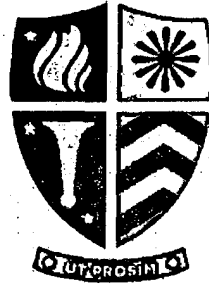


Charity Registration No: 307409  
Company Registration No: 432077



**RYDE SCHOOL**  
**WITH UPPER CHINE**

# **Annual Report 2020**

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## **RYDE SCHOOL**

### **CONTENTS**

	<b>Page No.</b>
Report of the Governors including the Strategic Report	2-15
Report of the Independent Auditor	16-18
Statement of Financial Activities	19
Balance Sheet	20
Statement of cash flows	21
Notes to the Accounts	22-35

**RYDE SCHOOL**  
**(Company No: 432077, Charity No. 307409)**  
**REPORT OF THE GOVERNORS**

**Reference and administrative details**

**Name:**

Ryde School (known as Ryde School with Upper Chine)

**BOARD OF GOVERNORS** (All Governors are Directors for the purpose of company law)

**Chairman:**

Professor C.C. Lees MB BS BSc MD FRCOG

**Vice Chairman and Honorary Governor:**

Dr M.D. Legg BSc, M.B.B.S.

**Hereditary Governor:**

Dr A. McIsaac M.A., D.Phil

**Honorary Governor:**

Mr N. J. Wakefield M.A. (Retired 31<sup>st</sup> August 2020)

**Governors:**

Mrs J.E. Bland Cert.Ed; RSA Dip SpLDs  
Miss Chantal-Aimee Doerries Q.C.  
Mr A.M. Crawford  
Mr C.S.S Drew MA (Oxon) (Resigned 22<sup>nd</sup> November 2019)  
Mrs D.K. Haig-Thomas BA Hons.  
Mr P. Hamilton (Appointed 13th March 2020)  
Mrs A.V.F. Harvey  
Mrs. C. Jacobs RGN  
Mr A.P. Ramsay (Appointed 22<sup>nd</sup> November 2019)  
Mrs. J.L. Wallace-Dutton  
M. P.I.J. Weeks  
Dr M.L. Wilson D.Eng (Resigned 30<sup>th</sup> November 2020)

**Clerk to the Governors and Company Secretary:**

Mr J. Marren BSc., ACA (appointed 16<sup>th</sup> September 2019)  
Mr P.C. Taylor J.P., FCA, FRSA (Retired 16<sup>th</sup> September 2019)

**The Headmaster:**

Mr M.A. Waldron M.A. (Cantab), M.Ed

**The Bursar:**

Mr J. Marren BSc, ACA

**Honorary Visitor**

The Rt. Revd. Christopher Foster, the Bishop of Portsmouth

**Bankers:**

HSBC, 38, Union Street, Ryde, Isle of Wight, PO33 2LJ

**Auditor:**

BDO LLP Arcadia House, Maritime Walk, Ocean Village, Southampton, SO14 3TL

**Solicitors:**

The School seeks legal advice from several firms' dependent on the topic.

**Investment Advisors:**

Cazenove, 12 Moorgate, London, EC2R 6DA

**Registered Office:**

Queens Road, Ryde, Isle of Wight, PO33 3BE

# **RYDE SCHOOL** **REPORT OF THE GOVERNORS (Continued)**

The Governors present their report together with the financial statements for the year ended 31st August 2020.

## **1. Objectives and activities**

### ***Charitable Objects and Aims***

Ryde School is a charity that seeks to benefit the public by pursuing and delivering its educational aims detailed below. Its fees are set at a level that ensure financial viability and provide excellence in education. The School welcomes pupils from a variety of backgrounds. Unlike many schools, pupils are not selected on their academic ability but need to demonstrate that they will fit into the School community and benefit from the education on offer. Economic status, ethnicity, race and religion are not part of the assessment process as the School is an equal opportunity organisation and encourages a community that is free from discrimination although the School is a Christian foundation registered with the Church of England diocese of Portsmouth as having a particular religious character. The inculcation of Christian values is important to the School but it recognises the values of other faiths.

The School endeavours to follow best practice as recommended by the Charity Commission in discharging its aims and objectives to the benefit, as far as possible, of the public both locally, nationally and internationally.

### ***School Values***

#### ***We are an island school with a global outlook***

Our purpose is to provide world-class education on the Isle of Wight, enabling our boarding and day pupils to flourish in MIND, BODY and SOUL. We will nurture the CHARACTER, SKILLS and VALUES to help them make a positive difference and embrace the opportunities of the wider world.

## **WE BELIEVE**



**RYDE SCHOOL  
REPORT OF THE GOVERNORS (Continued)**

***As an IB School we want our pupils to become:***

- BALANCED
- CARING
- COMMUNICATORS
- COURAGEOUS
- CREATIVE
- INQUIRERS
- KNOWLEDGEABLE
- OPEN-MINDED
- PRINCIPLED
- REFLECTIVE
- RISK TAKERS
- SELF-DISCIPLINED
- THINKERS

***As a Round Square Candidate School we believe in and encourage pupils to engage with:***

- Internationalism
- Democracy
- Environmentalism
- Adventure
- Leadership
- Service

***As a PSB School we encourage our pupils:***

- To learn to lead, to work as a team and to operate independently
- To be reflective, seeing all learning as a chance to review and improve
- To take every opportunity to develop their communication skills

***Monitoring***

The School assesses its success in delivering its values through the work of the Board sub-committees who monitor the delivery of those aims. The criteria and outcomes are referred to in more detail throughout this report.

The School's current Strategic Plan available on the website [www.rydeschool.org.uk](http://www.rydeschool.org.uk) is monitored by the Finance and General Purposes Committee.

***Public Benefit***

The governors confirm that they have due regard to the guidance on Public Benefit published by the Charity Commission in exercising their power and duties. The Board of Governors is committed to meeting its responsibilities with regard to the provision of benefit to the wider public.

**2. Structure, Governance and Management**

The School is committed to maintaining the high standards of Governance recognised in recent School inspections.

***2.1 Governing Document***

The School is governed by its Memorandum and Articles of Association supplemented as necessary by bye-laws determined by the Board of Governors.

The company is a charity limited by guarantee incorporated on 28th March 1947 and registered as a charity on 4th March 1964, its activities being the provision of education to boys and girls of all ages as well as the continued

## **RYDE SCHOOL REPORT OF THE GOVERNORS (Continued)**

development of the School as an educational resource of high quality on the Isle of Wight. Its Registered Charity Number is 307409. The School is a company limited by the guarantee of its members.

### **2.2 Recruitment and Training of Governors**

Governors are elected by the Board for a term of four years, which can be extended for a further four years and in the case of the Chairman, for a maximum term of ten years. Two Governors may be nominated by the Old Rydeians Association and one by the Upper Chine Old Girls Association.

The current Governing body represents the membership of the company. The Board selects new board members on the basis of their personal competence, specialist skills and availability.

Governors are inducted by the School's professional Clerk and Headmaster and provided with copies of governing documents, bye-laws and external charitable guidelines pertinent both to independent schools and charities as well as all the necessary statutory and regulatory compliance checks. All Governors are encouraged to attend courses run by AGBIS and the Board's own regular in-house training sessions on pertinent matters and policies. The Board appraises its effectiveness every year.

### **2.3 Organisational Management**

The Governors determine, with the Headmaster, the general strategy, aims and ethos of the School. The day-to-day management of the School is delegated to the Headmaster, Deputy Heads and Head of the Junior School together with the Bursar.

The Board operates through two main committees. There is a Finance and General Purposes Committee, chaired by Mrs Haig-Thomas which approves and monitors budgets, reviews the annual audited accounts and the School's tangible asset resource. The Education Committee, chaired by Mrs Bland reviews educational and pastoral issues in conjunction with senior teaching staff. Both committees meet each term prior to the full Board. The Board is also advised by a Remuneration Committee, chaired by Mr Crawford, which determines senior salaries.

The Governors and Senior Management Team have strategic "away days" on major issues to supplement scheduled Board meetings.

The Board has a Governance Committee, chaired by Dr Legg, which determines the skills the Board needs to function effectively and advises it on succession planning. Mr Weeks represents the Governors on the Health and Safety Committee and Mrs Jacobs is the lead Governor for Child Protection.

The Board meets every term and on other occasions as required; the Education Committee meets three times a year; the Finance and General Purposes Committee meets three times a year; the Strategy Group meets as necessary and the Remuneration Committee meets twice a year.

The Remuneration Committee in conjunction with the Headmaster considers the appropriate level of pay for the senior management team. It also recommends to the Board the Headmaster and Bursar's remuneration. In recommending and assessing these levels of remuneration the Remuneration Committee uses national statistics as benchmarks.

There are no specific related parties except for the parent body, with whom the School consults on a regular basis. It is cognisant with both AGBIS and HMC communications used to inform, educate and improve governance.

## **3. Strategic Report**

### **3.1 Strategic Objectives**

To deliver its stated charitable aims and objectives, the School is committed to delivering an excellent all-round education. By maintaining high standards of academic performance, pastoral care and citizenship and ensuring pupils' abilities are developed to their full potential.

The Governors, in fulfilling their charitable obligations, are mindful of the need for the School to be accessible to the local community by offering a broad curriculum while increasing bursarial support.

## **RYDE SCHOOL REPORT OF THE GOVERNORS (Continued)**

### **3.2 Benefits to the Community**

The School aims to provide benefit to its community in three ways. First, the School provides financial assistance to families who would not otherwise be able to afford the school fees. The level of this support varies from a relatively small amount, 10% or 20% of the fees, to a 100% bursary in limited circumstances. Support is offered mostly to pupils who live on the Isle of Wight, but some pupils benefit from a boarding bursary and the School works with the local authority and national charities to enable boarding for some vulnerable children who can so benefit. Whilst around a third of our boarders come from the UK, the majority are overseas students and the School benefits considerably from the cultural diversity and different world view that they bring to the School and indeed to the Island community. Secondly, the School aims to support the local community through forging educational links with state schools and by sharing facilities. Thirdly, the School aims to support local and overseas charities either by offering the use of facilities or directly by fund raising.

#### **Headline figures for the year to 31 August 2020**

- Amount of money raised for UK charities: £10,500
- Contribution to UK GDP: £13.4 million
- Contribution to the Isle of Wight economy: £6.9 million
- Total amount of UK tax supported by Ryde School's activities: £4.4 million
- Total savings for UK tax payer as a result of pupils attending who would otherwise attend state schools: £4.2 million
- Total number of UK jobs supported by the school's activity: 211
- Number of pupils receiving means tested bursarial assistance: 57
- Amount of money spent on bursarial support to pupils last year: £515,000
- Number of hours that community groups used our facilities: over 3,000
- Total number of voluntary hours that students put back into the community through voluntary activity such as Duke of Edinburgh = over 3,000

#### **Bursaries, Scholarships**

The School advertises Scholarships and Bursaries in its promotional literature (Current Information), its website and in the local press. Examinations and interviews for Scholarships and Bursaries take place in November and February. Places are available for entry into Years 5, 7, 9 and 12. The criteria to receive a scholarship are significant achievement and potential either academically or in one or more of several extra-curricular areas. Scholarships can be academic, sport, music, sailing or general (allowing for success in, for example, Drama, DT or Art) and those in receipt of one are expected to benefit from an education at Ryde School, generally but also in nurturing their particular talent, and make a positive contribution to school life. The School has the same expectations of its fee paying pupils.

Those in receipt of a scholarship will automatically get support to develop the area of skill of the award – for example, music scholars are supported with complimentary individual tuition. In addition, all those awarded scholarships become eligible for fee assistance. The level of fee assistance is determined after an assessment of parents' (or guardians') ability to pay the fees; assistance can be as high as 100% - and occasionally grants are made to assist with school trips or uniform. Assisted Places are offered to some boarders, who are also assessed as to the level of support that is required. Usually, one or two pupils a year are nominated through the Headmasters' and Headmistresses' Conference (HMC) Eastern European Scholars Programme, which carries out its own assessment of parental means. Some Eastern European Scholars receive a 100% bursary, others are able to pay about a third of the fees.

The total value of means tested bursaries amounts to £515k or about 6.2% of gross fee income. Approximately 12% of pupils receive such support. Funding for bursaries comes from three sources. The School uses the rental income it receives from the letting of the Bembridge Boarding Campus, investment income from the Educational Development Fund (these two sources funded approximately 73% of means tested bursaries); the remainder coming from the surplus derived from fee income. It is a long term strategic aim of the School to increase further the size of its Educational Development Fund in order to provide further means tested bursarial assistance.

The School continues to assist some pupils already in attendance, when parental circumstances change. Such help is given after means testing; it is the School's wish to see such pupils complete the appropriate stage of their education. This has been of particular importance this year in supporting families affected by the COVID-19 pandemic.

## **RYDE SCHOOL REPORT OF THE GOVERNORS (Continued)**

In budgeting for its awards the School attempts to strike a balance between the use of its rental and investment income, and fee income, recognising that many parents have already made significant sacrifices to fund the education of their own children. Indeed, maintaining fees at a relatively low figure by independent school standards allows greater access by a wider range of local families than is sometimes the case elsewhere and is a conscious consideration of school management and governors. To foster bursarial support further the Governors have established a restricted fund – "Ryde Bursary Fund" to which parents and staff donate. In addition, in order to assist further children whose parents might not otherwise be able to afford to choose it, the School fosters its relationship with other grant making bodies and participates in the Government's Nursery Voucher Scheme.

The School has offered particular assistance to children who would benefit from boarding due to their personal or family circumstances and has worked with the local authority and national charities to identify and place looked after children or those who would otherwise not be able to access a boarding school education.

### ***Pupils' voluntary work***

Pupils and staff are encouraged to follow the School's motto of Ut Prosim and live a life of service. Many are involved directly and indirectly in fundraising, active community service and local engagement. The School has recently joined the Round Square Organisation which expects of, and provides opportunities for, its member schools engagement with voluntary activity. There are active groups such as the 'Green People' in the Senior School and ecology groups in the Junior School who engage in environmental action

The majority of our pupils in Year 10 take part in the Bronze Duke of Edinburgh Award - Last year 70 pupils did at least 12 hours of voluntary work each. That is around 840 hours volunteering in the community.

Many of our pupils continue doing Silver Duke of Edinburgh Award in Year 11. Last year 35 pupils did at least 24 hours of voluntary work each. That is in excess of 840 hours of voluntary work in total.

Last year 25 pupils did Gold Duke of Edinburgh Award across the Sixth Form. This included at least 55 hours of voluntary work each, meaning at least 1,375 hours in total of voluntary work.

Ryde Schools aspiring medics regularly carry out voluntary medical work in the local community. This year three pupils volunteered at St Mary's Hospital during the COVID-19 pandemic in the Spring/Summer of 2020, whilst two other pupils regularly volunteered at the Alzheimer's Cafe.

Boarders at the school also take part in regular beach cleans, picking up plastic and other litter. Year 7 and 8 regularly carry out voluntary work in the community such as working with Aspire, a local community centre, on environmental initiatives though last year this was curtailed by COVID-19 pandemic restrictions.

One of Ryde's Sixth Form pupils has been a member of the Mental Health Taskforce within the Island Youth Trust. She helped write the Island Mental Health Charter. Ryde School staff then helped with the redrafting of the document and we are signed up to it as a school.

Other examples of voluntary work done by Senior School pupils have included producing art work with local hospice patients, and Sixth Form pupils tutoring younger pupils from local state schools.

In the Junior School our pupils are encouraged to engage with voluntary work and recent links have been made with Quarr Abbey where pupils have helped to restore the path and assisting with harvesting apples. The Junior School also supports the Rotary Club shoebox appeal sending gifts and essentials to countries such as Moldova and Bosnia. As this collection was cancelled, we filled over 40 huge boxes with toys, clothes, toiletries and festive food for Aspire and Pan Together as well as providing gifts for a refugee family from Somalia who have been fostered by the Isle of Wight community.

The School has close links with a rural school in Nako, Ghana and a group of pupils travel there on a biennial basis to carry out voluntary work, teaching lessons and helping to renovate the site. A trip went Ghana in Oct/Nov 2019 and another is being planned for 2021. The School additionally carries out regular fundraising in support of Nako School.



## **RYDE SCHOOL REPORT OF THE GOVERNORS (Continued)**

### ***The Arts***

The School's music ensembles give freely of their time to play at local venues, though COVID-19 pandemic restrictions put much of this on hold after Easter 2020. The swing band has played in church concerts as well as other Island venues and our scholars regularly perform at local venues such as Aspire, Monkton Arts Cafe and Quay Arts. Fiveways and Junior School Music groups play at local care homes for the elderly at Christmas time and the Fiveways carol singers sing at the Alzheimer Society Café in All Saints' Church hall at Christmas time. The local community is invited to school events such as carol services, and school musical and drama productions.

'Sing Up Day' is an annual event which brings primary schools from across the Island to the School's Sports Hall for an afternoon of singing and fun. Hundreds of children benefit from the School's musical expertise and School staff have regularly visited some of these schools in their spare time to prepare them for the event with extra singing lessons. Sadly the event itself was cancelled last year due to the COVID-19 pandemic but pupils still benefited from much of the preparation.

The School regularly hosts the Isle of Wight Literary Festival schools' programme in October each year and supports the event financially. Children's authors talk about their work with children from local Island primary and senior schools using Ryde's facilities.

A number of community artistic groups use the School's facilities on a regular basis: a ukulele group, local ballroom dance group and DDMix are among those who make regular use of the school's facilities, whilst the Isle of Wight Symphony Orchestra use the school's facilities and equipment to rehearse in the run up to concerts. This activity was put on hold due to COVID-19 pandemic restrictions but will resume once it is safe to do so.

The school's music ensembles are open to talented pupils from local state schools and members of Ryde School's music department are heavily involved in promoting music on the Island, including contributing to the IOW symphony orchestra and Harp Festival.

The schools' art department have supported a number of local exhibitions and recently produced their own exhibition for the public to enjoy at the Monkton Arts Café.

### ***Science, Technology, Engineering and Mathematics ("STEM")***

In recent years the School has worked in partnership with a local Academy which has been unable to provide A-levels in certain STEM subjects. We have given these students access to our A-level science and maths lessons at no cost and they have benefited greatly from many hours of lessons and the subject expertise of our teachers. Ryde School staff also delivered pre-exam revision sessions to pupils from the same school and in addition we have helped with the professional development of their maths teachers by providing opportunities to spend time with our teachers and in our lessons.

The School has been involved in trying to develop teaching of STEM subjects on the Island: the Head of Physics is working with a national charity to support physics teaching with other island state schools.

The Junior School hosts an annual all-Island maths challenge for children in Years 4 and 5. Each year 8 children from around 20 primary schools attend the event, 160 pupils in total.

The School runs an annual Design Technology club which supports the Isle of Wight Club for Deaf Children. Transport assistance is also given to Ryde Academy students so that they can attend the Engineering Education Scheme events on the mainland.

The School also runs a mock Oxbridge interview evening each year which benefits a number of the most able STEM pupils on the Island.

The School's Design Technology department is also carrying out ongoing work with Ryde Council to develop local community projects.

## **RYDE SCHOOL REPORT OF THE GOVERNORS (Continued)**

### ***Other Academic***

In addition to STEM and 'the arts', the School runs a number of other academic initiatives which benefit the wider community. We recently welcomed a pupil to study A-Level Theatre Studies again due to difficulties with local provision. There is an annual Island-wide geography quiz for pupils in Year 9-10 although this had to be postponed in 2020 due to the COVID-19 pandemic. The school ran a Model United Nations event for island state schools.

The School now has an established mock-Oxbridge interview preparation evening, with over 20 pupils attending this year. Pupils from all over the Island are invited and many have gone on to gain places at Oxbridge.

The School holds or hosts a lecture every year and offers free tickets to local primary and/ or secondary schools to join. Last year we hosted the IOW Historical Society Lecture 'Elizabeth' by Dr David Starkey and secured c.100 free seats from the society for pupils across the Island. Similarly we invite local primary schools to a free matinee of big Junior School productions, the last being Oliver!.

The Junior School and Fiveways run several Exploration and Discovery sessions on Saturday mornings in areas such as science, outdoor learning and drama. These are free of charge and bring junior school age children together from across the Island, particularly helping those who are home-schooled. The weekly Five Ways Playgroup also allows families to access use of the Nursery facilities as well as tea and coffee and story & music time with a member of the Fiveways team. These sessions were suspended from Easter due to COVID-19 pandemic restrictions.

The weekly Fiveways playgroup 'Chitter Chatter' also allows families to access use of the Nursery facilities as well as tea and coffee and story & music time with a member of the Fiveways team. These sessions were suspended from Easter due to the COVID-19 pandemic and are now running on line weekly instead.

### ***Sports***

Many of the School's sports specialists work with the wider community. The Head of Rugby coaches regularly at London Irish, the Head of cricket coaches with England South-West (Bunbury) group and leads coaching on the Isle of Wight, whilst a further PE teacher assists with coaching Island cricket. The School's Second Master also refereed Hampshire club rugby matches.

The School runs a number of community sports initiatives using their facilities. Recently these have included 'Rugby Ready' afternoons and football tournaments for local primary schools. The School rowing club combines pupils from other local schools with our pupils and allows them to access our facilities and coaches as well as taking part in events as a combined crew. The Head Master is a trustee of the Isle of Wight Sports Foundation.

A number of community Island sports clubs have regularly used the School's facilities in the past academic year, these include Shorwell netball club, Island Hockey Club, Ryde Saints football club, Isle of Wight cricket club, Ryde Cavaliers Cricket club, Football Mondial, Vectis Nomads, Ryde Badminton club, Nick Percy a GB discus thrower, Ryde LTC, and Oakfield Youth Football club. Hampshire RFU meetings are held at the School and facilities are used for coaching courses.

Our Sports Scholarships enable talented Island athletes to access education at the School whatever their financial circumstances and to develop their talents further. This has been instrumental in helping some of the Island's most talented athletes to develop both academically and in their sport.

The Head Master is a trustee of the Isle of Wight sports trust and patron of the Isle of Wight Music, Speech, Drama and Dance Festival.

The Isle of Wight Cricket Board partnered up with the school a few years ago. In this short period of time Cricket on the Island has seen a substantial increase in the number of young cricketers (boys and girls) playing on and for the Isle of Wight County Age groups. The School is used as their training base with access to a Merlin and 2X Bola bowling machines in the 4 net lanes the Sports Hall along with the Gym for the strength and conditioning training. Cricket activity, whilst disrupted by the COVID-19 pandemic, was still able to take place for much of the summer on the school's grounds.

## **RYDE SCHOOL REPORT OF THE GOVERNORS (Continued)**

### ***Other facilities***

Aside from the sports and arts uses identified above, the facilities at the School have been used last year by some members of the Island's Hindu Community, Isle of Wight History Society, Blood Donors and Strike Auditions. The School pays directly for the light, which illuminates the North of All Saints' church. The schools usually lends its facilities to IOW Pride Parade and The Mardi Gras though these events were cancelled in 2020 due to the COVID-19 pandemic.

Ryde School runs a Summer School, which provides opportunities for local children during the holidays to participate in a wide range of activities, also enhancing cultural experiences as they attend alongside overseas residential Summer School students. A number of Ryde School pupils volunteered their time at the summer school to run activities in drama, sports and STEM.

### ***COVID-19 pandemic response***

The school offered help to the local community in response to the COVID-19 pandemic. Our Design Technology department made over 300 visors which were used in care homes, local shops and schools and relevant equipment was passed to the NHS from the science department. Plans were developed for the School to offer accommodation for key worker staff who were non-resident during the first lockdown and the School remains ready to act as a local testing and/or vaccination centre should this be necessary. Facilities were offered where possible to clubs unable to access usual spaces – for example a local gym was able to exercise outdoors onsite. A summer school was run through July and August that provided both educational and play opportunities for local children. Children of key workers from other schools joined pupils at Ryde and the School has remained open through all three lockdowns to children of key workers. Private exam candidates were able to be assessed via the School. Staff also assisted with local deliveries during the first lockdown. Junior School pupils wrote cards to residents of care homes who were isolated whilst many pupils engaged on a personal basis with fundraising and local care initiatives.

### ***Other staff volunteering***

Ryde School provides teacher training placements through Southampton University and Christ the King School. This has seen a number of trainees placed at the school each year and most of these return to the state sector as newly qualified teachers.

The Head of Senior School and External Relations Secretary are currently governors of local primary schools; Our Head of Marketing is on the Royal Ocean Race Club committee and is a Cowes Harbour Commissioner and our Head of Pastoral care is the vice-Chair of the Isle of Wight Children's Safeguarding Education sub-group which meets half-termly to discuss action plans, audits and strategies. The Head Master is a governor at two mainland schools, and a history teacher volunteers at the Island's CCF and is a governor at a further mainland school.

### ***Charitable fund-raising***

The school raises a large amount of money each year for UK charities. Last year this totalled £10,543. The main recipients of this were the schools nominated charities: Aspire Ryde, Beaulieu House, Foodbank, Ghanalink, Isle of Wight Mountbatten, IOW Youth Trust, Macmillan Cancer, Teenage Cancer Trust, Daisy Chains IW, Wave 105 Fundraising, Layla's Trust, Clic Sargent, British Red Cross and Plastic Oceans UK.

In addition to money raised formally through school fundraising, a number of our pupils have carried out their own fundraising initiatives which have been supported by the school. This has included a cyclist raising over £1,000 for the NHS's COVID-19 pandemic response and a group of pupils carrying out their own 'Walk the Wight' in aid of the hospice, raising over £3,500.

## **RYDE SCHOOL REPORT OF THE GOVERNORS (Continued)**

### **3.3 Performance and Delivery of Charitable Objectives**

#### **School Numbers**

At the start of the academic year 2019/20, the School had 734 pupils, 515 in the Senior School, 129 in the Junior School, 90 in Fiveways. These numbers include 47 boarders.

#### **Academic and Educational Experience**

Examination results were awarded differently this year through a combination of School Assessed Grades (GCSE and A Level), continuous assessment leading to School Assessed Grades (BTEC, Arts Award, Crest) and extrapolation of results from predicted grades and coursework (IB) and the School took pains to ensure results were awarded in a fair and transparent manner. Thorough tracking and assessment up to the point of School closures in March 2020 meant managers were confident in awarding the grades pupils were headed towards and the therefore robust results were excellent in nearly all areas with a number of outstanding individual performances. At GCSE, the percentage of 9/8 grades was 31% with 52% of all grades at 7 or above compared to a national figure of 27.6%. In English Language more than half the grades were at 7 or above again (58.4% compared to 23% nationally) and in Maths 57.3% compared to 24% nationally. English and Maths had (9-4) pass rates of 100% and 98.9% respectively (national figures 80% and 77%.) Results also showed a breadth of outcomes, with 64% getting the EBacc. Three pupils got all A\*/8/9 and 22 achieved 8 or 9 in more than five subjects. At Post 16 the combined A Level and IB results produced an average UCAS points per pupil score of 157 and in the IBDP our average points per pupil was 38, the highest the School has ever achieved, with our two top performing IB students, both local students, gaining 44 and 43 out of a maximum 45, a rare achievement. At A Level our % A\*/A was 47% compared to 26% last year – a pleasing improvement after significant focus on improvement this year. Our A\*/B rate was 71.54% compared to 52.42% last year. All pupils again passed the IBCP and their BTECs, the vast majority at distinction level. Despite the challenges of the year, progression to university of choice was higher than usual and it was also a pleasure to note one student securing a place at Sandhurst and two moving to degree apprenticeships with L'Oreal and BAE.

In the Junior School and Years 7 & 8 value added is measured using results from annual assessments GL Assessment in English, Mathematics and biannual tests in Cognitive Ability. In both subjects, results are above national expectations and attainment relative to ability is also positive.

The School was inspected by ISI in January 2018. This compliance inspection found the School to be compliant in all areas. The report is published in full on the School website.

In September 2020 the School was confirmed as a Round Square school after spending the previous year as a candidate school. This has enabled our pupils to embrace the key principles of internationalism, democracy, environmentalism, leadership and service. Pupils from across the full age range in the senior school have taken part in various Round Square activities, even since the COVID-19 pandemic, when conferences and discussion forums moved online. A number of initiatives within the school now link into its Round Square values in particular environmental campaigns around the school site.

#### **Development**

During the year, the conversion of Millfield Boarding House was completed and opened in January 2020 to very favourable feedback and a new netball/tennis court was completed alongside a new high jump area. Construction commenced on the new boarding house in November 2019 is on track to be completed and open in March 2021. These are strategic developments providing modern best in class boarding facilities located on the Ryde site and will greatly enhance the attraction of the School's boarding offer and so create a sustainable future based on diverse markets.

The School has formed a subsidiary company, Ryde School Construction Limited, Company Number 10513227. The Company's principal activity is to undertake the new boarding house development on behalf of the School. The Finance and General Purposes Committee provide oversight of this subsidiary. The subsidiary has not been consolidated on the grounds of materiality.

## RYDE SCHOOL REPORT OF THE GOVERNORS (Continued)

### ***Sport and Extra-curricular***

Ryde School prides itself on providing a very broad range of activities, which are designed to develop the personal attributes of the pupil and provide them with a life-long interest. The School now has embedded Sailing into its core provision and all pupils in the Junior School and Senior School now have the opportunity to sail on a weekly basis in the summer term and many in the senior school across the full school year.

In the Senior School pupils are expected to take part in at least one extracurricular activity each week (two in Years 7-9) and many do more than this. Most pupils represent the school in some form or other, be it sport, music, drama or activities like debating, CCF or D of E; some go on to achieve significant recognition locally, and in some cases nationally. Pupils in Year 10 are expected to take part in either the Combined Cadet Force or the Duke of Edinburgh's Award Scheme. The School became a licensed centre for the Duke of Edinburgh's Award Scheme in spring 2014 and a sizeable number of the 6<sup>th</sup> form is involved in the Gold Duke of Edinburgh Award.

The clubs and activities which were provided in the last academic year included aerobics, arts, ceramics, chess club, dance, drama, film making, global rock, green initiatives, jewellery, ICT club, Mandarin club, mathematics club, photography, plays, public speaking, Latin club, STEM, Summer musical, Young Enterprise, debating, public speaking, coding, and bridge. For our musicians there is a brass group, junior orchestra, cantabile choir, concert orchestra, chamber orchestra, flute group, string quartet, percussion group, a swing band and our sports include athletics, rounders, badminton, rugby, cricket, squash, hockey, soccer, netball, tennis, rowing and sailing.

In the Junior School and Fiveways, a broad range of activities and clubs is offered too. In Fiveways some of the clubs on offer included carnival club, quivering quavers, short tennis, cricket, ballet, Christmas club, Easter club, tongue twisters and tap dancing. Fiveways also offered a gardening club and then entered The Ryde in Bloom Competition where they were highly commended. In the Junior School clubs are viewed as an important part of the life of the School. Clubs included fencing, chess, Lower School Orchestra, squash, squad swimming, Chamber Choir, yoga, riding, tennis, drama, cooking, running, drumming, mixed hockey, interactive fiction, cheerleading, Salamanca E-Twinning Project, Debating, Multi-sports, Engineering, Digital art, Languages Club, Stomp, Paddle boarding, Green Club, 3D Art, Carnival costumes, Game coding, art, athletics, board games, brownies, choir, computer, craft, cricket, football, French, golf, hockey, keyboard, library, mathematics, movie, netball, orchestra, philosophy, pottery, recorders, rookie lifeguards, rounders, rugby, sailing and science.

All parts of the School also support children's education by organising a broad range of educational visits and excursions. These range from visits and exploration on the Isle of Wight for the younger children, to residential trips in the UK and abroad for Junior School and Senior School children. Full accounts of the year's activities may be found on the School website: [www.rydeschool.org.uk](http://www.rydeschool.org.uk). Available for the interested reader are the reports of the Headmaster, covering the Senior School, and the report of the Head of the Junior School which reflects the activities of the Junior School and Fiveways.

Some of these activities have been curtailed during the COVID-19 pandemic but most have managed to continue to operate in some form usually due to the enthusiasm and creativity of the pupils and staff involved.

### ***3.4 Links with parents***

The School provides good links with parents; they are welcome to attend many School events; there are frequent parents evenings and regular reports; further contact is provided through Parents Liaison Forums which meet termly and hold one open meeting per year. The School recently launched the Ryde Connection to maintain links with and amongst current and former friends and pupils from Ryde, Upper Chine and Bembridge schools. The School has a parental portal giving parents direct access to information about their child and there is a private section on the website. Parents get a handbook annually and a termly calendar with key dates and contacts and can contact staff directly via phone or email. The School has also introduced parent seminars to work with parents on key issues where home and school cooperation matters. Seminars have included sessions on revision, coaching, body image and social media. A weekly newsletter is published to keep parents abreast of the main activities taking place in the school. The School has now started an annual survey for parents, staff and pupils to assess progress and identify areas for development. Two surveys were held during lockdown to determine the quality of delivery and these revealed very high levels of satisfaction compared to national data. During lockdown the School moved quickly to new forms of communication with parents. The Head Master and key staff hosted regular on-line forums, weekly 'boredom buster' tips were sent home, parents evenings moved on-line and the Head of the Junior School ran parent quizzes and social events. The Head of Fiveways spoke to every parent individually to discuss their child's progress and needs.

## **RYDE SCHOOL REPORT OF THE GOVERNORS (Continued)**

The School has a clear complaints policy with the opportunity for concerns and complaints to be dealt with formally and informally. In 2019/20 no formal level 3 complaints were received.

### ***3.5 Financial Review and Results for the Year***

The COVID-19 pandemic had a significant impact on the School's financial performance in the year resulting in an overall deficit for the year of £598k (2019: surplus £305k). The overall deficit before decrease in investments was £224k (2018: surplus £399k before an increase in investment). The School is anticipating a return to an operating surplus for the 2020/21 financial year and beyond and based on these forecasts and the ability to call upon funds held within the EDF fund, Governors believe the School will be able to continue to operate within its existing facilities for the foreseeable future.

Fee increases are dictated by the School's budget, which is influenced by increases in teaching salaries and inflation as well as wider influences such as the COVID-19 pandemic. The School educational surplus includes £149k from the EDF fund towards its bursarial awards; this contribution is equivalent to 1.6% of fees.

Notwithstanding the COVID-19 pandemic, the building of the new onsite boarding house continued and is scheduled for completion in Spring 2021. In order to part finance the construction, during the year the School entered into a new £4.5m banking facility with HSBC of which £1.3m was drawn at the year end. The total remaining contracted build cost of the boarding house as at the year end was £3.7m.

### ***3.6 Investment Performance and Policy***

The School had unrealised losses of £330k (2019: loss of £88k) from the revaluation of investments. Cazenove, the School's investment managers operate a multi-asset unit trust charitable fund for its charitable clients. The School continues to maintain its cautious investment policy.

The Governors' investment objective is to optimise growth so that income from the fund in the future can fully fund its bursary awards. The Finance and General Purposes Committee reviews investment performance in depth annually.

### ***3.7 Reserves and Resource***

The School has operated a Strategic Financial Plan for several years enabling a forecast of both surplus and cash flow to be made over the foreseeable future. This combined with its review of risks and its published Development Plan enables the Governors to operate within the School's banking facilities and to provide for ongoing development. The School's unrestricted reserves stand at £15.8m (2019: £16.4m).

The Governor's consider that the School should retain approximately 6 months' expenditure in free reserves. The charity's free reserves represent total unrestricted reserves adjusted for tangible fixed assets, current assets, current liabilities and bank loans and amounts to £1.8m. This is principally held within the Educational Development Fund of £3.9m.

The unrestricted funds are split to reflect the Governors' current policy and distinguish between those held for contingency and the day to day running of the School. The assets of the School are adequate for its current obligations and are principally represented by the School's investment in its tangible fixed assets and fixed asset investments.

### ***3.8 Risk Management***

The Board of Governors is ultimately responsible for the management of risks faced by the School. The principal risk the School faces is the retention and recruitment of pupils, which it takes a variety of targeted measures to mitigate. The operational risks are monitored by the Board but assessed by the Headmaster, Bursar and the Senior Management Team. The results of the risk management procedures operated by the School Executive are regularly reported to the Board. In addition, the Board carries out an annual overview of risk assessment and reviews child protection policies and the effectiveness of their application.

## RYDE SCHOOL REPORT OF THE GOVERNORS (Continued)

The key controls in place are:

- formal agendas for all Committee and Board meetings;
- detailed terms of reference for Committees;
- comprehensive development and financial strategy;
- clear organisational structure and lines of reporting;
- formal written policies;
- formal investment policy;
- clear authorisation and approval levels;
- vetting procedures as required by law;
- comprehensive insurance cover;
- statutory child protection procedures; and
- regular appraisal of performance and appropriate training.

The School has adopted a recommended risks assessment procedure to assess and address risks to the charity in which the whole Governing body is a participant annually. The Governors' policy is to put in place measures to minimise the effect of any risks so assessed. The School has an effective Health and Safety Committee on which Mr Weeks sits as a designated Governor. The Committee is chaired by the Bursar and its minutes are reviewed regularly by the Finance and General Purposes Committee and the Board.

### **3.9 Future Plans**

The School's Mission Statement and Strategic Objectives for 2021 and beyond, developed by both the Senior Management Team and the Board, encompasses the future plans for the School and can be viewed on the School website - [www.rydeschool.org.uk](http://www.rydeschool.org.uk).

This is reviewed annually each summer term.

The School is aware that private education is proving increasingly expensive for parents and strives to provide the best possible value combined with excellence in education and pastoral care.

### **3.10 Fundraising activities**

The school does not currently engage in any active fundraising and as such has received no complaints in relation to any fundraising activities over the course of the 2019/20 year.

## **4. Governors**

### ***Statement of Governors' Responsibilities for the Financial Statements***

The Governors are responsible for preparing the Annual Report and the financial statements in accordance with the Companies Act 2006 and for being satisfied that the financial statements give a true and fair view.

The Governors are also responsible for preparing the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Governors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate; and
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

**RYDE SCHOOL  
REPORT OF THE GOVERNORS (Continued)**

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

**5. Auditor**

A resolution to reappoint BDO LLP will be proposed at the School's Annual General Meeting.

**5.1 Statement as to Disclosure of Information to the Auditor**

So far as the Governors are aware, there is no relevant audit information of which the charity's auditor is unaware and each Governor has taken all the steps that he or she ought to have taken as a Governor in order to make himself or herself aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the Companies Act 2006.

On behalf of the Governors

Professor C.C. Lees



Governor

Date: 12<sup>th</sup> March 2021



## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RYDE SCHOOL

### Opinion

We have audited the financial statements of Ryde School ("the charitable company") for the year ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 August 2020 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charitable Company in accordance with the ethical requirements 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 related to going concern

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

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

### 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 other information comprises the Report of the Governors. The Governors are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RYDE SCHOOL (continued)**

### **Opinions 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 Report of the Governors, which includes the Directors' Report and the Strategic Report prepared for the purposes of Company Law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report, which are included in the Report of the Governors, 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 misstatement in the Governors' 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 returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures 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 Governors**

As explained more fully in the Statement of Governors' Responsibilities for the Financial Statements, 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 determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

We have been appointed as auditor under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at:

<https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RYDE SCHOOL (continued)

### Use of our report

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

BDO LLP

David l'Anson (Senior Statutory Auditor)  
For and on behalf of BDO LLP, statutory auditor  
Southampton  
Date 15 March 2021

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

**RYDE SCHOOL**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

	Notes	Unrestricted General Fund £	Unrestricted Designated Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
<b>Income from:</b>						
Donations		-	-	8,307	8,307	8,365
Charitable activities:						
<i>Fees receivable</i>	2	8,318,139	-	-	8,318,139	9,374,262
<i>Other educational income</i>	4	200,596	-	-	200,596	271,949
Other trading activities	4	15,129	-	-	15,129	38,051
Investments	10	3,730	122,630	245	126,605	176,267
<b>Total income</b>		<u>8,537,594</u>	<u>122,630</u>	<u>8,552</u>	<u>8,668,776</u>	<u>9,868,894</u>
<b>Expenditure on:</b>						
Raising funds		-	9,289	-	9,289	8,473
Charitable activities	5	8,868,046	-	15,674	8,883,720	9,461,689
Gross of furlough	4	388,318	-	-	388,318	-
<b>Total expenditure</b>		<u>9,256,364</u>	<u>9,289</u>	<u>15,674</u>	<u>9,281,327</u>	<u>9,470,162</u>
Net (expenditure) before gains on investments		(718,770)	113,341	(7,122)	(612,551)	398,732
Other income	4	388,318	-	-	388,318	
Net (losses) on investments and sale of assets		(43,832)	(330,173)	-	(374,005)	(93,757)
<b>Net (expenditure)</b>	3	<u>(374,284)</u>	<u>(216,832)</u>	<u>(7,122)</u>	<u>(598,238)</u>	<u>304,975</u>
<b>Transfers between funds</b>	15	149,000	(149,000)	-	-	-
<b>Net movement in funds for the year</b>		<u>(225,284)</u>	<u>(365,832)</u>	<u>(7,122)</u>	<u>(598,238)</u>	<u>304,975</u>
<b>Reconciliation of funds:</b>						
Total funds brought forward		12,131,712	4,258,167	98,594	16,488,473	16,183,498
<b>Total funds carried forward</b>		<u>11,906,428</u>	<u>3,892,335</u>	<u>91,472</u>	<u>15,890,235</u>	<u>16,488,473</u>

All of the charity's activities in the above two financial years are derived from continuing operations.

All gains and losses recognised in the year are included above.

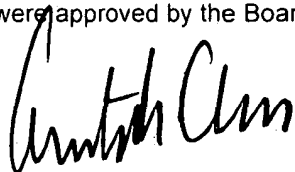
The notes on pages 22 to 35 form part of these accounts

**RYDE SCHOOL  
BALANCE SHEET  
AT 31ST AUGUST 2020**

	Notes	2020 £	2019 £
<b>Fixed Assets</b>			
Tangible fixed assets	9	17,484,634	15,643,759
Investments	10	2,784,746	3,866,444
		<u>20,269,380</u>	<u>19,510,203</u>
<b>Current Assets</b>			
Stock		10,122	11,165
Debtors	11	315,634	176,868
Cash at bank and in hand		1,249,191	1,508,048
		<u>1,574,947</u>	<u>1,696,081</u>
<b>Liabilities</b>			
Creditors falling due within one year	12	(2,420,390)	(2,216,856)
<b>Net Current Liabilities</b>		<u>(845,443)</u>	<u>(520,775)</u>
<b>Total Assets less Current Liabilities</b>		19,423,937	18,989,428
Creditors falling due after one year	13	(3,533,702)	(2,500,955)
<b>NET ASSETS</b>		<u>15,890,235</u>	<u>16,488,473</u>
<b>The funds of the charity</b>			
<b>Unrestricted Income Funds</b>			
Designated Educational Development Fund		3,892,335	4,258,167
General funds		11,906,428	12,131,712
<b>Total Unrestricted Funds</b>	15	15,798,763	16,389,879
<b>Restricted Income Funds</b>	15	91,472	98,594
<b>TOTAL FUNDS</b>		<u>15,890,235</u>	<u>16,488,473</u>

The financial statements were approved by the Board of Governors and authorised for issue on

Professor C.C. Lees  
Governor  
Date: 12<sup>th</sup> March 2021



Company Number: 432077

The notes on pages 22 to 35 form part of these accounts

**RYDE SCHOOL  
STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31ST AUGUST 2020**

	Notes	£	2020 £	£	2019 £
<b>Net cash inflow from operating activities</b>	<b>20</b>		<b>778,984</b>		<b>874,128</b>
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		(126,605)		176,267	
Purchase of tangible fixed assets		(2,521,206)		(882,286)	
Purchase of investments		(1,250,000)		(39,045)	
Proceeds from sale of fixed assets		(40,696)		344,096	
Cash realised from sales of investments		2,001,524			
<b>Net cash used in investing activities</b>			<b>(1,936,983)</b>		<b>(400,968)</b>
<b>Cash flows from financing activities</b>					
Repayment of borrowing		(278,429)		(296,590)	
Repayment of mortgage		(106,896)		-	
New borrowings		1,284,466		-	
<b>Net cash provided by/(used in) financing activities</b>			<b>899,141</b>		<b>(296,590)</b>
<b>(Decrease)/Increase in cash and cash equivalents in the reporting period</b>			<b>(258,858)</b>		<b>176,570</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>			<b>1,508,048</b>		<b>1,331,478</b>
<b>Cash and cash equivalents at the end of the reporting period</b>			<b>1,249,190</b>		<b>1,508,048</b>

The notes on pages 22 to 35 form part of these accounts

**RYDE SCHOOL  
NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 31ST AUGUST 2020**

**1. Accounting Policies**

Ryde School is incorporated in England and Wales as a company limited by guarantee not having share capital. There are currently 14 governors who are also members of the company. Each member has undertaken to contribute to the assets in the event of a winding up a sum not exceeding £1. Ryde School is a registered charity. The registered office is given on page 2.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

***Basis of Preparation***

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

Ryde School meets the definition of a public benefit entity under FRS 102.

***Group financial statements***

The financial statements show the results of the parent entity alone and have not consolidated the results of the subsidiary undertaking on the grounds of materiality.

***Preparation of the accounts on a going concern basis***

In preparing the financial statements on the going concern basis the Governors have prepared financial forecasts for the financial periods ending 31<sup>st</sup> August 2020 taking into account principal risks and uncertainties affecting the School's operations, including those arising from the COVID-19 pandemic.

Although the COVID-19 pandemic did have a significant impact on the School's financial performance in the year, a return to an operating surplus is anticipated for the 2020/21 financial year and beyond. Based on these forecasts and the ability to call upon funds held within the EDF fund, Governors believe the School will be able to continue to operate within its existing facilities for the foreseeable future.

Accordingly the Governors have concluded that there are no material uncertainties about the School's ability to continue as a going concern and consider it appropriate to continue to prepare the financial statements on this basis.

***Incoming Resources***

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances and bursaries.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by our investment advisor of the dividend yield of the investment portfolio.

Grants and donations are recovered when the school is entitled to the income, it can be measured reliably and it is probable it will be received.

**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

***Resources Expended***

Expenditure is accounted for on an accruals basis.

- Costs of generating funds are those costs incurred in attracting voluntary income and investment management fees incurred as a result of maintaining the School's investment portfolio value.
- Charitable activities include expenditure associated with the provision of educational services, including boarding facilities, and include both the direct costs and support costs relating to those activities.
- Governance costs include those incurred in the governance of the School and its assets and are primarily associated with constitutional and statutory requirements and are allocated to charitable activities.
- Support costs include central functions and these are allocated to resources based on activity.

***Tangible Fixed Assets***

Individual fixed assets costing £500 or more are capitalised at cost.

Tangible fixed assets are stated in the balance sheet at cost less depreciation on a straight line basis at the following annual rates:

Freehold land	Nil
Freehold buildings	2%
Furniture, equipment and machinery	10% - 33%
Motor vehicles	25%

***Transfer between Funds***

A transfer is made between the general unrestricted funds and the Educational Development Fund to finance bursaries and scholarships.

***Investments***

Investments are stated at their market value. The value of unit trusts is the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Investments in subsidiaries are stated at cost less any provision for impairment.

***Pensions***

The School contributes to the Teachers' Pension Defined Benefit Scheme at rates set by the Scheme Actuary. The Scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the Scheme which are attributable to the School. The scheme is accounted for as a defined contribution scheme.

The School also operates defined contribution schemes for certain non-teaching staff.

Contributions to both schemes are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the schemes.

***Stocks***

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

***Debtors***

Debtors are measured on initial recognition at settlement amount after any trade discounts.



**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

***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. Cash holdings within the investment portfolio are therefore recognised as cash at bank and in hand on the balance sheet.

***Creditors***

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

***Taxation***

Ryde School, as a registered charity, is exempt from Corporation Tax under Chapter 3 of Part 11 to the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that surpluses are applied to its charitable purposes.

***Financial instruments***

Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

The school has entered into an interest rate swap agreement with regards to the bank loan to offset the impact of rising interest rates. The arrangement is measured at fair value and the asset or liability is recognised on the balance sheet. Changes in fair value are reported through the Statement of Financial Activities.

The bank loan is accounted for at amortised cost.

***Operating leases***

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

***Fund accounting***

Restricted funds are those which must be applied in accordance with the purpose specified by the donor. Expenditure relating to these purposes is therefore charged directly to the fund.

The unrestricted income funds comprise those funds which the Governors are free to use for any purpose in furtherance of the charitable objects. Such funds include designated funds where the Governors, at their discretion, have created a fund for a specific purpose. Transfers of funds between general unrestricted funds and designated funds are approved by the Governors.

***Judgements in applying accounting policies and key sources of estimation uncertainty***

In preparing these financial statements, the governors have considered the following forms of estimation uncertainty:

**Fixed assets**

- Residual value of assets.
- Economic lives of assets.

**Debtors**

- Impairment of debtors are assessed to identify net recoverable amounts.

**Swap**

- Underlying discount rates when undertaking the fair value of the interest rate swap.

**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

**2. Fees Receivable**

	2020 £	2019 £
Fees Receivable	8,874,746	9,960,682
Less: Scholarships and Bursaries	(556,607)	(586,420)
	<u>8,318,139</u>	<u>9,374,262</u>

**3. Net Incoming Resources for the year**

This is stated after charging:

	2020 £	2019 £
Auditor's remuneration	15,000	13,892
Depreciation – owned assets	680,230	739,966
Operating lease rentals - equipment	50,315	39,742
	<u>745,545</u>	<u>893,600</u>

**4. Other Income**

	2020 £	2019 £
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**Other Educational Charitable Activities**

Site sub-letting	190,546	187,825
Holiday school	10,050	84,124
	<u>200,596</u>	<u>271,949</u>

**Other trading income**

Insurance commissions etc.	9,000	18,000
Sundry	6,129	20,051
	<u>15,129</u>	<u>38,051</u>

**Furlough Income**

388,318	-
<u>388,318</u>	<u>-</u>

**5. Charitable activities**

	2020 Unrestricted General Fund £	2020 Unrestricted Designated Fund £	2020 Restricted Fund £	2020 Total £	2019 Total £
<b>Charitable activities</b>					
Staff costs	5,623,612	-	-	5,623,612	5,885,626
Gross of furlough	388,318	-	-	388,318	-
Other direct costs	1,220,680	-	15,674	1,236,354	1,613,661
Depreciation	680,230	-	-	680,230	739,966
Bank and loan interest (see note 7)	214,461	-	-	214,461	62,620
Support cost	1,125,932	-	-	1,125,932	1,130,460
Governance costs	3,131	-	-	3,131	29,356
Raising Funds	-	9,289	-	9,289	-
<b>Total</b>	<u>9,256,364</u>	<u>9,289</u>	<u>15,674</u>	<u>9,281,327</u>	<u>9,461,689</u>

The governors consider the charity to have a single charitable activity, the provision of education services.

**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

**6. Analysis of support and governance costs**

	Support costs £	Governance costs £	2020 Total £	2019 Total £
Staff costs	603,706	-	603,706	650,845
Other	522,226	3,131	525,357	508,971
	<u>1,125,932</u>	<u>3,131</u>	<u>1,129,063</u>	<u>1,159,816</u>

**7. Interest Payable**

	2020 £	2019 £
Bank interest	1,819	2,221
Bank loans	41,733	39,236
Mortgage interest	17,622	21,163
Swap liability	153,287	-
	<u>214,461</u>	<u>62,620</u>

**8. Employees**

	2020 £	2019 £
Staff costs during the year:		
Wages and salaries	4,819,137	5,357,076
Social security	505,191	516,546
Pension costs	902,990	662,849
	<u>6,227,318</u>	<u>6,536,471</u>

The average number of employees of the School was as follows:

	2020	2019
Teaching staff	105	109
Catering, cleaning and maintenance staff	52	56
Administration staff	18	20
Support staff	14	14
	<u>189</u>	<u>199</u>

The number of employees whose emoluments exceeded £60,000 were:

	2020	2019
£60,000 - £69,999	1	4
£70,000 - £79,999	1	1
£80,000 - £89,999	1	0
£90,000 - £99,999	1	0
£100,000 +	1	1

No remuneration or benefits were paid to any Governor during 2020 or 2019. During the year Governors incurred and reclaimed travel expenses of £1,504 (2019: £9,153). Governors are indemnified under the School's public liability policy the overall premium for which costs £1,473 (2019: £1,426).

*Key management personnel*

The aggregate amount of employee benefits paid to key management personnel was £542,560 (2019: £457,363).

**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

**9. Tangible Fixed Assets**

	<b>Freehold Land &amp; Buildings £</b>	<b>Furniture, Equipment &amp; Machinery £</b>	<b>Motor Vehicles £</b>	<b>Total £</b>
<b>Cost</b>				
At 1st September 2019	18,904,886	5,620,841	100,915	24,626,642
Additions	2,372,452	189,448	0	2,561,900
Disposals	49,940	(617,027)	(40,514)	(607,601)
At 31st August 2020	<u>21,327,278</u>	<u>5,193,262</u>	<u>60,401</u>	<u>26,580,941</u>
<b>Depreciation</b>				
At 1st September 2019	4,843,141	4,065,271	74,471	8,982,883
Provided during year	330,208	340,033	9,989	680,230
Disposals	(77,434)	(451,094)	(38,278)	(566,806)
At 31st August 2020	<u>5,095,915</u>	<u>3,954,210</u>	<u>46,182</u>	<u>9,096,307</u>
<b>Net Book Value</b>				
At 31st August 2020	<u>16,231,363</u>	<u>1,239,052</u>	<u>14,219</u>	<u>17,484,634</u>
At 31st August 2019	<u>14,061,745</u>	<u>1,555,570</u>	<u>26,444</u>	<u>15,643,759</u>

Included in the figure for freehold land and buildings is freehold land of £1,760,000 (2019: £1,760,000) which has not been depreciated, together with assets under construction of £2,233,155 that are not yet completed.

**10. Fixed Asset Investments**

	<b>2020 £</b>	<b>2019 £</b>
<b>Quoted (at market value)</b>		
UK listed unit trust	2,784,646	3,866,344
	<u>2,784,646</u>	<u>3,866,344</u>
<b>Investment in subsidiary</b>	<b>2020 £</b>	<b>2019 £</b>
	100	100
	<u>100</u>	<u>100</u>

Ryde School Construction Limited is 100% owned subsidiary (Company number: 10513227). The subsidiary is being used to undertake a new boarding house development on the Ryde School site. The subsidiary has not been consolidated as it is not deemed material to the group. The subsidiary's registered address is Ryde School, 7 Queens Road, Ryde, Isle of Wight, PO33 3BE.

**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

**10. Fixed Asset Investments (Continued)**

	2020 £	2019 £
<b>Movement in year</b>		
At 1st September 2019	3,866,344	3,915,153
Acquisitions at cost	(751,524)	39,045
Net (loss) on revaluation	(330,173)	(87,854)
	<u>2,784,647</u>	<u>3,866,344</u>
At 31st August 2020	<u>2,784,647</u>	<u>3,866,344</u>

The unit trust fund is invested solely in the Schroder Multi-asset unit trust fund.

Investment income is derived from:	2020 £	2019 £
UK listed unit trust	122,617	161,769
Rent receivable	-	9,000
UK bank and other interest	3,988	5,498
	<u>126,605</u>	<u>176,267</u>

**11. Debtors**

	2020 £	2019 £
Fee accounts	221,060	145,165
Other debtors	3,352	1,963
Prepayments	91,222	29,740
	<u>315,634</u>	<u>176,868</u>

**12. Creditors: Amounts Falling Due Within One Year**

	2020 £	2019 £
First Debenture Loans 5.5%	950	950
Mortgage	69,999	50,114
Bank loans	298,050	255,133
Trade creditors	148,851	147,179
Accruals	221,398	101,590
Social Security and other taxes	127,550	140,554
Fees received in advance	1,037,054	1,042,620
Other creditors	497,794	437,102
Interest rate swap – new	12,154	-
Interest rate swap – old	6,591	41,614
	<u>2,420,390</u>	<u>2,216,856</u>

The debenture loans are redeemable at the option of the company on giving three months' notice.

Fees in advance represent fees received in advance of 31 August each year for the Autumn term and beyond, which commences in September.

**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

**13. Creditors: amounts falling due after more than one year**

	<b>2020</b> £	<b>2019</b> £
Bank loans	2,659,632	1,677,735
Mortgage	733,336	823,220
	<u>3,392,968</u>	<u>2,500,955</u>
Interest rate swap	140,733	-
	<u>3,533,701</u>	<u>2,500,955</u>

***Due within one year***

An analysis of the maturity of loans is given below:

	<b>2020</b> £	<b>2019</b> £
Amounts falling due within one year or on demand:		
Bank loans	298,050	255,133
Mortgage	69,999	50,114
	<u>368,049</u>	<u>305,247</u>

***Due in more than one year***

Due in more than one year but not more than two	568,048	312,657
Due in more than two years but not more than five	1,704,145	982,954
Due more than five years	1,120,376	1,205,344
	<u>3,392,569</u>	<u>2,500,955</u>

The bank loans and mortgage are secured on the School's premises in Ryde and Bembridge and a fixed and floating charge over all assets of the School. Interest is being charged at 1.59% plus base rate.

**14. Financial instruments**

The charity's financial instruments may be analysed as follows:

	<b>2020</b> £	<b>2019</b> £
<b>Financial assets</b>		
Financial assets measured at fair value through the statement of financial activity	2,784,647	3,866,344
Financial assets that are measured at amortised cost	<u>1,473,603</u>	<u>1,655,176</u>
<b>Financial liabilities</b>		
Financial liabilities measured at amortised cost	3,826,675	3,493,023
Derivative financial instruments designated as hedges of variable interest rate risk	<u>159,878</u>	<u>41,614</u>

**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

**14. Financial instruments (continued)**

Financial assets measured at fair value through the statement of financial activity comprise fixed asset investments in a UK listed unit trust.

Financial assets measured at amortised cost comprise cash, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise the debenture and bank loans (including mortgage), trade creditors, other creditors and accruals.

Derivative financial instruments designated as hedges of variable interest rate risk comprise interest rate swaps.

In the year ended 31 August 2011 the School borrowed funds from its bankers under two 15 year term loans of £1.5m and £3.7m respectively ("Existing Facilities"). To hedge the potential volatility in future interest cash flows arising from movements in the HSBC base rate, the School entered into floating to fixed interest rate swaps with a nominal value equal to that outstanding borrowings ("Existing Hedge"). The hedge was fixed at 2.785%, the result of which is that at the year end, the School was out of the money due to the low base rate and a liability for this commitment is held on the balance sheet. This hedge expired on 15 September 2020. The derivatives are accounted for as a hedge of variable interest rate risks, in accordance with Charity SORP FRS 102 and Section 12 of FRS 102 and had a fair value of £6,591 (2019: £41,614) at the balance sheet date. The change in fair value in the year was £35,023 (2019: £45,058) and the balance in the year was cash settled movement in the fair value adjustment in other gains and losses on the Statement of Financial Activities.

In the year ended 31 August 2020 the School entered into a new secured facility agreement with its bankers relating to term loan facilities of £4.5m to finance the build of its new boarding facility ("New Facilities"). As at 31 August 2020, the School had drawn down £1,284,465 under this agreement.

As a result of the expiry of the Existing Hedge on 15 September 2020 and the entering into the New Facilities, on 24 July 2020 the School entered into new a fixed interest rate swap to hedge the potential volatility in future interest cash flows arising from movements in the HSBC base rate ("New Hedge"). The New Hedge commences on 1 April 2021 and terminates on 28 June 2030 and covers an initial principal amount of £6,711,234 being the entire amount anticipated to be outstanding at 31 March 2021 under the Existing Facilities, New Facilities and the mortgage.

The New Hedge is fixed at 0.394%, the result of which is that the School is out of the money due to the HSBC base rate of 0.01% and a liability for this commitment is held on the balance sheet as at the year end of £140,733.

**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

**15. Analysis of Charitable Funds**

	Balance at 1st September 2019	Incoming resources	Resources expended	Net loss on investments and other gains	Transfers between funds	Balance at 31st August 2020
	£	£	£	£	£	£
<b>Unrestricted funds</b>						
<b>Designated funds</b>						
Educational Development Fund (EDF)	4,258,167	122,630	(9,289)	(330,173)	(149,000)	3,892,335
<b>General funds</b>	12,131,712	8,537,594	(8,868,046)	(43,832)	149,000	11,906,428
<b>Total unrestricted funds</b>	<u>16,389,879</u>	<u>8,660,224</u>	<u>(8,877,335)</u>	<u>(374,005)</u>	<u>-</u>	<u>15,798,763</u>
<b>Restricted funds</b>						
Creasey and Brown Fund	5,438	-	(15,674)	-	-	(10,236)
Ryde Bursary Fund	93,156	8,552	-	-	-	101,708
<b>Total restricted funds</b>	<u>98,594</u>	<u>8,552</u>	<u>(15,674)</u>	<u>-</u>	<u>-</u>	<u>91,472</u>
<b>Total funds</b>	<u>16,488,473</u>	<u>8,668,776</u>	<u>(8,893,009)</u>	<u>(374,005)</u>	<u>-</u>	<u>15,890,235</u>

**15. Analysis of Charitable Funds (continued)**

**Analysis of Charitable Funds – prior year**

	Balance at 1st September 2018	Incoming resources	Resources expended	Net loss on investments and other gains	Transfers between funds	Balance at 31st August 2019
	£	£	£	£	£	£
<b>Unrestricted funds</b>						
<b>Designated funds</b>						
Educational Development Fund (EDF)	4,319,619	170,778	(8,473)	(93,757)	(130,000)	4,258,167
<b>General funds</b>	11,772,545	9,689,624	(9,460,457)	-	130,000	12,131,712
<b>Total unrestricted funds</b>	<u>16,092,164</u>	<u>9,860,402</u>	<u>(9,468,930)</u>	<u>(93,757)</u>	<u>-</u>	<u>16,389,879</u>
<b>Restricted funds</b>						
Creasey and Brown Fund	6,670	-	(1,232)	-	-	5,438
Ryde Bursary Fund	84,664	8,492	-	-	-	93,156
<b>Total restricted funds</b>	<u>91,334</u>	<u>8,492</u>	<u>(1,232)</u>	<u>-</u>	<u>-</u>	<u>98,594</u>
<b>Total funds</b>	<u>16,183,498</u>	<u>9,868,894</u>	<u>(9,470,162)</u>	<u>(93,757)</u>	<u>-</u>	<u>16,488,473</u>

The EDF includes the School's free reserves (see Report of the Governors) set aside by the Governors to provide funding for grants and awards and where appropriate to provide finance for building development. The fund investments are managed professionally.

**Transfer between Funds**

A contribution is made every year towards scholarship and bursaries from the EDF to the general fund. In 2020 this amounted to £149,000 (2019: £130,000).



**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

**16. Analysis of Net Assets between Funds**

	General Funds £	Educational Development Fund £	Restricted Funds £	Total £
Tangible fixed assets	17,484,634	-	-	17,484,634
Investments	100	2,784,646	-	2,784,746
Cash at bank and in hand	400,123	1,100,988	92,176	1,593,287
Other net current (liabilities)	(2,438,263)	6,700	-	(2,431,563)
Creditors > 1 year	(3,540,869)	-	-	(3,540,869)
	<u>11,905,725</u>	<u>3,892,334</u>	<u>92,176</u>	<u>15,890,235</u>

**17. Contingent Liabilities and Capital Commitments**

Capital commitments amounted to £3,686,177 (2019: £71,261) at 31st August 2020. The School had not authorised or contracted for any other acquisitions at that date. There were no contingent liabilities as at 31 August 2020.

**18. Teaching Staff Pension Fund**

During the year the School participated in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £820,744 (2019: £590,061) and at the year-end £75,924 (2019 - £68,247) 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 2020 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a 'pay as you go' basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

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

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

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the Government on 16 July 2020, and closed to responses on 11 October 2020.

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

**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

Government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with the revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until a remedy to the discrimination conclusion has been determined by the Employment Tribunal it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

After the year end, the School agreed with all teachers who are members of TPS that the School will cease its participation in TPS as of 31 August 2022 and it has agreed that it will run, and make contributions to, a defined contribution scheme administered by the Aviva Pension Trust for Independent Schools ("APTIS").

The School also runs a scheme for its non-teaching staff, which is a defined contributions scheme. The cost for the year represents the School's contributions to that scheme of £82,246 (2019: £74,418).

**19 Commitment under operating leases**

As at 31 August 2020 the charity had minimum lease payments under non-cancellable operating leases as set out below.

	<b>2020 Furniture, equipment and machinery £</b>	<b>2020 Motor Vehicles £</b>	<b>2019 Furniture, equipment and machinery £</b>	<b>2019 Motor Vehicles £</b>
Operating leases which expire:				
Within one year	31,894	18,421	31,894	18,421
In two to five years	68,602	25,500	100,497	44,436
	<hr/> 100,496	<hr/> 43,921	<hr/> 132,391	<hr/> 62,856

**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

**20. Reconciliation of Net Movement in Funds to Net Cash Inflow from Operations**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Net movement in funds	(598,137)	304,975
Depreciation charges	680,230	736,966
Losses on investments	330,173	87,854
Loss on interest rate swap	140,773	-
Dividends, interest and rents from investments	126,605	(176,267)
Loss on the sale of fixed assets	40,696	5,903
Decrease in stock	1,043	7,208
Increase in debtors	(138,766)	95,018
Increase in creditors	196,367	(187,529)
	<hr/>	<hr/>
Net cash provided by operating activities	778,984	874,128

**Analysis of cash and cash equivalents**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Cash in hand	492,299	1,122,925
Cash held as part of investment portfolio	756,892	385,123
	<hr/>	<hr/>
<b>Total cash and cash equivalents</b>	<b>1,249,191</b>	<b>1,508,048</b>

**21. Reconciliation of Net Debt**

	<b>1 September 2019</b>	<b>Cash flows</b>	<b>Other non cash changes</b>	<b>31 August 2020</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Cash at bank and in hand	1,122,925	(630,626)	-	492,299
Cash at investment manager	385,123	371,769	-	756,892
Bank Loans	2,806,202	954,416	-	3,760,618
Interest rate swap - new	-	-	152,887	152,887
Interest rate swap - old	41,614	(35,023)	-	6,591
	<hr/>	<hr/>	<hr/>	<hr/>
	4,355,864	660,536	152,887	5,169,287

**RYDE SCHOOL**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31ST AUGUST 2020**

**22. Statement of Financial Activities for the year ended 31<sup>st</sup> August 2019**

	Unrestricted General Fund £	Unrestricted Designated Funds £	Restricted Funds £	Total 2019 £
<b>Income from:</b>				
Donations	-	-	8,365	8,365
Charitable activities:				
<i>Fees receivable</i>	9,374,262	-	-	9,374,262
<i>Other educational income</i>	271,949	-	-	271,949
Other trading activities	38,051	-	-	38,051
Investments	5,362	170,778	127	176,267
<b>Total income</b>	<u>9,689,624</u>	<u>170,778</u>	<u>8,492</u>	<u>9,868,894</u>
<b>Expenditure on:</b>				
Raising funds	-	8,473	-	8,473
Charitable activities	9,460,457	-	1,232	9,461,689
<b>Total expenditure</b>	<u>9,460,457</u>	<u>8,473</u>	<u>1,232</u>	<u>9,470,162</u>
Net income before gains on investments	229,167	162,305	7,260	398,732
Net (losses) / gains on investments and sale of assets	-	(93,757)	-	(93,757)
<b>Net income</b>	<u>229,167</u>	<u>68,548</u>	<u>7,260</u>	<u>304,975</u>
<b>Transfers between funds</b>	130,000	(130,000)	-	-
<b>Net movement in funds for the year</b>	<u>359,167</u>	<u>(61,452)</u>	<u>7,260</u>	<u>304,975</u>
<b>Reconciliation of funds:</b>				
Total funds brought forward	11,772,545	4,319,619	91,334	16,183,498
<b>Total funds carried forward</b>	<u>12,131,712</u>	<u>4,258,167</u>	<u>98,594</u>	<u>16,488,473</u>