

Registered number: 01136229
Charity number: 325018

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

GOVERNORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

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BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS GOVERNORS AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2023**

Governors	Mr N E Southwell (resigned 22 May 2023) ³ Mr M A Kirby ¹ Mr C M Collier ¹ Mr C B Martin ⁵ Mr J E Walton ^{4,5} Mrs G Agg ⁴ Mrs D M Cox Mr D Freer (resigned 8 December 2023) Mrs Z J Meredith-Smyth (resigned 31 July 2023) ⁵ Mr P Connaughton Mr S Ackland ^{2,3} Mrs J Bowden (appointed 15 November 2022) Mr A C Roberts (appointed 22 November 2022) Mrs C France (appointed 28 September 2023)
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¹ denotes membership of Finance and General Purposes Committee

² denotes membership of Health and Safety Committee

³ denotes membership of the Compliance Committee

⁴ denotes nominated Safeguarding Governor

⁵ denotes membership of the Education Committee

Company registered number	01136229
Charity registered number	325018
Registered office and principal address	Berkhampstead School Pittville Circus Road Cheltenham Gloucestershire GL52 2QA
Bursar and Company secretary	Mr B Edwards (to 2 April 2023) Mr T Denmead (from 3 April 2023)
Headmaster	Mr R Cross
Independent auditor	Crowe U.K. LLP Fourth Floor St James House St James Square Cheltenham GL50 3PR
Bankers	Lloyds Bank Plc 130 High Street Cheltenham GL50 1EW

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS GOVERNORS AND ADVISERS
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Solicitors	Sherbornes Solicitors 4 Royal Crescent Cheltenham GL50 3DA
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BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The Governors present their annual report together with the audited financial statements of the group and the company for the year ended 31 August 2023. The Governors confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

STATUS AND ADMINISTRATION

Berkhampstead School (Cheltenham) Trust Limited is a charity within the meaning of the Charities Act 2011 and has been entered on the Central Register of Charities (number 325018). It is incorporated under the Companies Act 2006 (number 01136229) as a company limited by guarantee and not having share capital. It is governed by its Memorandum and Articles of Association and was incorporated on 26 September 1973.

CHARITABLE OBJECTS

The objects for which the charity is established are to promote and provide for the advancement of education and in connection therewith to conduct, carry on, acquire and develop in the United Kingdom any boarding or day school for the education of children.

PRINCIPAL ACTIVITY

The principal activity of the School continues to be the provision of a well-rounded education to both boys and girls up to the age of 11.

ORGANISATIONAL STRUCTURE

The Trust is managed by the Board of Governors. Meetings are held frequently throughout the year. The strategic planning and overview of the trust's operations, including the management of the Day Nursery, is undertaken by the Executive Headteacher (from 1 September 2023, previously the Headteacher), with assistance from the Senior Leadership team consisting of the Headteacher, Director of Day Nurseries and Bursar. The day to day running of the Trust's activities is undertaken by the Headteacher, with the assistance of the administrative staff. The Bursar co-ordinates the financial and administrative work of the School and manages any building and maintenance work in conjunction with the Estates Manager.

Delegated tasks include those of a Chef Manager who is employed by Palmer & Howells Catering and runs the kitchen on a contract basis.

Remuneration is set by the Board of Governors, with the policy of ensuring appropriate salaries to encourage enhanced performance and, in a fair and responsible manner, rewarding for individual contributions to the School's success.

GOVERNORS

The Chair of Governors is Mr Martin Kirby, who has a long-standing relationship with Berkhampstead School by way of ex parent and former Chair of the Finance and General Purposes Committee.

The Governing Body continues to strongly support the School, "Governors' days" had been restarted following the end of the Financial Year.

Governors attend courses and seminars to ensure that they are fully informed with regard to Governance and work closely with the senior management and teaching staff supporting and challenging their work at all times. The Full Board is informed and supported by three main Committees; Compliance, Finance and General Purposes, and Education, who meet at least once a term. Named Governors are allocated responsibility for monitoring Health and Safety and Safeguarding.

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

The Governors are aware of the new Charity Governance Code issued in July 2017. A review will be undertaken of the guidance in order to ensure that the School is working in line with the code, in all ways where it is practical to do so.

GROUP STRUCTURE

The School has one wholly owned non-charitable subsidiary, Berkhamstead School (Day Care Nursery) Limited. The trading activities of the subsidiary consist of the provision of a day nursery. Annual profits will be donated to the School under the Gift Aid Scheme where appropriate. Transactions between these entities are detailed within Note 15.

BOARD POLICY AND PUBLIC BENEFIT AIMS

The board policy continues to put excellence in both teaching and learning as the prime strategic objective. We consider that this is brought about by providing an environment where every child is known and cared for in happy and fun surroundings. Effort and achievement in all areas are encouraged and recognised. Governors appreciate the importance of the very high standard of pastoral care that Berkhamstead continues to provide so that the children are supported in every way throughout their time in the school. Berkhamstead is a "feeder school" for a variety of secondary schools both in the maintained sector and independent schools. The teachers provide advice and guidance so that the pupils are able to transfer confidently to the school of their choice. Several pupils gain places at local grammar schools and others achieve awards at independent schools. There is a large variety of after school clubs and activities so that the children can develop individually in areas outside the main curriculum. Throughout the school participation is encouraged in Music, Drama, Art and Sport.

In administering the charity, the charity Governors have complied with their duty in section 17 of the Charities Act 2011 and have paid due regard to the published Charity Commission guidance on the operation of the Public Benefit requirements. The School continues to allow its facilities to be used by local organisations for music, yoga, chess and local speakers.

REVIEW OF ACTIVITIES AND ACHIEVEMENTS

The School continues to go from strength to strength, both academically and financially, with the school being able to reinvest in the teaching staff, resources and grounds to provide the best possible experience for the children attending. With the school receiving an 'outstanding' in its most recent ISI inspection in December 2019, we are aware that there is no room for complacency in any area of School life and it will continue to strive for excellence across the board.

It was another successful year academically with Year 6 having excellent outcomes with 18 Grammar school places being offered, along with 24 scholarships also being offered within the year group of 34 pupils. In the end 15 Grammar school places were accepted, 14 headed to independent schools and 5 have joined the local academies. These outcomes of the Year 6 pupils highlight the school's ability to best prepare the children for their next steps in education, whilst also catering for a wide range of individuals as shown by the variety of educational establishments the children are moving onto. Furthermore, with 24 scholarships being offered this year, it is clear to see that the academic, sport, drama and music experiences offered at Berkhamstead School allow the children to flourish and have further opportunities to excel in their next setting.

Whilst the academic success of the school is certainly regularly acknowledged and celebrated, the School regularly promotes and celebrates the achievements of those who participate and excel in other areas of school life and outside in the local community.

The School continues to take pride in the excellent quality of our pastoral care and the well-being program is embedded in the school day. It aims to give children the tools to manage their own well-being which aids learning. The School has retained the Mental Health Champions accreditation and Gloucestershire Healthy Living and Learning Award, both for another three years.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

The sporting successes have again been very good, and the school punches above its weight in terms of winning at fixtures against other schools. Sport continues to be an important aspect of school life, with everyone from Years 3 to Year 6 taking part in matches. There were numerous sporting clubs across the school.

There were regular musical performances during this school year. As well as termly, in-house recitals showcasing musicians of all abilities, there were Christmas nativities and services, the Spring Concerts at the Pump Rooms and the Summer productions. The Harvest Festival and the Easter Service at All Saints' Church also showcased music at Berkhampstead School. All of Year 6 performed in their Summer production, 'The Amazing Adventures of Superstan' and the majority at the leavers' recital at the Parabola Art Centre. An abundance of music clubs were offered in the Autumn and Spring terms.

The enrichment programme of activities and visits continued to be diverse and stimulating adding a valuable dimension to the children's learning. Some of the many visits included a trip up Crickley Hill for Kindergarten and Year 1 and a visit to the Everyman Theatre to watch a production of 'The Snow Queen' for Kindergarten, Year 1 and Year 2. Year 3 visited the Chedworth Roman Villa and Year 4 had a look around Chepstow Castle. The children of Years' 4, 5 and 6 attended the Cheltenham Literature Festival and Year 6 had a residential trip to Viney Hill, with Year 5 attending in September 2023. There were also multiple workshops run for the children in the year including Zoo Lab, Meet the Author and a Detective Agency workshop.

The pupils have been encouraged to become involved in various fundraising activities. Voted by the School Council, the two main charities for this year were the Cheltenham Animal Shelter and UNHCR supporting Ukrainian refugees. The School also raised money for the Turkey and Syria Earthquake appeal.

The School Eco Committee delivered on a number of initiatives during the year ranging from an Eco Christmas Acrostic Poem Competition in the Prep School and an Eco-Friendly Arts and Crafts Day for Years 1 and 2. Litter picks and recycling projects are a regular occurrence, and the Prep and Pre-Prep committees grew plants to sell at the Summer Fete. Children all over the school were encouraged to take part in the 'Berky Eco Pledge', and quite a few achieved their Eco Warrior Badge.

Speech Day for the Year 6 pupils leaving the School had taken place in All Saints Church, with parents, staff and Governors attending and then returning to the School for excellent canapes and refreshments provided by our catering providers.

Pupil numbers were extremely strong at the end of the year; 43 were in Kindergarten, 87 in the Pre-Prep and 135 in the Prep department. There were also 142 children on role at the Day Nursery, leading to a total of 407 children attending either Berkhampstead School or the Day Nursery, an increase of 7 since the prior year.

The number of enquiries has been very positive throughout the year. Follow up of initial enquiries and subsequent visits have been carefully monitored. The Open Days continued on an appointment only basis and proved to be popular events.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Net loss for the year totalled £11,323 (2022 net income £12,806). The consolidated unrestricted general fund of the group at 31 August 2023 was £2,159,764 (2022: £2,169,462). In addition, the balance of funds upon which restrictions have been placed by donors is £22 (2022 £1,647).

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

DEVELOPMENTS

The School continues to invest in the fabric of the buildings, a continual rolling maintenance program and the Board and Senior Leadership team continue to consider ways of optimising the space available for the pupils. The School was in a strong position financially to carry out key work over the course of the year. The rear of the Pre-prep building was refurbished, which involved careful planning due to the listing status of the building. The Prep building also saw some improvements in the form of a refurbishment of the Hall, which included new 85-inch interactive television to replace the projector, playground resurfacing, and new boys and girls' toilets were installed. The School refurbished the kitchen and cellar room to allow for our catering providers to work more efficiently and the Pittville Circus Day Nursery lift was also upgraded.

The Day Nursery continues to thrive and is a happy and safe environment for the children. The number of children transferring either to Berkhampstead Kindergarten or to Reception at a later age has remained high and exceeds expectations. The Nursery has become more integrated into the main School and the children are often included in activities such as music, French and sport. They have access to all the School indoor and outdoor facilities for their activities and concerts.

In March 2024, Berkhampstead School successfully completed the purchase of a second day nursery in Cheltenham. The location of this new day nursery is in Charlton Kings, on the corner of Copt Elm Road and London Road. The area is home to many families, with limited options for childcare for children under five years old in this area of Cheltenham. The building itself was formerly a family home before being used as a medical centre and is Grade II listed, sharing similarities to the Pre-Prep School building located in Pittville Circus. The ambition is to be able to welcome new families to the Charlton Kings Day Nursery towards the latter part of 2024.

The active PTA has continued to raise funds throughout the year by means of the operation of the second-hand uniform shop. PTA events included Bonfire night, the Christmas Fayre, Coronation lunch and the Summer Festival.

FUTURE PLANS

- Improvements to the front of the Pre-prep and Pittville Circus Day Nursery to allow for a more welcoming appearance for parents dropping off and collecting children.
- The rear entrance of the Pre-prep to the playground is to be rebuilt and made accessible, offering an entrance to pupils throughout the day.
- The creation of a new access point between the Pittville Circus Day Nursery and the Kindergarten will help collaboration between the two departments.
- The Gym/Hall in Prep will be replaced with a more modern building to accommodate drama and music performances.
- The development of new Charlton Kings Day Nursery.

RESERVES POLICY

The Governors aim to build up the free reserves of the Trust to ensure that these are sufficient to cover recurring expenditure in the short term to allow for possible loss or delays in respect of income.

In common with most Independent schools Berkhampstead has negative free reserves. At 31 August 2023, the total unrestricted reserve was £2,159,764 with fixed assets valued at £2,579,551 resulting in negative free reserves of £419,787. In recent years the Governors have invested significant sums in improvements to the School facilities which have attracted pupil numbers. Improvements have been funded by long term loans secured on the freehold property. At 31 August 2023, £194,073 was due in over 5 years' time.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

INVESTMENT POLICY

Under the direction of the Governing Body, investment of the School's funds may be applied in any of the following:

- Land or Property whether freehold or leasehold.
- Investments in which the Governing Body feel appropriate, considering any risk which may be involved being at a minimum.
- The improvement or development of property belonging to the School.

The approval of this policy, and any amendments to it, are a matter reserved for the Governing Body. The policy will be reviewed at intervals of no more than two years.

The Governing Body has delegated responsibility and authority for the monitoring of the performance of investments to the Finance and General Purposes Committee.

For the purpose of this policy, the term 'investment' is regarded as the purchase, holding and sale of Investments with a view to achieving a return, by way of income and/or capital growth, with an understanding that the capital value may go up or down. Placing money on deposit, in Bank deposit accounts or in deposit funds, is not regarded as 'investment' and it is recognised that keeping funds in Bank accounts in the longer term will almost certainly lead to erosion of real Capital values.

Long and short-term objectives:

The long-term investment objective of the School is to protect the real value of the School's invested Capital by reference to the Retail Price Index (RPI) and to produce real growth in net investment income arising therefrom without undue risk.

The short-term objective is to achieve the long-term objective without undue fluctuations year by year in the income arising from investments.

Qualifying investments and criteria are established by the Governing Body.

The investments shall be those in which the Governing Body are permitted to invest by Law.

RISK MANAGEMENT

All committees are charged with the need to review risk and to check school policies that affect them specifically. All committee-level risk registers inform the Board Risk Register which is an agenda item at all board meetings. The Governor with responsibility for Health and Safety has continued to meet with the Bursar and Estates Team each term and report to the Governing body. Financial performance is compared to budgets, which are prepared on an annual basis, for each of the three terms in the year and for the year as a whole. The Finance Committee meets regularly to discuss financial performance and future funding requirements. The Chairman of Governors meets the Headmaster regularly and also the Bursar when possible. The Compliance Committee, Finance and General-Purposes and the Education Committee report to the Full Board. This structure has proved effective in enabling the Governors to meet their obligations. Reports from external agencies providing expertise in areas such as water, fire safety and asbestos management continue to be sought, acted upon and signed off.

PRINCIPAL RISKS AND UNCERTAINTIES

The 3 Principle Board Risks are the impact of Brexit and other economic such as inflation creating the cost of living crisis, staff retention in key positions and a possible change in government.

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

GOING CONCERN

Governors have assessed the financial position of the School and its subsidiary and whilst there are significant potential financial pressures on the independent education sector associated with the impact of a change in government leading to the possibility of losing charitable status, VAT being applied on school fees and loss of business rates relief, pupil and child numbers have increased beyond expectations and the level of interest in the School continues to impress. The Nursery continues to have a waiting list for a number of rooms and this trend should continue into the future.

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Berkhamstead School (Cheltenham) Trust 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 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 the group and of the incoming resources and application of resources, including the income and expenditure of the charitable group 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 (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable group will continue in operation.

The Governors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and the group's transactions, disclose with reasonable accuracy at any time the financial position of the charitable group 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITOR

Each of the persons who are Governors at the time when this Governors' report is approved has confirmed that:

- so far as that Governor is aware, there is no relevant audit information of which the charitable Group's auditor is unaware, and
- that Governor has taken all the steps that ought to have been taken as a Governor in order to be aware of any relevant audit information and to establish that the charitable Group's auditor is aware of that information.

AUDITOR

The auditor, Crowe U.K. LLP, has indicated his willingness to continue in office. The designated Governors will propose a motion reappointing the auditor at a meeting of the Governors.

Approved by order of the members of the board of Governors and signed on their behalf by:

Mr M A Kirby
Chair of Trustees
Date: 7.5.24



BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BERKHAMPSTEAD SCHOOL
(CHELTENHAM) TRUST LIMITED**

Opinion

We have audited the financial statements of Berkhamstead School (Cheltenham) Trust Limited (the 'parent charitable company') and its subsidiaries (the 'group') for the Year ended 31 August 2023 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Company balance sheet, the Consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 August 2023 and of the Group's 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 Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Group's or the parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BERKHAMPSTEAD SCHOOL
(CHELTENHAM) TRUST LIMITED (CONTINUED)**

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 contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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 Governors' report including the Strategic report for the financial Year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' report and the Strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' report including the Strategic report.

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

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

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BERKHAMPSTEAD SCHOOL
(CHELTENHAM) TRUST LIMITED (CONTINUED)**

Responsibilities of trustees

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 Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the Group or the parent 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.

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:

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, taxation legislation, 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, General Data Protection Regulation (GDPR), Health and safety legislation, and Employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate, Ofsted and reading minutes of meetings of those charged with governance.

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

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BERKHAMPSTEAD SCHOOL
(CHELTENHAM) TRUST LIMITED (CONTINUED)**

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.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Guy Biggin (Senior statutory auditor)

for and on behalf of

Crowe U.K. LLP

Statutory Auditor

Fourth Floor

St James House

St James Square

Cheltenham

GL50 3PR

Date: 10 May 2024

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
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**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND
EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	4	23,856	-	23,856	26,210
Charitable activities:					
School Fees		2,602,045	-	2,602,045	2,387,500
Ancillary trading income		224,278	-	224,278	207,114
Non-ancillary trading activities	7	1,280,074	-	1,280,074	1,075,006
Total income		4,130,253	-	4,130,253	3,695,830
Expenditure on:					
Raising funds:					
Trading activities	8,9	1,117,060	-	1,117,060	972,871
Financing costs		20,174	-	20,174	49,230
Charitable activities	10	3,002,717	1,625	3,004,342	2,660,923
Total expenditure		4,139,951	1,625	4,141,576	3,683,024
Net movement in funds		(9,698)	(1,625)	(11,323)	12,806
Reconciliation of funds:					
Total funds brought forward		2,169,462	1,647	2,171,109	2,158,303
Net movement in funds		(9,698)	(1,625)	(11,323)	12,806
Total funds carried forward	19	2,159,764	22	2,159,786	2,171,109

The notes on pages 17 to 40 form part of these financial statements.

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 01136229

CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	14	2,579,551	2,601,691
Current assets			
Debtors	16	171,777	116,561
Cash at bank and in hand		543,052	1,372,690
		714,829	1,489,251
Creditors: amounts falling due within one year	17	(708,927)	(1,415,748)
Net current assets		5,902	73,503
Total assets less current liabilities		2,585,453	2,675,194
Creditors: amounts falling due after more than one year	18	(425,667)	(504,085)
Total net assets		2,159,786	2,171,109
Charity funds			
Restricted funds	19	22	1,647
Unrestricted funds	19	2,159,764	2,169,462
Total funds		2,159,786	2,171,109

The Governors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Governors and signed on their behalf by:

Mr M A Kirby
Chair of Trustees



Date:

7.5.24

The notes on pages 17 to 40 form part of these financial statements.

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 01136229

COMPANY BALANCE SHEET
AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	14	2,512,140	2,563,718
Investments	15	100	100
		<u>2,512,240</u>	<u>2,563,818</u>
Current assets			
Debtors	16	426,976	137,813
Cash at bank and in hand		208,885	1,274,929
		<u>635,861</u>	<u>1,412,742</u>
Creditors: amounts falling due within one year	17	(560,373)	(1,277,988)
Net current assets		<u>75,488</u>	<u>134,754</u>
Total assets less current liabilities		<u>2,587,728</u>	<u>2,698,572</u>
Creditors: amounts falling due after more than one year	18	(425,667)	(504,085)
Total net assets		<u><u>2,162,061</u></u>	<u><u>2,194,487</u></u>
Charity funds			
Restricted funds	19	22	1,647
Unrestricted funds	19	2,162,039	2,192,840
Total funds		<u><u>2,162,061</u></u>	<u><u>2,194,487</u></u>

The Company's net movement in funds for the Year was £(32,426) (2022 - £104,347).

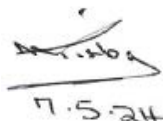
The Governors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Governors and signed on their behalf by:

Mr M A Kirby
Chair of Trustees

Date:

The notes on pages 17 to 40 form part of these financial statements.



BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash used in operating activities	22	195,457	236,977
Cash flows from investing activities			
Proceeds from the sale of tangible fixed assets		2,768	799
Purchase of tangible fixed assets		(123,265)	(108,357)
Net cash used in investing activities		(120,497)	(107,558)
Cash flows from financing activities			
Loan repayments		(895,317)	(178,745)
Finance costs		(9,281)	(53,275)
Net cash used in financing activities		(904,598)	(232,020)
Change in cash and cash equivalents in the Year		(829,638)	(102,601)
Cash and cash equivalents at the beginning of the Year		1,372,690	1,475,291
Cash and cash equivalents at the end of the Year	23	543,052	1,372,690

The notes on pages 17 to 40 form part of these financial statements

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

1. General information

Berkhampstead School (Cheltenham) Trust Limited is a registered charity with the Charities Commission England and Wales (charity number 325018) and was incorporated in England as a private company limited by guarantee (company number: 01136229) on 26 September 1973. The address of its registered office is Berkhampstead School, Pittville Circus Road, Cheltenham, Gloucestershire, GL52 2QA.

It's principal activity is the provision of boarding and day schooling.

The members of the company are the Governors named on page 1. In the event of the School being wound up the liability in respect of the guarantee is limited to £1 per member of the School.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Berkhampstead School (Cheltenham) Trust Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

2.2 Going concern

The Governors have a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. For long term finance the School relies on bank loans. In assessing going concern the Governors have assumed that these bank loans will not be repaid in the foreseeable future and are not aware of any circumstances that may adversely affect these facilities.

Governors have assessed the financial position of the School and its subsidiary and whilst there are significant financial pressures on the independent education sector associated with the impact of the pandemic, Brexit, energy prices, the effect of losing charitable status, the crisis in the Ukraine as well as increases to the national living wage, pupil and child numbers have increased beyond expectations and the level of interest in the School continues to impress. The Nursery continues to have a waiting list for a number of rooms and this trend should continue into the future.

After making appropriate enquires, the Governors consider that the Group and Company has adequate resources to continue in operational existence for the foreseeable future and it is therefore appropriate to continue to adopt the going concern basis in preparing the financial statements.

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

2. Accounting policies (continued)

2.3 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the Group and which have not been designated for other purposes.

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2.4 Income

All income is recognised once the Group has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Fees and similar income

Fees receivable are stated after deducting allowances, scholarships, bursaries and other remissions granted by the School, but include contributions received from restricted funds for bursaries. Where fees are in advance, the income is deferred until the term to which it relates.

Donations

Donations are recorded in the Statement of Financial Activities when the School has entitlement to the funds, any performance conditions attached to the items have been met, it is probable that the income will be received and the amount can be measured reliably. Where donations are received only to be used for a specific purpose they are allocated to the appropriate restricted fund.

Non Ancillary Trading Income

Income comprises the nursery fee income and other income generated by Berkhamstead School (Day Nursery Limited).

2.5 Government grants

Government grants received are credited to the Consolidated statement of financial activities as the related expenditure is incurred.

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

2. Accounting policies (continued)

2.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Freehold property	- 2-20% straight line
Leasehold improvements	- 10-33% straight line
Fixtures and equipment	- 5-33.3% straight line and 33.3% reducing balance
Motor vehicles	- 20-33.3% straight line and 33.3% reducing balance
Computer equipment	- 10-33.3% straight line and 25-33% reducing balance

2.8 Investments

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

2.9 Operating leases

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight line basis over the lease term.

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

2. Accounting policies (continued)

2.10 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.11 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Group anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

2.13 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.14 Pensions

The Group operates a defined contribution pension scheme for its administrative, domestic, teaching assistants and maintenance staff, the assets of which are held separately from those of the School. The pension charge represents the amounts payable by the Group to the fund in respect of the year.

The School contributes to the Teachers' Pension defined benefits pension scheme. The scheme is a multi-employer scheme where it is not possible, in the normal course of events, to identify on a consistent and reasonable basis, the share of underlying assets and liabilities belonging to individual participating employers. Therefore, as required by FRS 102, the School accounts for this scheme as if it was a defined contribution scheme. The amount charged to the Statement of financial activities represents contributions payable to the scheme in respect of the accounting period.

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

2. Accounting policies (continued)

2.15 Pupil deposits

The Governors have reviewed the contract terms under which pupil fee deposits are held by the Group. 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 Group 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 at 31 August has been included within current liabilities.

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

4. Income from donations and legacies

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	23,856	23,856	26,210
Total 2023	<u>23,856</u>	<u>23,856</u>	<u>26,210</u>
<i>Total 2022</i>	<u>26,210</u>	<u>26,210</u>	

5. Income from charitable activities - Fees receivable

This represents gross school fees invoiced, less scholarships, bursaries and allowances.

	2023 £	2022 £
Gross school fees	2,715,978	2,499,722
Less: Bursaries	(51,371)	(45,365)
Allowances	(62,562)	(66,857)
School fees less discounts	<u>2,602,045</u>	<u>2,387,500</u>

Bursaries and awards were paid for a total of 11 pupils (2022 - 12).

Within this means tested bursaries totalling £50,960 were paid to 11 pupils (2022 - £45,365 to 12 pupils).

This figure includes free places of £12,658 (2022: £Nil) which are means tested and awarded to 2 (2022 - none) pupils this year.

Included within gross school fees is an amount of £190,259 (2022 - £149,452) in relation to governments grants received.

In 2022 all of the total income from school fees receivable was to unrestricted funds and £Nil to restricted funds.

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

6. Income from charitable activities - Ancillary trading

	2023 £	2022 £
Music tuition	2,389	2,087
School outings and clubs	135,066	109,370
Learning support	68,828	65,516
Swimming income	8,135	12,863
SFRS	4,822	9,346
School shop and sundry income	1,758	3,532
Registration fees	3,030	2,800
Retained deposits	250	1,600
	224,278	207,114

In 2022 all of the total income from ancillary trading income was to unrestricted funds and £Nil to restricted funds.

7. Income from Non-ancillary trading activities

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Other activities	3,143	3,143	3,195
Trading income - Berkhamstead School (Day Care Nursery) Limited	1,276,931	1,276,931	1,071,811
Total 2023	1,280,074	1,280,074	1,075,006
<i>Total 2022</i>	1,075,006	1,075,006	

Included within turnover is an amount of £182,143 (2022: £157,100) in relation to governments grants received.

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

8. Expenditure on raising funds - Trading activities

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Other costs	291,294	291,294	265,172
Staff costs	809,451	809,451	688,535
Depreciation	16,315	16,315	19,164
Total 2023	<u>1,117,060</u>	<u>1,117,060</u>	<u>972,871</u>
<i>Total 2022</i>	<u>972,871</u>	<u>972,871</u>	

9. Financing costs

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Bank loan interest	9,281	9,281	53,275
Bad debts	10,893	10,893	(4,045)
Total 2023	<u>20,174</u>	<u>20,174</u>	<u>49,230</u>
<i>Total 2022</i>	<u>49,230</u>	<u>49,230</u>	

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

10. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Teaching costs	1,582,504	478	1,582,982	1,488,790
Welfare	247,016	-	247,016	247,920
Premises	655,696	-	655,696	418,495
Support and governance costs	517,501	1,147	518,648	505,718
Total 2023	<u>3,002,717</u>	<u>1,625</u>	<u>3,004,342</u>	<u>2,660,923</u>
<i>Total 2022</i>	<u>2,660,624</u>	<u>299</u>	<u>2,660,923</u>	

Summary by expenditure type

	Staff costs 2023 £	Depreciation 2023 £	Other costs 2023 £	Total 2023 £	Total 2022 £
Teaching costs	1,483,701	-	99,281	1,582,982	1,488,790
Welfare	-	-	247,016	247,016	247,920
Premises	106,583	125,891	423,222	655,696	418,495
Support and governance costs	286,436	-	232,212	518,648	505,718
Total 2023	<u>1,876,720</u>	<u>125,891</u>	<u>1,001,731</u>	<u>3,004,342</u>	<u>2,660,923</u>
<i>Total 2022</i>	<u>1,741,515</u>	<u>131,581</u>	<u>787,827</u>	<u>2,660,923</u>	

Support costs for schooling includes IT, administration costs, and governance costs. Governance costs totalling £22,583 (2022 - £38,694) consist of inspection costs and professional fees (including auditors fees of £12,375 for the year).

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

11. Auditor's remuneration

	2023 £	2022 £
Fees payable to the School's auditor for the audit of the School's annual accounts	10,450	9,500
Fees payable to the School's auditor in respect of:		
The auditing of accounts of the subsidiary of the School	1,925	1,750
All non-audit services not included above	4,770	3,990
	17,145	15,190

12. Staff costs

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Wages and salaries	2,263,401	2,040,888	1,522,749	1,405,258
Social security costs	192,426	161,376	142,184	123,528
Pension costs	230,344	227,786	211,787	212,729
	2,686,171	2,430,050	1,876,720	1,741,515

During the period there were termination payments made of £Nil (2022 - £1,730). Nil remained outstanding at year end.

The average number of persons employed by the Company during the Year was as follows:

	Group 2023 No.	Group 2022 No.
Teaching	47	44
Day Nursery	43	38
Administration	14	13
	104	95

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

12. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2023 No.	<i>Group 2022 No.</i>
In the band £60,001 - £70,000	-	1
In the band £90,001 - £100,000	-	1
In the band £100,001 - £110,000	1	-

The total employee benefits of the key management personnel totalled £290,362 (2022 - £228,290).

13. Governors' remuneration and expenses

During the year the school paid one of the Governors, Mrs G Agg £2,970 (2022 - £1,500) for professional services provided to the School.

Four Governors (2022: Two) had children at the School during the year. One Governor received a staff discount as a result of a spouse working at the School. At the year end fees totalling £1,922 (2022: £551) were due from 2 Governors and an amount of £51 was owed to 1 Governor for fees paid in advance (2022: £3,965).

In the prior year one of the Senior Management Team also had children at the School during the year. At the year end fees totalling £Nil were due from the staff (2022: £834).

The Governors and SMT paid fees under normal commercial terms and all fee discounts were awarded on an arms-length basis.

During the Year ended 31 August 2023, no Governor expenses have been incurred (2022 - £NIL).

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

14. Tangible fixed assets

Group

	Freehold property £	Leasehold improve- ments £	Motor vehicles £	Fixtures and equipment £	Computer equipment £	Total £
Cost						
At 1 September 2022	3,377,118	126,742	72,789	596,116	154,721	4,327,486
Additions	-	-	-	77,116	46,149	123,265
Disposals	-	(14,345)	-	(17,494)	(28,387)	(60,226)
At 31 August 2023	<u>3,377,118</u>	<u>112,397</u>	<u>72,789</u>	<u>655,738</u>	<u>172,483</u>	<u>4,390,525</u>
Depreciation						
At 1 September 2022	1,077,272	116,397	67,573	365,045	99,508	1,725,795
Charge for the Year	72,978	2,584	2,608	42,331	21,796	142,297
On disposals	-	(14,346)	-	(14,457)	(28,315)	(57,118)
At 31 August 2023	<u>1,150,250</u>	<u>104,635</u>	<u>70,181</u>	<u>392,919</u>	<u>92,989</u>	<u>1,810,974</u>
Net book value						
At 31 August 2023	<u><u>2,226,868</u></u>	<u><u>7,762</u></u>	<u><u>2,608</u></u>	<u><u>262,819</u></u>	<u><u>79,494</u></u>	<u><u>2,579,551</u></u>
At 31 August 2022	<u><u>2,299,846</u></u>	<u><u>10,345</u></u>	<u><u>5,216</u></u>	<u><u>231,071</u></u>	<u><u>55,213</u></u>	<u><u>2,601,691</u></u>

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

14. Tangible fixed assets (continued)

Company

	Freehold property £	Motor vehicles £	Fixtures and equipment £	Computer equipment £	Total £
Cost					
At 1 September 2022	3,377,118	72,789	518,581	148,533	4,117,021
Additions	-	-	34,352	44,829	79,181
Transfers intra group	-	-	(3,002)	-	(3,002)
Disposals	-	-	(4,193)	(26,653)	(30,846)
At 31 August 2023	<u>3,377,118</u>	<u>72,789</u>	<u>545,738</u>	<u>166,709</u>	<u>4,162,354</u>
Depreciation					
At 1 September 2022	1,077,272	67,573	314,586	93,872	1,553,303
Charge for the Year	72,978	2,608	30,074	20,989	126,649
Transfers intra group	-	-	(667)	-	(667)
On disposals	-	-	(2,490)	(26,581)	(29,071)
At 31 August 2023	<u>1,150,250</u>	<u>70,181</u>	<u>341,503</u>	<u>88,280</u>	<u>1,650,214</u>
Net book value					
At 31 August 2023	<u><u>2,226,868</u></u>	<u><u>2,608</u></u>	<u><u>204,235</u></u>	<u><u>78,429</u></u>	<u><u>2,512,140</u></u>
At 31 August 2022	<u><u>2,299,846</u></u>	<u><u>5,216</u></u>	<u><u>203,995</u></u>	<u><u>54,661</u></u>	<u><u>2,563,718</u></u>

BERKHAMPSTEAD SCHOOL (CHELTENHAM) TRUST LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

15. Fixed asset investments

Company	Investments in subsidiary companies £
Cost or valuation	
At 1 September 2022	100
At 31 August 2023	100

Principal subsidiaries

The following was a subsidiary undertaking of the Company and has been included in the consolidation:

Name	Company number	Registered office or principal place of business	Principal activity	Share holding
Berkhampstead School (Day Nursery) Limited	07805292	Berkhampstead School, Pittville Circus Road, Cheltenham, Gloucestershire, GL52 2QA	Day nursery	100% Ordinary

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit for the year £	Net liabilities £
Berkhampstead School (Day Nursery) Limited	1,276,931	(1,255,828)	21,103	(2,175)

Included within turnover is an amount of £182,143 (2022 - £157,100) in relation to governments grants received with regards to fees.

Administrative expenses include rent totalling £60,000 (2022 - £53,232) and a management charge of £78,768 (2022 - £77,940) paid to Berkhampstead School (Cheltenham) Trust Limited.

A gift aid payment of £Nil (2022 - £59,309) was made to Berkhampstead School (Cheltenham) Trust Limited.

At the year end Berkhampstead School (Day Care Nursery) Limited owed Berkhampstead School (Cheltenham) Trust Limited £84,475 (2022 - £39,112).

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16. Debtors

	Group 2023 £	<i>Group 2022 £</i>	Company 2023 £	<i>Company 2022 £</i>
Trade debtors	47,350	44,836	39,015	42,310
Amounts owed by group undertakings	-	-	284,475	39,112
Other debtors	6,969	3,892	841	1,188
Prepayments and accrued income	117,458	67,833	102,645	55,203
	<u>171,777</u>	<u>116,561</u>	<u>426,976</u>	<u>137,813</u>

Fee debtors are stated after impairment provisions totalling £23,178 (2022: £34,347).

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17. Creditors: Amounts falling due within one year

	Group 2023 £	<i>Group 2022 £</i>	Company 2023 £	<i>Company 2022 £</i>
Bank loans	83,067	899,966	83,067	899,966
Trade creditors	92,147	111,596	63,459	79,391
Other taxation and social security	47,280	39,298	35,519	32,760
Pension creditor	19,315	19,176	16,046	18,118
Fees paid in advance	252,866	179,428	230,782	161,556
Deposits	110,245	105,872	39,857	38,757
Accruals and deferred income	104,007	60,412	91,643	47,440
	708,927	1,415,748	560,373	1,277,988

After the 2022 year end 3 bank loans were repaid in full, totalling £818,973. The repayments were therefore aged as amounts falling due within one year in 2022.

Fees in advance represent payment for school and nursery fees relating to terms within the 2022/23 financial year. Movements during the year were:

	Group 2023 £	<i>Group 2022 £</i>	Company 2023 £	<i>Company 2022 £</i>
Fees paid in advance				
Balance at 1 September	189,877	189,877	161,556	168,525
Resources deferred during the year	252,866	179,428	230,782	161,556
Amounts released from previous years	(189,877)	(189,877)	(161,556)	(168,525)
Balance at 31 August	252,866	179,428	230,782	161,556

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18. Creditors: Amounts falling due after more than one year

	Group 2023 £	<i>Group 2022 £</i>	Company 2023 £	<i>Company 2022 £</i>
Bank loans	425,667	<i>504,085</i>	425,667	<i>504,085</i>

Included within the above are amounts falling due as follows:

	Group 2023 £	<i>Group 2022 £</i>	Company 2023 £	<i>Company 2022 £</i>
Between one and two years				
Bank loans	85,231	<i>83,066</i>	85,231	<i>83,066</i>
Between two and five years				
Bank loans	146,363	<i>210,831</i>	146,363	<i>210,831</i>
Over five years				
Bank loans	194,073	<i>210,188</i>	194,073	<i>210,188</i>

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:

	Group 2023 £	<i>Group 2022 £</i>	Company 2023 £	<i>Company 2022 £</i>
Payable or repayable by instalments	194,073	<i>210,188</i>	194,073	<i>210,188</i>

The School has six (2022: nine) loans, three (2022: five) are fixed rate loans and three (2022: four) are variable rate loans. The first has a fixed interest rate of 3.71% for ten years, the second has a fixed rate of 3.90% for 12 years, the third has a fixed rate of 3.77% for 12.5 years. The three variable rate loans have interest rates of 1% and 1.95% over the base rate.

The loans are secured by means of a legal mortgage over the freehold property known as Pengwern House, Pittville Circus Road, Cheltenham, GL52 2QA and Berkhamstead School (Cheltenham) Trust Limited, Pittville Circus Road, Cheltenham, GL52 2QA.

There is also an unlimited debenture incorporating a fixed and floating charge.

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**NOTES TO THE FINANCIAL STATEMENTS
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19. Statement of funds

Statement of funds - current Year

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2023 £
Unrestricted funds					
Designated funds					
Governors Bursary	8,878	(8,878)	-	-	-
PTA fund	29,505	23,756	(29,035)	(2,000)	22,226
	<u>38,383</u>	<u>14,878</u>	<u>(29,035)</u>	<u>(2,000)</u>	<u>22,226</u>
General funds					
General fund - Day Nursery	(23,378)	1,276,931	(1,255,828)	-	(2,275)
General fund - School	2,154,457	2,977,212	(2,993,856)	2,000	2,139,813
Eliminated on consolidation	-	(138,768)	138,768	-	-
	<u>2,131,079</u>	<u>4,115,375</u>	<u>(4,110,916)</u>	<u>2,000</u>	<u>2,137,538</u>
Total Unrestricted funds	<u>2,169,462</u>	<u>4,130,253</u>	<u>(4,139,951)</u>	<u>-</u>	<u>2,159,764</u>
Restricted funds					
Science Equipment Fund	500	-	(478)	-	22
Staff Entertainment Fund	1,147	-	(1,147)	-	-
	<u>1,647</u>	<u>-</u>	<u>(1,625)</u>	<u>-</u>	<u>22</u>
Total of funds	<u>2,171,109</u>	<u>4,130,253</u>	<u>(4,141,576)</u>	<u>-</u>	<u>2,159,786</u>

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19. Statement of funds (continued)

Statement of funds - prior Year

	<i>Balance at 1 September 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 August 2022 £</i>
Unrestricted funds					
Designated funds					
Governors Bursary	8,878	-	-	-	8,878
PTA fund	34,393	26,118	(30,208)	(798)	29,505
	<u>43,271</u>	<u>26,118</u>	<u>(30,208)</u>	<u>(798)</u>	<u>38,383</u>
General funds					
General fund - Day Nursery	68,163	1,071,811	(1,163,352)	-	(23,378)
General fund - School	2,044,923	2,788,382	(2,679,646)	798	2,154,457
Eliminated on consolidation	-	(190,481)	190,481	-	-
	<u>2,113,086</u>	<u>3,669,712</u>	<u>(3,652,517)</u>	<u>798</u>	<u>2,131,079</u>
Total Unrestricted funds	<u>2,156,357</u>	<u>3,695,830</u>	<u>(3,682,725)</u>	<u>-</u>	<u>2,169,462</u>
Restricted funds					
Science Equipment Fund	500	-	-	-	500
Staff Entertainment Fund	1,446	-	(299)	-	1,147
	<u>1,946</u>	<u>-</u>	<u>(299)</u>	<u>-</u>	<u>1,647</u>
Total of funds	<u><u>2,158,303</u></u>	<u><u>3,695,830</u></u>	<u><u>(3,683,024)</u></u>	<u><u>-</u></u>	<u><u>2,171,109</u></u>

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19. Statement of funds (continued)

The Governors Bursary fund provides fee remission for children where need is identified.

The PTA fund is monies raised by the PTA for use within the school. The transfer in the year relates to fixed assets purchased with PTA fund monies and the prior year relates to a correction to expenditure in the prior year.

The Science Equipment fund is a donation to provide for science materials.

The Staff Entertainment fund is a donation to be spent on the staff.

20. Summary of funds

Summary of funds - current Year

	Balance at September 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2023 £
Designated funds	38,383	14,878	(29,035)	(2,000)	22,226
General funds	2,131,079	4,115,375	(4,110,916)	2,000	2,137,538
Restricted funds	1,647	-	(1,625)	-	22
	<u>2,171,109</u>	<u>4,130,253</u>	<u>(4,141,576)</u>	<u>-</u>	<u>2,159,786</u>

Summary of funds - prior Year

	<i>Balance at 1 September 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 August 2022 £</i>
Designated funds	43,271	26,118	(30,208)	(798)	38,383
General funds	2,113,086	3,669,712	(3,652,517)	798	2,131,079
Restricted funds	1,946	-	(299)	-	1,647
	<u>2,158,303</u>	<u>3,695,830</u>	<u>(3,683,024)</u>	<u>-</u>	<u>2,171,109</u>

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21. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	2,579,551	-	2,579,551
Current assets	714,807	22	714,829
Creditors due within one year	(708,927)	-	(708,927)
Creditors due in more than one year	(425,667)	-	(425,667)
Total	2,159,764	22	2,159,786

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	2,601,691	-	2,601,691
Current assets	1,487,604	1,647	1,489,251
Creditors due within one year	(1,415,748)	-	(1,415,748)
Creditors due in more than one year	(504,085)	-	(504,085)
Total	2,169,462	1,647	2,171,109

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

22. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2023 £	<i>Group 2022 £</i>
Net income/expenditure for the year (as per Statement of Financial Activities)	(11,323)	<i>12,806</i>
Adjustments for:		
Depreciation charges	142,297	<i>150,745</i>
Loss/(Profit) on the sale of fixed assets	340	<i>(583)</i>
Decrease in stocks	-	<i>3,995</i>
Increase in debtors	(55,216)	<i>(26,941)</i>
Increase in creditors	110,078	<i>43,680</i>
Finance costs	9,281	<i>53,275</i>
Net cash provided by operating activities	195,457	<i>236,977</i>

23. Analysis of cash and cash equivalents

	Group 2023 £	<i>Group 2022 £</i>
Cash in hand	543,052	<i>1,372,690</i>
Total cash and cash equivalents	543,052	<i>1,372,690</i>

24. Analysis of changes in net debt

	At 1 September 2022 £	Cash flows £	Other non- cash changes £	At 31 August 2023 £
Cash at bank and in hand	1,372,690	(829,638)	-	543,052
Debt due within 1 year	(899,966)	895,317	(78,418)	(83,067)
Debt due after 1 year	(504,085)	-	78,418	(425,667)
	(31,361)	65,679	-	34,318

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NOTES TO THE FINANCIAL STATEMENTS
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25. Pension commitments

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 £141,917 (2022 - £167,374) and at the year-end £16,123 (2022 - £16,739) 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 have valued the 'greater value' benefits for groups of relevant members.

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

Scheme for non-teaching staff

The School operates a defined contribution scheme for its non-teaching staff, the assets of which are held separately from those of the School. The pension costs charged represents contributions payable by the School to the scheme and amounted to £88,427 (2022 - £60,412) for the year ended 31 August 2023. At the year end £3,191 (2022 - £2,437) was due to be paid.

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**NOTES TO THE FINANCIAL STATEMENTS
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26. Operating lease commitments

At 31 August 2023 the Group and the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £	<i>Group 2022 £</i>	Company 2023 £	<i>Company 2022 £</i>
Not later than 1 year	48,607	37,072	48,607	37,072
Later than 1 year and not later than 5 years	107,125	88,768	107,125	88,768
Later than 5 years	-	11,096	-	11,096
	155,732	136,936	155,732	136,936

The following lease payments have been recognised as an expense in the Statement of financial activities:

	Group 2023 £	<i>Group 2022 £</i>	Company 2023 £	<i>Company 2022 £</i>
Operating lease rentals	28,260	27,989	28,260	27,989

27. Related party transactions

There were no other Related Party Transactions other than those disclosed in note 13 and 15.

28. Post balance sheet events

On 27 March 2024 Berkhamstead School completed on the purchase of Lexham Lodge, Copt Elm Road, Charlton Kings, Cheltenham, a Grade II Listed property in keeping with main School site, for £1.356m. A mortgage of £1.4m from Lloyds Bank has been used to fund the purchase. The School has obtained a certificate of lawful use or development under Class E(f), with the intention to convert the building to a Nursery school which will operate as an additional Nursery provision for the School which will be operated through the subsidiary Berkhamstead School (Day Care Nursery) Limited.