

**YORK STEINER SCHOOL LIMITED**

(Charity number 511974)



**ANNUAL REPORT AND FINANCIAL STATEMENTS**

for the year ended

31 August 2024

**AUDITED**

**HPH  
Chartered Accountants  
54 Bootham  
YORK  
YO30 7XZ**

**YORK STEINER SCHOOL LIMITED  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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## **CHAIR OF TRUSTEES OVERVIEW**

The academic year 2023-24 has been a vibrant year and has included a number of positive developments. In January 2024, we launched a strategy plan for the next five years, with the aim of securing the future of York Steiner School and allowing us to thrive. The strategy plan was developed by a group of staff and trustees and underwent extensive consultation with staff and the wider school community.

Following many months of careful planning and development of our Upper School, in March 2024 we underwent a successful OFSTED partial inspection, leading to DfE approval of our application for material changes, to allow our Upper School creation. Planning and development of the Upper School was a key activity during 2023-24, including extensive premises development by a group of staff and parent volunteers throughout the summer of 2024, culminating in YSS's first class 9 opening in September 2024. The Upper School will offer the Crossfields Integrated Education Level 2 Diploma, alongside GCSE English Language and Maths in Classes 9 and 10. The Integrated Education qualifications, which are accredited by OfQual, are a vibrant alternative to GCSEs and A levels and a natural progression from Waldorf-Steiner Class 8, as well as being appropriate for those coming from other educational settings or home schooling.

Over the academic year 2023-24 YSS was lead school for the Post Graduate Diploma in Waldorf-Steiner Pedagogy with Buckingham University: the first trainees enrolled in January 2024. This qualification will allow teaching assistants across Waldorf-Steiner schools to gain a Post Graduate Diploma in Waldorf-Steiner Pedagogy along with a Postgraduate Certificate in Education (PGCE) and Qualified Teacher Status (QTS). The course involves a mix of on-line lectures and in-school mentoring.

Kindergarten continued to offer 4 classes, and our Gentle Beginnings and Parent and Child groups have grown to include more sessions. Wrap-Around-Care has continued to function from 8am to 5.30pm for children of all ages, to help us better support families and fit the growing needs of busy family life.

As each year, the school celebrated a number of seasonal festivals, which often include opportunities to support good causes. These included Michaelmas on 29 September 2023, which included families making donations to food banks and charities; in October 2023 the students celebrated Chinese New Year, with lessons on Chinese culture and the whole school participated in the "WOW" bike ride to Selby to raise funds to support Steiner schools in developing countries; in December 2023, students donated hand-made stockings and food to local food bank charities; in July 2024, class 5 took part in the national "Olympiad" in Surrey, along with other UK Steiner schools.

During the reporting period, YSS has won a number of awards: in November 2023, we were nominated for the Bikeability School of the Year award; in March 2024, we achieved the International Schools Award; in June 2024, we received a certificate for our entry into the Primary Awards for Green Education in Schools and attained Level 2, 3 and 4 RHS school gardening awards.

A wide variety of other impressive activities were undertaken by students, staff and parents. Amongst these, in September 2023, our school choir appeared in a video for the rock band: 'Bull'. In November, a class 5 child represented the school and presented workshops at a SEN conference. In February, class 6 visited three places of worship and met religious leaders (Hindu, Muslim and Sikh) in Bradford. In June 2024, the students of Class 8 put on four extremely high-quality performances of Bertolt Brecht's play The Caucasian Chalk Circle. In addition to acting, the students were involved in all aspects of the production, from costume and set design and creation to lighting and stage management. In June, the school also held a community engagement stall at York Pride and pupils participated in the parade. In July 2024, one of our founders, Michael Rose delivered a lecture on the history of the school to York Historical Society.

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Other achievements included allocating funds raised through our fabulous Avent and Spring Fairs to update our premises: we renovated our gym in Summer 2023, with new lighting, heating, acoustics and a renovated oak floor. We have begun an extensive refurbishment of our science laboratory, thanks to a number of successful bids for funding for this purpose. We have also rebuilt our outdoor classroom and installed a new wooden climbing frame in the playground, as part of a progressive refurbishment of our outdoor spaces. Our Gardening Teacher has continued to maintain and develop our outdoor spaces, including supporting pupils to plant an attractive rockery and renewing the RHS award-winning wildflower meadow. We have maintained our partnership with York based ecological charity, St Nicks, the Forestry Commission, Woodland Trust and the City of York Council, to help us develop our outdoor spaces.

We have been fortunate to welcome several new teachers. The Board of Trustees has appointed a Clerk and Governance Professional to support and advise the Board of Trustees. In September 2024, Dr Simone Doctors became Chair of the Board of Trustees, replacing Lyndon Nicholson, who had accomplished three years of dynamic and effective leadership. Dr Alison Longridge began a second two-year tenure as Deputy Chair.

Our Fee Assistance Fund once again provided sufficient funds to enable families requiring financial help to access the school. In July, a team of YSS families took part in the city-wide Dragon boat races (where we won the award for the 'best dressed crew') to raise money for the rotary club charities and for the Fee Assistance Fund. Many more fundraising opportunities are planned for the coming academic year.

We have continued to grow our YSS Alumni Network. Our alumni are our standard bearers, and we hope they will be happy to help us spread the word about the outstanding education we offer and support our projects and events. In particular, we hope they will support our upper school students with careers talks and by acting as mentors for their individual learning projects.

### **Board of Trustees Annual Report**

The Directors of York Steiner School Limited (who are also the Trustees of the charity, and whose details are shown in the reference and administrative section of this report) are pleased to present their Annual Report, together with the Financial Statements of the charity for the financial year ended 31 August 2024.

The Financial Statements comply 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 (FRS102) (effective 1 January 2015) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

York Steiner School (YSS) was established in 1981 with the aim to advance the education of children in accordance with the Steiner Waldorf education principles and with reference to the natural processes of growth, as they bear upon the unique individuality, special talents and needs of each pupil; and to equip YSS pupils intellectually, emotionally and spiritually to meet the challenges of the future.

YSS has achieved its aims through providing a high standard of education in the reporting period for around 200 pupils, aged from 3-14 years (rising to 3-15 in 2025 and to 3-16 in 2026), in a caring and nurturing environment; based on the on-going successful delivery of the Steiner Waldorf curriculum and on promotion of the values of social awareness and personal responsibility.

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## **Charitable Objects**

The primary objective of YSS is to equip pupils intellectually, emotionally and spiritually to meet the challenges of the future. YSS achieves this through providing a high-quality education for up to 275 pupils on roll through the Steiner Waldorf curriculum, which underpins the school's educational approach and promotes the values of social awareness and personal responsibility.

**Our Vision** (this and the following sections are taken from our Strategy Plan 2024-29)

Our vision is a world where children are valued and provided with the support to flourish and realise their full potential; a world where they are motivated to live in harmony with the natural world and grow into inspired adults, actively contributing to a compassionate and caring society.

## **Our Purpose**

To provide an education that nurtures a strong sense of self worth and self belief, putting curiosity and engagement at the heart of learning whilst promoting the critical thinking, creative problem solving and ethical decision-making skills needed to fully participate and thrive in a complex 21st Century world.

## **Our Mission**

- To nurture a vibrant school community of students, teachers, staff, parents, alumni and trustees, that works cooperatively for the benefit of all and promotes our children's intellectual and emotional well-being.
- To recognise the interconnectedness of physical, emotional and spiritual health and the importance of meaningful relationships, an engaging curriculum, nourishing food and enjoyable physical activity.
- To thoughtfully create and care for a learning environment that connects us to the natural world.
- To combine academic rigour with an immersive, inspiring and creative approach to teaching and learning that engages with our students' interests, curiosity and potential, encouraging them to satisfy their own natural thirst for knowledge.
- To ensure our teaching embodies compassion and kindness and that the spirit and uniqueness of each child is honoured.
- To be a truly inclusive school where everyone is valued regardless of gender, race, ability or background.
- To be a financially stable yet accessible school at the very heart of the local community, rooted in the ethos of Waldorf Steiner education and evolving along with modern needs.
- To be at the forefront of best practice in Waldorf Steiner education and an important voice in the debate as mainstream UK education seeks to better meet the needs of their students, families and local communities.

## **Public Benefit Disclosures**

The charity is a Public Benefit Entity.

YSS's purpose is to provide comprehensive, non-denominational and non-sectarian school education for boys and girls from Kindergarten to Class 10 (age 3 -16 years) with space for 275 pupils.

Through the aim to provide education to children up to the age of 16 years old the BoT confirms it has given due consideration to the Public Benefit requirement under the Charities Act 2011.

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### **Social Investment, Achievements and Performance**

YSS achieves its aims through the delivery of a high standard of teaching and educational experience for all its pupils aged from 3-16 years in the school.

The YSS social investment policy is then to use any capital and revenue generated by its activities to advance its charitable purpose through the education of children in accordance with the Steiner Waldorf education principles in York. YSS has a dearly held approach of seeking to ensure that its education is available to all and to that end, its financial model seeks to ensure that YSS can include as many families as it can, irrespective of their income. The Fee Assistance Fund supports this ambition.

### **Activities, Achievements and Performance**

As a charity established to advance the education of children in York in accordance with the Steiner Waldorf education principles, our charitable activities are bound up with our continued success in operating the school. The criteria used to measure progress, our successes and performance are set out in our Strategic Aims. Our strategy plan (2024-29) is built around seven interconnected strategic aims: Curriculum, Staff Development, Connection to the Natural World, Connected Community, Marketing and Admissions, Financial Stability, and Regulatory Compliance. Based on the image of a tree, the latter three are the secure roots which are necessary to allow the others to grow and thrive, in the form of life-enhancing Waldorf Steiner education.

During the reporting period, significant activities that took place included:

- Continued focus on pupil and staff wellbeing and development
- Provision of wrap-around-care from 8.00am to 5.30pm
- Continued drive to maintain the quality of education delivered (as reflected in rating of “Good” awarded by OFSTED in January 2022 and in the successful materials changes inspection conducted by OFSTED in March 2024).
- Acted as lead school for the planned Post Graduate Diploma in Waldorf-Steiner Pedagogy with Buckingham University, allowing teaching assistants across Waldorf-Steiner schools to gain a Post Graduate Diploma in Waldorf-Steiner Pedagogy along with a Postgraduate Certificate in Education (PGCE) and Qualified Teacher Status (QTS)
- Engaged in an extensive campaign of working groups by parent volunteers to ensure the Upper School was able to open September 2024, with full DfE approval, to reinforce the overall stability and sustainability of YSS
- Continued to promote and grow the Alumni Network to expand our network of volunteers and supporters
- A strong focus on Open Days and Enquirer’s mornings to promote the school and build pupil numbers
- Ongoing Governance review and appointment of a Clerk and Governance Professional to support and advise the Board of Trustees
- Ongoing improvement of the physical security of school premises
- Ongoing investment in premises and grounds
- Significant efforts to review and strengthen safeguarding systems, including safer recruitment, in line with the relevant legislation and good practice
- Significant efforts to improve attendance levels and reduce the number of late arrivals
- Continued effective management of income declarations
- Continued effective management of debt including instructing a debt recovery agency and write-off of unrecoverable historic debt when appropriate

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**Plans for future 2024-25**

Improved communication and the sharing of ideas continue to be a key focus for 2024-25. The Forums held with parents and staff have been well received and we will continue to hold regular Staff and Parent Forums with headteacher and trustees, in addition to Community Meetings, to enable us to discuss ideas and address concerns in person at regular intervals. We have accepted the offer by an experienced communications expert to conduct a review of internal and external communications, with the aim of developing clear messages around our identity and ethos and developing our visibility in the York educational landscape.

Our first class 9 opened in September 2025 with a class of twenty motivated and engaged young people enjoying studying in a newly renovated Upper School wing, with a team of highly committed and dynamic teaching staff. In September 2025, that class will become the first ever class 10, and the second Upper School cohort will enter class 9.

We will continue to work hard towards our seven interconnected strategic aims: Curriculum, Staff Development, Connection to the Natural World, Connected Community, Marketing and Admissions, Financial Stability, and Regulatory Compliance.

**Curriculum-focused plans for 2024-25 include:**

Parent and Child (0-3)

- To increase the number of Parent and Child groups (including Gentle Beginnings), providing a nurturing and stimulating offering and stable base for the expansion of our school.

Kindergarten (3-6)

- To increase the number of kindergarten classes to five, providing a stable base for the expansion of our school.

Lower School (6-14)

- To continue to enhance Waldorf Steiner education, drawing on other innovative and proven educational practice and research, equipping students with the skills and attitudes to become curious, confident learners.
- To continue to ensure our provision educates and nourishes head, hands and heart, extending this to offer more practical and creative subjects such as cookery, pottery and heritage crafts.

Upper School (14-16)

- To continue to develop our new Upper School, allowing our post-14 students to continue to benefit from a student-oriented approach to education.
- To offer rigorous education and assessment with appropriate levels of subject breadth and specialism, alongside flexibility of content and approaches to learning, including a variety of assessment methods which recognise and respect individual learning styles and support student progress.

**Staff Development plans for 2024-25 include:**

- Enhancing access to Continuous Professional Development for teaching staff, including development of and research into innovative teaching methods and participation in professional learning communities and a mentoring programme, allowing teachers and teaching assistants to continue to develop their skills and areas of specialism, and learn from experienced colleagues within YSS and other schools.

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**Connection to the Natural World plans for 2024-25 include:**

- To continue to renovate playgrounds in ways that allow children and nature to thrive, create multi-use outdoor classrooms and continue to develop the Community Allotment for the benefit of all.
- To begin to create a beautiful and welcoming front of school that reflects our ethos, with trees, paths, seats and raised flowerbeds that create a sense of balance and flow and celebrate traditional skills and natural materials.

**Connected Community plans for 2024-25 include:**

- To implement a new Community Volunteering Model which better values parents' time and skills, nurtures community and is of greater benefit to school; where parents volunteer their expertise or join a work-team of their choice (e.g. fundraising, decorating, teacher-support) that is co-ordinated by a staff member or trustee, ensuring parents are supported and inspired to deliver quality work that gives a sense of satisfaction and pride.
- To continue to host termly Parent, Student and Staff Forums with the Headteacher and key representatives from the staff team and Board of Trustees, that gather suggestions, creative input and priorities that inform plans and activities.
- To continue to promote and grow our Alumni Network engaged via regular newsletters about our work, invitations to school events and opportunities to support us by volunteering or financial donations.
- To provide our community with opportunities to learn more about Waldorf Steiner Education through hands-on workshops, talks and discussions.
- To make plans to improve the reception area and community room (The Nook) to provide a welcoming entrance and social hub, with an extension off the community room and a family toilet.

**Marketing & Admissions plans for 2024-25 include:**

- To increase enrolment and enquiries, developing an effective enrolment journey for new families to the school alongside retention of existing families. build class sizes across the school, to increase student numbers and the resilience of the school.
- To promote school events including Open Mornings in order to improve the visibility and reputation of YSS and the education we offer within York and beyond.
- To organise curriculum workshops for local primary schools, sharing aspects of our practical, joyful approach to learning with other teachers and developing our reputation as a centre of excellence within the local educational community.
- To promote our school offer, so that YSS is known as an innovative, happy school, attractive to families who care about education in its widest form, with the objective of allowing us to develop, thrive and implement our exciting plans.
- To recruit students from Kindergarten and from outside YSS into Lower School, with the explicit option of remaining for the Upper School, ensuring each class retains a viable number of students to allow the development of the whole school.

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**Financial Stability plans for 2024-25 include:**

- To meet the challenges created by the introduction of VAT with innovative approaches to fundraising and income generation, to maintain financial stability and the ability to support future developments, whilst remaining accessible to a diverse range of families.
- To establish key monitoring systems and indicators in order to monitor our financial stability and to model development scenarios based on credible data.
- To monitor our fee structure to maintain financial stability whilst remaining inclusive of families from diverse backgrounds.
- To create alternative income streams to student fees, including writing bids and grant applications and fundraising as a community to enable YSS to remain inclusive of families from diverse backgrounds whilst delivering quality education and updating premises.

**Regulatory Compliance plans for 2024-25 include:**

- To continue to develop our administrative and operational procedures to ensure all aspects comply with the relevant regulations and that these are reviewed on a cyclical basis.
- To continue to ensure all YSS activities and infrastructure conform to the highest standards of safety and meet safeguarding legislation.

**Structure, Governance and Management**

YSS is constituted and governed as a charitable company limited by guarantee in accordance with its Memorandum and Articles of Association. Since we recruited our first Head Teacher in 2022, the Head Teacher has managed the school with support from the School Management Group (SMG), whilst the BoT govern and provide strategic direction.

The management of YSS reflects the ethos of Rudolf Steiner and embodies the principles of collegial and participatory management.

**Board of Trustees**

The BoT has overall responsibility as governors, directors and trustees to ensure that YSS meets its legal and financial obligations, and to support the delivery of an anthroposophical education. They hold the long-term strategic overview for YSS; this is facilitated by Trustees liaising with staff members mandated to hold responsibility for each legal, financial and educational aspect of the school. The BoT is also responsible for liaising with the school community via the Association of Members and wider community meetings.

The constitutional provisions for the recruitment of candidates for election to the BoT, induction, training and recruitment of Trustees, are set out in the Articles of Association and in the YSS Trustees procedures.

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## **Leadership and Management**

Accountable to the BoT for the day-to-day operations of the school are 5 managers of the school. The headteacher is responsible for all activities related to education, care, and wellbeing of the pupils who attend, and teaching staff who work at YSS. The Finance Manager, Early Years Manager, Human Resources Manager and Operations Manager are responsible for the running of the school finance office, and administration. The Managers ensure the school operates efficiently and effectively in delivering its core education and business aims.

The Headteacher chairs the School Management Group and is accountable to the BoT. The BoT, Headteacher, Finance Manager, HR Manager, Early Years Manager and Operations Manager comprise the primary leadership and management of YSS. Since the appointment of a new role of Head Teacher, the BoT has taken steps to strengthen the management of the school and ensure that there are clear lines of responsibility in all areas.

## **School Management Group**

Under the Headteacher, the SMG holds an overview of educational and operational aspects of YSS and determines day-to-day management decisions. This is where educational and operational aspects of the school meet to ensure support is in place to provide a good quality education at YSS. The SMG reports regularly to the BoT via the Headteacher, and is accountable to the BoT. Strategic decisions are referred to the Headteacher by BoT for consideration and as appropriate, endorsement or other. The SMG is also used as a consultation body for the Headteacher and Board of Trustees.

## **Volunteers**

YSS volunteers are critical to operations of the school and are part of the ethos upon which YSS operates – we are a community and we all contribute. Volunteers assist with the preparation of meals in the school Café, clean classrooms, assist with reading in younger grades and so forth. Volunteers are also critical to YSS fundraising activities, including at the Advent and Spring Fairs, weekly bake sales, for the Fee Assistance Fund, and Class 8 trip fundraising initiatives.

## **Affiliations**

YSS is a member of Waldorf UK, from which it receives guidance and support. Waldorf UK is the membership organisation for all the Waldorf-Steiner schools in the UK and Ireland. It's aims are to:

- Safeguard and develop the ethos and identity of Waldorf-Steiner education
- Support schools in providing a high-quality education
- Represent the interests of Waldorf-Steiner education in the wider educational, academic, social and political context

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Members from both leadership and management of YSS interact with Waldorf UK, with particular reference to their conferences, training, guidance, curriculum research, development and consultancy and information services. Amongst other things, Trustees participate in Waldorf UK Trustees Network meetings.

YSS is a member of the Association of Governing Bodies for Independent Schools ('AGBIS') and of the Independents Schools Bursar Association (ISBA).

### **Fundraising**

Fundraising activities, expenditure to promote the school or advertise the fundraising activities and other income is included in the Annual Report and Financial Statement.

### **Financial review**

The continued use of a direct debit-based contribution scheme and the active monitoring and management of overdue payments by the Finance team, under the leadership of the Finance Manager, has significantly helped to reduce the risk of bad debt and increase confidence in the effective management and reporting of the YSS financial position during the reporting period.

The final outturn for the year on all funds was a net surplus of £25,781

Unrestricted funds - general reserve: The balance at 31 August 2024 was £407,151 (2023 - £394,638).

Unrestricted funds - designated reserve: The balance at 31 August 2024 was £854 (2023 - £5,140).

Restricted funds - The balance at 31 August 2024 was £30,770 (2023 - £13,216).

### **Investments**

YSS policy is to reinvest all profits into the operation and maintenance of the school or hold this as limited operating or cash reserve, for the period reported. As the budget was set to provide a modest surplus, there is neither an investment policy nor objective for the reporting period.

### **Pension Liabilities**

YSS has no liabilities arising from obligations to a defined pension scheme or pension asset on the charity's financial position.

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**Funds and Reserves**

For the reporting period, the YSS formal reserves policy was reviewed and the reserves policy which the YSS Operating Reserves fund, continued to target two months of average operating costs and this has been put in place and maintained.

No funds were in deficit at the end the period as reported in the Annual Report and Financial Statements. Total and Restricted funds held at the end of the period are reported in the YSS Annual Report and Financial Statements

**Key Risks and Uncertainties Disclosures**

The existential risks for YSS are based around:

- Ensuring sufficient pupil numbers to sustain the YSS financial model
- Implementing a robust succession management plan around our educational staff
- Making sure sufficient funds are in place for the continued operation of the school
- Continued revenue provided by external activities, currently including income from the Business Wing
- The ability to continue to fulfil its existing and additional obligations regarding changes in charity, education and financial regulation and law
- Failing to maintain a “Good” Ofsted report at the next inspection

These are reviewed and managed on an on-going basis by the leadership and management of YSS.

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**Reference and administrative information**

	<b>Appointed</b>	<b>Resigned</b>
Simone Doctors	08/09/2022	
Alison Longridge (Deputy Chair)	04/11/2021	
Lyndon Nicholson	26/11/2020	
Benjamin Eastwood	07/07/2022	04/12/2023
Brendan O'Brien	04/11/2021	
Harriet Lansdown	04/11/2021	04/12/2023
Jonathan Haste	04/11/2021	11/09/2024
Liam Clegg	09/10/2023	
Adam Duxbury	18/03/2024	
Alan Yoshimura Martinez Fernandes Pires	06/03/2025	

**Charity Information:**

Charity number 511974

Registered and principal office:

The York Steiner School  
Danesmead  
Fulford Cross  
Fulford  
YORK, YO10 4PB

**Auditors**

HPH Accountants  
54 Bootham  
YORK  
YO30 7XZ

**Solicitors**

Switalskis Solicitors  
Cranbourne House, 36 Gracious Street  
KNARESBOROUGH  
HG5 8DS

**Principle bankers**

National Westminster Bank Plc  
Main Street  
Heslington  
YORK  
YO10 5ZB

Triodos Bank  
Brunel House  
11 The Promenade  
BRISTOL  
BS8 3NN

Aldermore Bank PLC  
1st Floor, Block B  
Western House  
Lynch Wood  
PETERBOROUGH  
PE2 6FZ

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**Statement of Directors' and Trustees' responsibilities**

Company law requires the Directors (Trustees) to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its income and expenditure for the financial year. In preparing those financial statements, the Trustees should follow best practice and are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards 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 company will continue on that basis.

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

Exemption: This report has been prepared in accordance with the special provisions of the Companies Act 2006 applicable to small companies.

Approved by the Board of Trustees on 1 May 2025 and signed on its behalf by:

.....

Dr Simone Doctors  
Director and Trustee

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF YORK STEINER SCHOOL LIMITED**

### **Opinion**

We have audited the financial statements of York Steiner School Limited for the year ended 31 August 2024 which comprise Statement of Financial Activities, Balance Sheet, Statement of Cash Flows 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 Standards, including FRS 102 Section 1A '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 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 trustees with respect to going concern are described in the relevant sections of this report.

### **Other information**

The trustees are responsible for the other information. 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.

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF YORK STEINER SCHOOL LIMITED**

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

We have nothing to report in this regard.

### **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 Trustees' report, which includes the directors' 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 trustees' 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 the light of the 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 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:

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

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement on page 12, the trustees (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.

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

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF YORK STEINER SCHOOL LIMITED**

### **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 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 together with the Charities SORP (FRS102). 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. The laws and regulations we considered in this context were The Education (Independent Schools Standards) Regulations 2014, Food Hygiene regulations, Health and Safety legislation, Employment legislation, Charity Commission regulations and General Data Protection Regulation (GDPR).
- 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 also considered the opportunities and incentives that may exist within the charitable company for fraud.
- We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management and income recognition.

In response to the risk of irregularities and non-compliance with laws and regulations and risk of fraud, we designed procedures which included but were not limited to: sample testing on the posting of journals, timing of recognition of income and the completeness of income, review of trustee's minutes and any correspondence with regulators.

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.

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF YORK STEINER SCHOOL LIMITED**

We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations. These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion, or the provision of intentional misrepresentations. We are not responsible for preventing fraud and cannot be expected to detect all fraud.

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

### **USE OF OUR REPORT**

This report is made solely to the charitable company's members 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 for our audit work, for this report, or for the opinions we have formed.

.....  
Sarah Wearing (Senior Statutory Auditor)  
For and on behalf of HPH, Statutory Auditor  
54 Bootham  
YORK  
YO30 7XZ

1 May 2025

**YORK STEINER SCHOOL LIMITED**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**AND INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
<b>Income and endowments from:</b>						
Donations		58,381	-	49,329	<b>107,710</b>	63,612
Charitable activities						
Parental contributions	4	912,112	-	-	<b>912,112</b>	783,444
Other income	4	209,330	-	20,000	<b>229,330</b>	144,954
Other trading activities	5	143,044	854	6,272	<b>150,170</b>	157,565
Investment income	6	4,790	-	-	<b>4,790</b>	3,677
<b>Total</b>		<u>£ 1,327,657</u>	<u>£ 854</u>	<u>£ 75,601</u>	<u><b>£ 1,404,112</b></u>	<u>£ 1,153,252</u>
<b>Expenditure on:</b>						
Costs of raising funds	8	59,848	-	-	<b>59,848</b>	49,366
Charitable activities	8	1,267,668	-	50,815	<b>1,318,483</b>	1,139,573
<b>Total</b>		<u>£ 1,327,516</u>	<u>£ -</u>	<u>£ 50,815</u>	<u><b>£ 1,378,331</b></u>	<u>£ 1,188,939</u>
<b>Net income / (expenditure)</b>		141	854	24,786	<b>25,781</b>	(35,687)
Transfers between funds		12,372	(5,140)	(7,232)	-	-
<b>Net movement in funds</b>		12,513	(4,286)	17,554	<b>25,781</b>	(35,687)
<b>Reconciliation of funds:</b>						
Total funds brought forward		394,638	5,140	13,216	<b>412,994</b>	448,681
<b>Total funds carried forward</b>	16, 17	<u><b>£ 407,151</b></u>	<u><b>£ 854</b></u>	<u><b>£ 30,770</b></u>	<u><b>£ 438,775</b></u>	<u>£ 412,994</u>

*The notes on pages 20 to 29 form part of these financial statements.*

*Income and net movement in funds derive wholly from continuing operations.*

**YORK STEINER SCHOOL LIMITED**  
**BALANCE SHEET**  
**AS AT 31 AUGUST 2024**

Company number: 01591107

	Note	2024		2023	
		£	£	£	£
<b>Fixed assets:</b>					
Tangible assets	10		377,089		277,664
Investments	11		100		100
Total Fixed Assets			377,189		277,764
<b>Current assets:</b>					
Stocks		5,500		4,925	
Debtors	12	97,472		64,261	
Cash at bank and in hand	23	229,770		282,112	
Total Current Assets		332,742		351,298	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	13	(190,032)		(112,665)	
Net current assets			142,710		238,633
Total assets less current liabilities			519,899		516,397
Creditors: amounts falling due after more than one year	14		(81,124)		(103,403)
<b>Total net assets</b>			<b>£ 438,775</b>		<b>£ 412,994</b>
<b>The funds of the charity:</b>					
Unrestricted funds	17		407,151		394,638
Designated funds	17		854		5,140
Restricted funds	16		30,770		13,216
<b>Total charity funds</b>			<b>£ 438,775</b>		<b>£ 412,994</b>

The accounts have been prepared in accordance with the special provisions of the Companies Act 2006 applicable to small companies.

*Approved by the Directors and Trustees on 1 May 2025  
and signed on their behalf by:*

**Dr Simone Doctors**  
**Director and Trustee**

*The notes on pages 20 to 29 form part of these financial statements.*

**YORK STEINER SCHOOL LIMITED**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	2024		2023	
		£	£	£	£
<b>Net cash provided by operating activities</b>	22		<b>107,019</b>		28,231
<b>Cash flow from investing activities:</b>					
Purchase of tangible fixed assets		<u>(137,082)</u>		<u>(7,897)</u>	
<b>Net cash used in investing activities</b>			<b>(137,082)</b>		(7,897)
<b>Cash flow from financing activities:</b>					
Repayment of borrowings		<u>(22,279)</u>		<u>(22,081)</u>	
<b>Net cash used in financing activities</b>			<b>(22,279)</b>		(22,081)
<b>Change in cash and cash equivalents in the year</b>			<b>(52,342)</b>		(1,747)
<b>Cash and cash equivalents at beginning of the year</b>			<b>282,112</b>		283,859
<b>Cash and cash equivalents at end of the year</b>			<b><u>£ 229,770</u></b>		<b><u>£ 282,112</u></b>

*The notes on pages 20 to 29 form part of these financial statements.*

**YORK STEINER SCHOOL LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

## **1 ACCOUNTING POLICIES**

### **Legal entity**

York Steiner School Limited ("the School") is regulated by the Charities Commission (511974), limited by guarantee and is registered in England and Wales. The Address of the registered office and principal place of business is York Steiner School, Danesmead, Fulford Cross, YORK, YO10 4PB.

In the event of the charity being wound up, the liability in respect of the guarantee is limited to £5 per member of the charity.

### **Basis of preparation**

The Accounts 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 (FRS102) (effective 1 January 2019) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The School 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 note(s).

### **Going concern**

The directors and trustees have a reasonable expectation that the School had adequate resources to continue in operational existence for the foreseeable future. The School has cash resources and long term finance provided by Triodos Bank. In assessing going concern they have assumed that the loan will continue to be repaid at the current levels for the foreseeable future. The Governors have prepared financial projections, taking into consideration the current economic climate and its potential impact on the sources of income and planned expenditure. They have a reasonable expectation that adequate financial resources are available to enable the School to continue in operational existence for the foreseeable future, and have adequate contingency plans in the event that income streams are reduced. Consequently the financial statements have been prepared on the basis that the School is a going concern.

### **Fees and other income**

Parental contributions, charges for services and use of premises are accounted for in the period in which the service is provided.

### **Donations**

Donations receivable for the general purpose of the School are credited to "unrestricted funds". Donations for purposes restricted by the wishes of the donor are taken to "restricted funds" where these wishes are legally binding on the Trustees.

### **Other trading activities**

All other income is included in the Statement of Financial Activities (SOFA) when the School is legally entitled to the income and the amount can be quantified with reasonable accuracy.

### **Expenditure and irrecoverable VAT**

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year, either by reference to staff time or space occupied, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs are costs associated with constitutional and statutory requirements. They include examination fees and estimated costs linked to the strategic management of the School. Support costs are those incurred directly in support of expenditure on the objects of the School.

### **Fixed asset investments**

Investments are stated at cost or estimated value on acquisition as it is not possible to readily ascertain their market values.

### **Tangible fixed assets**

Alteration and improvement expenditure on freehold property is treated as capital if it results in additional floor area for use of the School. Otherwise it is charged to revenue as maintenance of buildings.

**YORK STEINER SCHOOL LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**  
**CONTINUED**

**1 ACCOUNTING POLICIES (continued)**

**Depreciation**

Depreciation is calculated to write off the cost of fixed assets over their expected useful lives. The rates used are as follows:

Freehold buildings	2% per annum straight line
Fixtures, fittings and equipment	15% per annum reducing balance
Leased assets	straight line over the period of the lease
Property improvements	2% per annum straight line
Boiler and heating system	5% per annum straight line
Computer equipment	25% per annum straight line

**Operating leases**

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

**Stocks**

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

**Debtors**

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

**Cash at bank and in hand**

Cash at bank and cash 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.

**Creditors and provisions**

Creditors and provisions are recognised where the School has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**Funds Structure**

Unrestricted funds are funds which can be used in accordance with the charitable objects at the discretion of the directors/trustees. Designations of unrestricted funds are made at the directors'/trustees' discretion in order to make allocations for anticipated future expenditure.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for a particular purpose.

Restricted funds are funds which are subject to specific trusts, either declared by the donor when making the donation or grant conditions, or accepted by the donor in responding to a specific appeal.

**Pensions**

Employees are entitled to join the School's auto enrolment pension scheme operated by NEST. The School's contributions made for the accounting period are treated as an expense and are restricted to the contributions disclosed in note 9. There were no outstanding contributions at the year end. The costs of the scheme are included within direct charitable expenditure: provision of education.

**Financial instruments**

The School 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.

**YORK STEINER SCHOOL LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**  
**CONTINUED**

**2 TAXATION**

As a registered charity, the School is exempt from the tax on income falling within sections 466 to 493 of the Corporation Tax Act 2010 to the extent that this is applied to its charitable objects. No tax charges have arisen in the School.

**3 OPERATING SURPLUS**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>The income for the year is stated after charging:</b>		
Depreciation	37,657	31,532
Audit fees	9,046	8,400
Accountancy fees: statutory accounts production and taxation compliance	11,498	3,022

**4 INCOME FROM CHARITABLE ACTIVITIES**

	<b>Unrestricted funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total 2024</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Parental contributions	£ 912,112	£ -	£ -	£ 912,112	£ 783,444
<b>Other income</b>					
Class trips, activities and workshops	41,684	-	-	41,684	25,782
Grants received	12,690	-	-	12,690	3,359
Early years' scheme from the City of York Council	73,927	-	-	73,927	60,833
Diploma programme	30,355	-	20,000	50,355	-
Other income	50,674	-	-	50,674	54,980
	<b>£ 209,330</b>	<b>£ -</b>	<b>£ 20,000</b>	<b>£ 229,330</b>	<b>£ 144,954</b>
Total 2023	119,171	25,783	-	144,954	

**5 INCOME FROM OTHER TRADING ACTIVITIES**

	<b>Unrestricted funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total 2024</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Fundraising	37,661	854	6,272	44,787	35,686
Trading activities	27,927	-	-	27,927	34,484
Hire of school premises	77,456	-	-	77,456	87,395
	<b>£ 143,044</b>	<b>£ 854</b>	<b>£ 6,272</b>	<b>£ 150,170</b>	<b>£ 157,565</b>
Total 2023	146,532	11,033	-	157,565	

**6 INTEREST RECEIVABLE AND SIMILAR INCOME**

	<b>Unrestricted funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total 2024</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Bank interest	£ 4,790	£ -	£ -	£ 4,790	£ 3,677
Total 2023	3,677	-	-	3,677	

**7 INTEREST PAYABLE AND SIMILAR CHARGES**

	<b>Unrestricted funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total 2024</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Loan, lease and bank interest	£ 14,079	£ -	£ -	£ 14,079	£ 14,357
Total 2023	14,357	-	-	14,357	

**YORK STEINER SCHOOL LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**  
**CONTINUED**

**8 ANALYSIS OF TOTAL EXPENDITURE**

	<b>Staff costs</b>	<b>Depreciation</b>	<b>Other costs</b>	<b>Total 2024</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Costs of raising funds	34,539	-	25,309	59,848	49,366
Charitable activities	884,382	37,657	396,444	1,318,483	1,139,573
	<b>£ 918,921</b>	<b>£ 37,657</b>	<b>£ 421,753</b>	<b>£ 1,378,331</b>	<b>£ 1,188,939</b>
	<b>Unrestricted funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total 2024</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Costs of raising funds</b>					
Shop cost of sales	2,663	-	-	2,663	5,068
Café expenses	50,725	-	-	50,725	36,803
Fundraising and publicity	6,460	-	-	6,460	7,495
	<b>59,848</b>	<b>-</b>	<b>-</b>	<b>59,848</b>	<b>49,366</b>
<b>Charitable activities</b>					
<i>Provision of education</i>					
Staff payments and expenses	677,532	-	30,032	707,564	725,585
Diploma programme	19,198	-	20,000	39,198	-
Courses and conference costs	43,059	-	-	43,059	28,911
Educational materials	20,991	-	100	21,091	20,189
	<b>760,780</b>	<b>-</b>	<b>50,132</b>	<b>810,912</b>	<b>774,685</b>
<i>Support costs</i>					
Administrative salaries	176,818	-	-	176,818	95,063
Rates and water	17,292	-	-	17,292	1,105
Light and heat	55,814	-	-	55,814	29,534
Repairs and renewals	21,220	-	-	21,220	45,364
Insurance	30,473	-	-	30,473	27,236
Printing, stationery and postage	2,642	-	-	2,642	3,086
Class trips, activities and workshops	48,906	-	683	49,589	40,863
Telephone	1,973	-	-	1,973	1,811
Cleaning	28,251	-	-	28,251	24,455
Leasing	11,612	-	-	11,612	5,452
Bad and doubtful debts	4,565	-	-	4,565	4,906
Sundry expenses	20,929	-	-	20,929	16,057
Depreciation	37,657	-	-	37,657	31,532
	<b>458,152</b>	<b>-</b>	<b>683</b>	<b>458,835</b>	<b>326,464</b>
<i>Governance Costs</i>					
Audit and accountancy fees	20,544	-	-	20,544	11,422
S. W. S. F. payment	8,901	-	-	8,901	9,491
Interest and charges payable	14,079	-	-	14,079	14,357
Legal and professional fees	5,212	-	-	5,212	3,154
	<b>48,736</b>	<b>-</b>	<b>-</b>	<b>48,736</b>	<b>38,424</b>
Cost of charitable activities	<b>£ 1,267,668</b>	<b>£ -</b>	<b>£ 50,815</b>	<b>£ 1,318,483</b>	<b>£ 1,139,573</b>
<b>Total Expenditure</b>	<b>£ 1,327,516</b>	<b>£ -</b>	<b>£ 50,815</b>	<b>£ 1,378,331</b>	<b>£ 1,188,939</b>

In 2023, expenditure on charitable activities amounting to £41,231 related to designated funds and £21,864 related to restricted funds.

**YORK STEINER SCHOOL LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**  
**CONTINUED**

**9 STAFF COSTS**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and salaries	850,565	793,172
Pension costs	15,582	13,262
Social security costs	52,774	43,167
	<b>£ 918,921</b>	<b>£ 849,601</b>
 <b>The average number of employees during the year was as follows:</b>		
Provision of education	51	42
Administrative salaries	17	16
	<b>68</b>	<b>58</b>

No employee received remuneration and benefits in excess of £60,000 (2023 - none).

The key management personnel of the charity, comprise the Trustees, Headteacher, Finance Manager, Early Years Manager, Human Resources Manager and Operations Manager. The total employee benefits of the key management personnel of the charity were £154,849 (2023 - £114,581).

There is a long standing salary scale, which determines the starting salary of a new member of staff. Based on affordability, Trustees decide whether to apply an increment to this each year. Trustees will also decide on potential pay rises.

**10 TANGIBLE FIXED ASSETS**

	<b>Fixtures, Fittings and Equipment</b>	<b>Freehold Land and Buildings</b>	<b>Plant and Machinery</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<i>Cost:</i>				
At 1 September 2023	474,510	349,276	14,028	837,814
Additions	33,383	103,625	323	137,331
Disposals	(1,000)	-	-	(1,000)
At 31 August 2024	<b>506,893</b>	<b>452,901</b>	<b>14,351</b>	<b>974,145</b>
<i>Depreciation:</i>				
At 1 September 2023	383,183	164,057	12,910	560,150
Charge for the year	27,459	8,999	1,199	37,657
Disposals	(751)	-	-	(751)
At 31 August 2024	<b>409,891</b>	<b>173,056</b>	<b>14,109</b>	<b>597,056</b>
<i>Net book values:</i>				
31 August 2024	<b>£ 97,002</b>	<b>£ 279,845</b>	<b>£ 242</b>	<b>£ 377,089</b>
31 August 2023	<b>£ 91,327</b>	<b>£ 185,219</b>	<b>£ 1,118</b>	<b>£ 277,664</b>

Freehold land and buildings were valued at £1,450,000 in August 2006, by a firm of chartered surveyors.

**YORK STEINER SCHOOL LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**  
**CONTINUED**

**11 FIXED ASSET INVESTMENTS**

On 19 December 1996 the School received a free distribution of Triodos Bank NV shares (a company based in the Netherlands) valued at £100. The fixed asset investment relates to unrestricted funds.

<b>12 DEBTORS</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade debtors	68,892	43,919
Other debtors	2,453	4,848
Prepayments and accrued income	26,127	15,494
	<u>£ 97,472</u>	<u>£ 64,261</u>

All debtors relate to unrestricted funds.

<b>13 CREDITORS amounts falling due within one year</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Bank loans and overdrafts	20,356	20,356
Trade creditors	59,596	32,980
Accruals	17,001	15,510
Taxation and social security	17,546	3,333
Other creditors	39,454	27,395
Deferred income	36,079	13,091
	<u>£ 190,032</u>	<u>£ 112,665</u>

All creditors falling due within one year relate to unrestricted funds.

<b>14 CREDITORS amounts falling due after one year</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Bank loans	<u>81,124</u>	<u>103,403</u>

**15 Borrowings**

Repayable with 1 year	20,356	20,356
Repayable between 1 - 2 years	20,492	20,492
Repayable between 2 - 5 years	52,292	62,348
Repayable in 5 years and more	8,340	20,563
	<u>£ 101,480</u>	<u>£ 123,759</u>

The bank loan is secured by first legal charge dated 15 May 2007 over freehold property known as York Steiner School, Danesmead, Fulford Cross, YORK, YO10 4PB.

The interest rates of the loans are 1.75% over the base rate and 2.5%.

All creditors falling due after one year relate to unrestricted funds.

**YORK STEINER SCHOOL LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**  
**CONTINUED**

**16 RESTRICTED FUNDS**

	<b>Balance at 1 Sept 23 £</b>	<b>Income £</b>	<b>Expended £</b>	<b>Transfers £</b>	<b>Balance at 31 Aug 24 £</b>
Cultural fund	500	-	-	-	500
Flow form fund	953	271	-	-	1,224
Dragon boat race	6,928	-	-	(6,928)	-
Special needs	924	-	-	-	924
Anthroposophy education for adults	195	-	(100)	-	95
Fee assistance	3,033	55,330	(30,032)	(304)	28,027
Diploma programme	-	20,000	(20,000)	-	-
Class 8 fund	683	-	(683)	-	-
	<b>£ 13,216</b>	<b>£ 75,601</b>	<b>£ (50,815)</b>	<b>£ (7,232)</b>	<b>£ 30,770</b>

  

	<b>Balance at 1 Sept 22 £</b>	<b>Income £</b>	<b>Expended £</b>	<b>Transfers £</b>	<b>Balance at 31 Aug 23 £</b>
Cultural fund	500	-	-	-	500
Flow form fund	953	-	-	-	953
Dragon boat race	6,928	-	-	-	6,928
Special needs	3,211	80	(2,367)	-	924
Anthroposophy education for adults	195	-	-	-	195
Fee assistance	11,797	10,733	(19,497)	-	3,033
Class 8 fund	-	683	-	-	683
	<b>£ 23,584</b>	<b>£ 11,496</b>	<b>£ (21,864)</b>	<b>£ -</b>	<b>£ 13,216</b>

Cultural fund

The Cultural fund is in respect of donations received for the purpose of promoting cultural improvements in the pupils of the School.

Flow form fund

The Flow form fund is in respect of donations received to be used for the purpose of purchasing a "Flow Form" water sculpture for the School.

Dragon boat race

This relates to donations from the Rotary Club of York after their fundraising dragon boat race and have been used to purchase play equipment.

Special needs

This is to provide educational assistance for children, over and above that which can be provided by the class teacher alone, and to provide practical assistance to enable access to education where deemed necessary.

Anthroposophy education for adults

Gathering fundings are for the purpose of anthroposophy-related adult education events at YSS (mainly the autumn/spring/summer gatherings), and all their attached costs (payment for content providers and their travel expenses, venue hire for summer gatherings, creche providers, craft materials, etc.). The mandate responsible for planning and costing these events is The Adult Learning Group at YSS (part of the Association).

Fee assistance

Monies donated for the provision of fee assistance for pupils.

Diploma Programme

Grants received for the provision of the running costs of Post Graduate Diploma in Waldorf Education (PG Dip WE) course for 2024. Fully expensed in the year.

Class 8 fund

Monies donated to pay for class 8 school trip.

**YORK STEINER SCHOOL LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**  
**CONTINUED**

**17 UNRESTRICTED FUNDS**

	Balance at 1 Sept 23 £	Income £	Expended £	Transfers £	Balance at 31 Aug 24 £
<i>Undesignated funds</i>					
General reserve	394,638	1,327,657	(1,327,516)	12,372	407,151
<i>Designated funds</i>					
Playground development fund	5,140	-	-	(5,140)	-
Folk group fund	-	153	-	-	153
Class 9 fundraising	-	10	-	-	10
Library fundrasing	-	691	-	-	691
Total Designated Funds	5,140	854	-	(5,140)	854
Total Unrestricted Funds	£ 399,778	£ 1,328,511	£ (1,327,516)	£ 7,232	£ 408,005

**UNRESTRICTED FUNDS**

	Balance at 1 Sept 22 £	Income £	Expended £	Transfers £	Balance at 31 Aug 23 £
<i>Undesignated funds</i>					
General reserve	417,353	1,104,940	(1,125,844)	(1,811)	394,638
<i>Designated funds</i>					
Class funds	2,188	36,816	(40,815)	1,811	-
Playground development fund	5,184	-	(44)	-	5,140
Gym fund	372	-	(372)	-	-
Total Designated Funds	7,744	36,816	(41,231)	1,811	5,140
Total Unrestricted Funds	£ 425,097	£ 1,141,756	£ (1,167,075)	£ -	£ 399,778

The designated funds are funds set aside by the Trustees for the classes and departments to spend on future projects. Playground development fund has been used to purchase play equipment in the year.

**18 OPERATING LEASE COMMITMENTS**

As at 31 August 2024 the School had annual commitments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than one year	4,942	5,130
Later than one year and not later than five years	11,336	4,486
	£ 16,278	£ 9,616

Lease payments are recognised as an expense in the Statement of Financial Activities.

**YORK STEINER SCHOOL LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**  
**CONTINUED**

**19 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Tangible fixed assets</b>	<b>Investments</b>	<b>Net current assets</b>	<b>Long term liabilities</b>	<b>Total 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Unrestricted funds	377,089	100	111,086	(81,124)	407,151
Designated funds	-	-	854	-	854
Restricted funds	-	-	30,770	-	30,770
	<u>£ 377,089</u>	<u>£ 100</u>	<u>£ 142,710</u>	<u>£ (81,124)</u>	<u>£ 438,775</u>

	<b>Tangible fixed assets</b>	<b>Investments</b>	<b>Net current assets</b>	<b>Long term liabilities</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Unrestricted funds	277,664	100	220,277	(103,403)	394,638
Designated funds	-	-	5,140	-	5,140
Restricted funds	-	-	13,216	-	13,216
	<u>£ 277,664</u>	<u>£ 100</u>	<u>£ 238,633</u>	<u>£ (103,403)</u>	<u>£ 412,994</u>

**20 RELATED PARTIES**

York Steiner School Limited made contributions to the Steiner Waldorf Schools Foundation of £8,901 (2023 - £9,491).

£668 conference expenses were reimbursed to 1 member of the Board of Trustees during the year (2023 - £nil).

No remuneration was paid to any Board of Trustee member during the year (2023 - None).

At the year end a parent trustee owed £3,829.

There were no other related parties in the year.

**21 COMPANY STATUS**

The School is a company limited by guarantee. The members of the School are the members of the Board of Directors and Trustees named on page 11. In the event of the School being wound up the liability of the guarantee is limited to £5 per member of the School.

**22 RECONCILIATION OF CASH FLOWS FROM OPERATING ACTIVITIES**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Net income / (expenditure) for the year</b>	25,781	(35,687)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	37,657	31,532
Decrease / (increase) in stocks	(575)	510
(Increase) / decrease in debtors	(33,211)	(3,303)
Increase / (decrease) in creditors	77,367	35,179
<b>Net cash provided by operating activities</b>	<u>£ 107,019</u>	<u>£ 28,231</u>

**23 ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Cash at bank and in hand	229,770	282,112
<b>Total cash and cash equivalents</b>	<u>£ 229,770</u>	<u>£ 282,112</u>

**YORK STEINER SCHOOL LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**  
**CONTINUED**

**24 ANALYSIS OF CHANGES IN NET DEBT**

	At 1 Sept 2023	Cash-flows	At 31 Aug 2024
Cash	282,112	(52,342)	229,770
Loans falling due within one year	(20,356)	-	(20,356)
Loans falling due after more than one year	(103,403)	22,279	(81,124)
	<u>158,353</u>	<u>(30,063)</u>	<u>128,290</u>

**25 VOLUNTEERS**

The School is lucky to be supported by volunteers. They primarily help in the preparation of meals in the Café and running the school shop to raise funds for class trips and in other fundraising activities. These include the York Dragon Boat Race, The St Crux Café, Craft and Book sales and other ad hoc activities.

Parents volunteer to organise and run the Advent and Spring fairs and help prepare the School through two hours of work per parent at the end of each year during work week. Parents also help by cleaning and tidying their children's class room every weekend during term time.

**26 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES AND INCOME AND EXPENDITURE ACCOUNT**

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
<b>Income and endowments from:</b>					
Donations	52,116	-	11,496	<b>63,612</b>	45,385
Charitable activities					
Parental contributions	783,444	-	-	<b>783,444</b>	669,900
Other income	108,138	36,816	-	<b>144,954</b>	98,655
Other trading activities	157,565	-	-	<b>157,565</b>	201,927
Investment income	3,677	-	-	<b>3,677</b>	1,140
<b>Total</b>	<u>£ 1,104,940</u>	<u>£ 36,816</u>	<u>£ 11,496</u>	<u>£ 1,153,252</u>	<u>£ 1,017,007</u>
<b>Expenditure on:</b>					
Costs of raising funds	49,366	-	-	<b>49,366</b>	47,295
Charitable activities	1,076,478	41,231	21,864	<b>1,139,573</b>	916,361
<b>Total</b>	<u>£ 1,125,844</u>	<u>£ 41,231</u>	<u>£ 21,864</u>	<u>£ 1,188,939</u>	<u>£ 963,656</u>
<b>Net income / (expenditure)</b>	(20,904)	(4,415)	(10,368)	<b>(35,687)</b>	53,351
Transfers between funds	(1,811)	1,811	-	-	-
<b>Net movement in funds</b>	(22,715)	(2,604)	(10,368)	<b>(35,687)</b>	53,351
<b>Reconciliation of funds:</b>					
Total funds brought forward	417,353	7,744	23,584	<b>448,681</b>	395,330
<b>Total funds carried forward</b>	<u>£ 394,638</u>	<u>£ 5,140</u>	<u>£ 13,216</u>	<u>£ 412,994</u>	<u>£ 448,681</u>

The following page does not form part of the statutory financial statements

**YORK STEINER SCHOOL LIMITED**  
**INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

	2024		2023	
	£	£	£	£
<b>Income</b>				
Parental contributions		912,112		783,444
Class trips, activities and workshops		41,684		25,782
Diploma programme		50,355		-
Grant income		12,690		3,359
Donations		92,917		63,612
Gift Aid provision		14,793		-
Fundraising		44,787		35,686
Early years' scheme		73,927		60,833
Parent and toddlers		39,093		41,531
Hire of school premises: courses		-		12,679
Interest received		4,790		3,677
Hire of school premises: business wing		77,456		74,716
Childcare provision		691		4,223
Sundry receipts		10,890		9,226
Café sales		24,465		26,819
Shop income		3,462		7,665
		1,404,112		1,153,252
<b>Expenditure</b>				
Staff payments and expenses	918,921		843,036	
Fundraising costs	6,460		7,495	
Courses and conference costs	43,059		28,911	
Rates and water	17,292		1,105	
Light and heat	55,814		29,534	
Repairs and renewals	21,220		45,364	
Insurance	30,473		27,236	
Café purchases	16,186		14,415	
Shop cost of sales	2,663		5,068	
Printing, stationery and postage	2,642		3,086	
Educational materials	21,091		20,189	
Class trips, activities and workshop expenses	49,589		40,863	
Loan interest	5,847		5,342	
Telephone	1,973		1,811	
Bank charges and interest	8,232		9,015	
Cleaning	28,251		24,455	
Operating leasing costs	11,612		5,452	
S.W.S.F. payment	8,901		9,491	
Diploma programme	39,198		-	
Examination, accountancy and payroll fees	20,544		11,422	
Legal fees	5,212		3,154	
Bad debts	4,565		4,906	
Sundry expenses	20,929		16,057	
		(1,340,674)		(1,157,407)
<b>Surplus / (Deficit) for the year before depreciation</b>		63,438		(4,155)
Depreciation and impairment write offs		(37,657)		(31,532)
<b>NET SURPLUS / (DEFICIT) FOR THE YEAR</b>		£ 25,781		£ (35,687)