u>-</u>	<u>830,946</u>	<u>677,646</u>
Total	<u>2,492,325</u>	<u>1,302,578</u>	<u>171,710</u>	<u>3,966,613</u>	<u>3,598,605</u>

Included within the support costs are governance costs of £26,305 (2021: £17,291).

7 NET INCOMING RESOURCES

	2022	2021
	£	£
Expenditure includes:		
Auditors' remuneration - audit	14,100	12,260
- other	3,515	1,250
Depreciation	<u>171,710</u>	<u>153,737</u>

8 TOTAL STAFF COSTS

	2022	2021
	£	£
Wages and salaries	1,947,133	1,874,140
Social security costs	217,315	197,443
Other pension costs	<u>327,877</u>	<u>326,453</u>
	<u>2,492,325</u>	<u>2,398,036</u>

	2022	2021
	Number	Number
The average monthly headcount of employees during the year was:		
Teaching	41	39
Administrative	7	7
Domestic	<u>3</u>	<u>4</u>
	<u>51</u>	<u>50</u>

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

8	TOTAL STAFF COSTS (continued)	£	£
		2022	2021
		Number	Number
	The following number of employees had salaries within the range as below:		
	£60,000 - £69,999	2	1
	£70,000 - £79,999	1	2
	£80,000 - £89,999	1	1
	£110,000 - £119,999	0	1
	£120,000 - £129,999	<u>1</u>	<u>0</u>

Retirement benefits are accruing for five (2021: five) higher paid employees. Contributions for the year totalled £85,188 (2021: £76,697). The prior year's costs include additional accommodation costs associated with the Head who was provided with temporary accommodation in London while she undertook the role.

For the purposes of the Companies Act the Governors are directors. No Governor received any remuneration or benefits from the school during the year (2021: £Nil). No Travel expenses were reimbursed to Governors during the year (2021: £Nil).

The total remuneration for the Senior Leadership Team was:

	2022	2021
	£	£
Senior Leadership Team	<u>631,648</u>	<u>748,297</u>

In 2022 the group comprised of six individuals; in 2021 it included eight individuals. The senior leadership team members are listed on page 3 within the Governors' Report.

Total redundancy payments in the year amounted to £Nil (2021: £17,823).

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

9 TANGIBLE FIXED ASSETS

	Freehold Land and Buildings £	Fixtures, Fittings & Equipment £	Total £
Cost / valuation			
At 1 September 2021	6,056,031	1,306,372	7,362,403
Additions	245,608	173,944	419,552
Disposals	<u>-</u>	<u>-</u>	<u>-</u>
At 31 August 2022	<u>6,301,639</u>	<u>1,480,316</u>	<u>7,781,955</u>
Depreciation			
At 1 September 2021	1,459,274	1,112,371	2,571,645
Charge for year	<u>97,366</u>	<u>74,344</u>	<u>171,710</u>
At 31 August 2022	<u>1,556,640</u>	<u>1,186,715</u>	<u>2,743,355</u>
Net book value			
At 31 August 2022	<u>4,744,999</u>	<u>293,601</u>	<u>5,038,600</u>
At 31 August 2021	<u>4,596,757</u>	<u>194,001</u>	<u>4,790,758</u>

The net book value of land and buildings consists almost entirely of freehold buildings. In the opinion of the Governors the cost of freehold land included within the above figure is not material. All tangible fixed assets are held for use by the school on direct charitable activities.

10 DEBTORS

	2022 £	2021 £
Trade debtors	5,285	4,833
Prepayments and accrued income	<u>83,300</u>	<u>81,127</u>
	<u>88,585</u>	<u>85,960</u>

Prepayments are stated after impairment provisions totalling £Nil (2021: £6,668).

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	229,221	93,053
Other tax and social security	-	52,168
Other Creditors	16,398	-
Accruals	48,287	49,405
Deposits	683,537	629,844
Fees in advance	<u>1,471,628</u>	<u>230,156</u>
	<u>2,449,070</u>	<u>1,054,626</u>

12 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	2022	2021
	£	£
Fees in advance	19,715	37,625
Pension deficit creditor	<u>26,579</u>	<u>18,563</u>
	<u>46,294</u>	<u>56,188</u>

13 DEFERRED INCOME (FEES IN ADVANCE)

	2022	2021
	£	£
Deferred income at 1 September 2021	267,781	257,675
Resources deferred in the year	1,435,665	212,103
Amounts released from previous years	<u>(212,103)</u>	<u>(201,997)</u>
Deferred income at 31 August 2022	<u>1,491,343</u>	<u>267,781</u>

14 FINANCIAL INSTRUMENTS

	2022	2021
	£	£
Financial assets measured at amortised cost	4,398,560	3,184,414
Financial liabilities measured at amortised cost	961,045	779,489

Included within financial assets held at amortised cost are trade debtors, other debtors and cash at bank. Included within financial liabilities held at amortised cost are trade creditors, accruals, acceptance deposits and other creditors.

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

15A ANALYSIS OF NET ASSETS BETWEEN FUNDS

The school's net assets belong to the various funds as follows:

	Fixed Assets	Net Current Assets	Long Term Liabilities	Fund Balances
	£	£	£	£
Restricted Funds	-	-	-	-
Unrestricted Funds	<u>5,038,600</u>	<u>2,032,612</u>	<u>(46,354)</u>	<u>7,024,858</u>
Total	<u>5,038,600</u>	<u>2,032,612</u>	<u>(46,354)</u>	<u>7,024,858</u>

15B FUNDS

	Balance at 1 September 2021	Income	Expenditure	Surplus / movement in funds for the year	Balance at 31 August 2022
	£	£	£	£	£
Restricted Funds					
Hardship / bursary	-	27,095	(27,095)	-	-
Total Restricted funds	<u>-</u>	<u>27,095</u>	<u>(27,095)</u>	<u>-</u>	<u>-</u>
Unrestricted Funds					
General Funds	<u>6,920,942</u>	<u>4,403,434</u>	<u>(3,939,518)</u>	<u>103,916</u>	<u>7,024,858</u>
Total Unrestricted Funds	<u>6,920,942</u>	<u>4,403,434</u>	<u>(3,939,518)</u>	<u>103,916</u>	<u>7,024,858</u>
Total Funds	<u>6,920,942</u>	<u>4,430,529</u>	<u>(3,966,613)</u>	<u>103,916</u>	<u>7,024,858</u>

Restricted funds relate to hardship / bursary fees charged to families to support bursary pupils at the school. All resources donated were spent within the academic year.

16 RECONCILIATION OF NET INCOME TO NET CASH FLOW

	2022	2021
	£	£
Net incoming resources	103,916	317,500
Investment income	(1,892)	(2,453)
Depreciation charges	171,710	153,737
(Increase) / decrease in debtors	(2,625)	13,863
Increase / (decrease) in creditors	1,384,550	50,656
	<u>1,655,659</u>	<u>533,303</u>
Net cash inflow from operating activities	<u>1,655,659</u>	<u>533,303</u>

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

17 FINANCIAL COMMITMENTS

The future minimum lease payment of the charitable company under non-cancellable operating leases, in respect of other equipment, is as follows:

	2022	2021
	£	£
Payable within 1 year	2,448	2,858
Payable between 1 and 5 years	<u>7,956</u>	<u>9,806</u>
	<u>10,404</u>	<u>12,664</u>

18 CAPITAL COMMITMENT

There were no capital commitments at year end (2021: £23,795).

19 GOVERNORS' LIABILITY

In the event of the school being wound up, the liability of each Governor is limited to one pound.

20 RELATED PARTIES

Donations totalling £6,584 (2021: £11,253) were received from PTFA (Parents, Teachers and Friends Association), previously known as Friends of St Christopher's School (Hampstead) Limited. This is a parents' association which assists in providing facilities for education not normally covered by the school's funds.

The school spent £3,012 (2021: £10,459) with Farrer & Co for school legal advice – Rachel Lewis, a school governor for part of the year, is a partner at this law firm.

The school spent £Nil (2021: £2,014) with the Girls' School Association for annual membership and training courses – Vivienne Durham, a school governor, was Chief Executive of the GSA for part of this period.

21 PENSION SCHEMES

(i) Teachers' Pension Scheme

The school participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £262,981 (2021: £259,967) and at the year-end £Nil (2021: £Nil) was accrued in respect of contributions to this scheme. The School is planning on leaving the TPS in August 2023.

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.

21 PENSION SCHEMES (continued)

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. Following a public consultation, the Government has accepted three key proposals recommended by the Government Actuary and are aiming to implement these changes in time for the 2020 valuations.

The 2016 cost control valuations have since been completed in January 2022, and the results indicated that there would be no changes to benefits or member contributions required. The results of the cost cap valuation are not used to set the employer contribution rate, and HM Treasury has confirmed that any changes to the employer contribution rate resulting from the 2020 valuations will take effect in April 2024.

Until the 2020 valuation 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.

(ii) Independent Schools' Pension Scheme

The company has a residual ongoing liability to a defined benefit pension scheme in respect of a former employee. The company participates in the scheme, a multi-employer scheme which provides benefits to some 66 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

21 PENSION SCHEMES (continued)

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

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

A full actuarial valuation for the scheme was carried out with an effective date of 30 September 2020. This actuarial valuation was certified on 22 December 2011 and showed assets of £201.1m, liabilities of £256.3m and a deficit of £55.2m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

Deficit contributions	
From 1 September 2022 to 30 June 2032	£2,687,000 per annum (payable monthly, increasing by 3% on each 1st September)

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

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

Present values of provision:

	2022	2021
	£	£
Present value of provision	<u>26,579</u>	<u>20,805</u>

Reconciliation of opening and closing provisions:

	2022	2021
	£	£
Provision at start of period	20,805	22,960
Unwinding of the discount factor	215	195
Deficit contribution paid	(2,242)	(2,177)
Remeasurements – impact of any change in assumptions	(4,412)	(173)
Remeasurements – amendments to the contribution schedule	<u>12,213</u>	—
Provision at the end of the period	<u>26,579</u>	<u>20,805</u>

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

21 PENSION SCHEMES (continued)

(iii) Defined Contributions Schemes

The school participated in other defined contribution schemes for non-teaching staff:

	2022	<i>2021</i>
	£	<i>£</i>
Contributions payable by the company for the year	<u>57,934</u>	<i><u>66,864</u></i>

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

22 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2021

		<i>Unrestricted Funds</i>	<i>Restricted Funds</i>	<i>Total Funds 2021</i>
	<i>Note</i>	<i>£</i>	<i>£</i>	<i>£</i>
<i>INCOME FROM:</i>				
<i>Charitable Activities</i>				
<i>Fees receivable</i>	2	3,765,340	-	3,765,340
<i>Other charitable income</i>	3	81,994	10,350	92,344
<i>Donations and legacies</i>				
<i>Donations</i>		11,253	-	11,253
<i>Government Grants</i>				
<i>Coronavirus Job Retention Scheme</i>		10,299	-	10,299
<i>Other grants</i>		7,334	-	7,334
<i>Investments</i>				
<i>Investment income</i>	4	2,453	-	2,453
<i>Other income</i>				
<i>Other income</i>	5	<u>27,082</u>	-	<u>27,082</u>
<i>Total Income</i>		<u>3,905,755</u>	<u>10,350</u>	<u>3,916,105</u>
<i>EXPENDITURE ON:</i>				
<i>Charitable Activities:</i>				
<i>School operating costs</i>	6	3,588,255	10,350	3,598,605
<i>Loss on disposal of fixed assets</i>		<u>-</u>	<u>-</u>	<u>-</u>
<i>Total Expenditure</i>	6	<u>3,588,255</u>	<u>10,350</u>	<u>3,598,605</u>
<i>Net movement in funds</i>		317,500	-	317,500
<i>Balances brought forward at 1 September 2020</i>		<u>6,603,442</u>	-	<u>6,603,442</u>
<i>Balances carried forward at 31 August 2021</i>	15	<u>6,920,942</u>	-	<u>6,920,942</u>

ST CHRISTOPHER'S SCHOOL (HAMPSTEAD) LIMITED
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

23A COMPARATIVE NET ASSETS OF THE FUNDS OF THE SCHOOL FOR THE YEAR ENDED 31 AUGUST 2021

	<i>Fixed Assets</i>	<i>Net Current Assets</i>	<i>Long Term Liabilities</i>	<i>Fund Balances</i>
	£	£	£	£
<i>Restricted Funds</i>	-	-	-	-
<i>Unrestricted Funds</i>	<u>4,790,758</u>	<u>2,186,372</u>	<u>(56,188)</u>	<u>6,920,942</u>
<i>Total</i>	<u>4,790,758</u>	<u>2,186,372</u>	<u>(56,188)</u>	<u>6,920,942</u>

23B COMPARATIVE FUNDS NOTE

	<i>Unrestricted Funds</i>	<i>Restricted Funds</i>
	£	£
<i>Income</i>	3,905,755	10,350
<i>Expenditure</i>	<u>(3,588,255)</u>	<u>(10,350)</u>
<i>Surplus / movement in funds for the year</i>	317,500	-
<i>Opening value of funds</i>	<u>6,603,442</u>	-
<i>Closing value of funds</i>	<u>6,920,942</u>	-

