

Company Registration No. 00556463  
Registered Charity No. 309086

**GOVERNORS' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**  
**FOR**  
**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**

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**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**KEY EXECUTIVES AND PROFESSIONAL ADVISORS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**Key executives and Professional Advisors**

**HEADMISTRESS:** Mrs M Gardiner Legge

**BURSAR:** Mrs R Frier

<b>SENIOR LEADERSHP TEAM:</b>	Mrs L Curtis	Director of Boarding
	Mrs K de Ferrer	Director of Pastoral and Co-Curricular Activities
	Mr J Hart	Director of Sixth Form
	Mr D Mitchell	Director of Studies
	Ms A Morgan	Director of Marketing and Admissions
	Mr M Taylor	Director of IT

**BANKERS:** Barclays Bank Plc  
19 High Street  
Ascot  
Berkshire  
SL5 7LB

**SOLICITORS:** Veale Wasbrough Vizards  
Orchard Court  
Orchard Lane  
Bristol  
BS1 5WS

**AUDITORS:** Wilkins Kennedy LLP  
Statutory Auditor  
Chartered Accountants  
Mount Manor House  
16 The Mount  
Guildford  
Surrey  
GU2 4HN

**COMPANY SECRETARY:** Mrs R Frier

**REGISTERED OFFICE:** Heathfield School  
London Road  
Ascot  
Berks  
SL5 8BQ

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

The Council presents its annual report for the year ended 31 August 2016 under the Companies Act 2006, together with the audited accounts for the year, and confirms that the latter comply with the requirements of the Act, the memorandum and articles of association and the Charities SORP 2015.

**REFERENCE AND ADMINISTRATIVE INFORMATION**

The School was founded in 1899 and became a Charity in 1955 and is registered with the Charity Commission under Charity number 309086. The School is also a company limited by guarantee registered number 556463 (England and Wales). The Trustees of the charity are also Directors of the company and are referred to as Governors in this Report. The Governors are listed below and the executive officers, professional advisors and principal addresses of the Charity are listed on page 1.

**Principal activities of the year**

The School provides education in Ascot for girls from the ages of 11 to 18, and also runs a summer school for local and overseas students.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Document**

The Company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association.

**Governors**

The structure of the School consists of a governing body called a Council and under the Articles the members of the Council are elected at council meetings and each year one-third of council members will be retired by rotation. The number of serving council members shall not be less than ten or exceed twenty.

**Organisational Management**

The School's Governors are legally responsible for the overall management and control of the School, and meet at least three times a year. The work of implementing most of their policies is carried out by the members of the five following subcommittees: Finance, Buildings & Development, Educational & Pastoral, Marketing & Admissions & Communications and Compliance which meet at regular intervals during the year.

The day-to-day running of the school is delegated to the Headmistress, supported by the senior management team, together with the Bursar. The Headmistress and the Bursar attend meetings of the above committees.

At the date of approval of the financial statements the Members of the Council are as follows:

<b>Name</b>	<b>Position</b>	<b>Date of appointment</b>
Mr Tom Cross Brown, MA (Oxon), MBA (Insead)	Chairman of the Council	22 June 2016
Bishop Jonathan Baker, MA (Oxon), M Phil., Dip.Theol	EP	
Mrs Sally-Anne Barrett	F, MAC, MS, N	
Mr Guy Egerton-Smith, FRICS	Chair BD, F	
Mr Robert Gregory, BSc (Hons)	Chair N	
Mrs Rosemary Martin, M.Ed, NPQH	Chair EP	12 January 2017
Mr Richard Pilkington	Chair F	13 January 2017
Ms Caroline Slettengren, BSc (Hons)	Chair C	22 June 2016
Hon Mrs Frances Stanley		13 January 2017
Mrs Sally Tulk-Hart	EP, N	
The Revd Canon Dr Philip Ursell, BA (Wales), MA (Oxon)		

The following were Members of the Council during the year but resigned prior to the approval of the financial statements:

<b>Name</b>	<b>Position</b>	<b>Date of resignation</b>
Mr Steven Bishop, BA (Oxon)	Chairman of the Council, F	9 May 2016
Ms Penny Bristow, BSc (Hons) Lond, FRSA	Chair EP	12 July 2016
Mr Charles Caminada	Chair MAC, F, MS	13 January 2017
Mrs Charlotte Crofton, BA (Hons), PGCE	EP	29 June 2016
Mr Roger Drage, LLB	Chair MS, MAC	13 January 2017
Mrs Jennifer March, BA (Hons), MSc, ACA	Chair F	30 June 2016
Mrs Victoria Manduca, BSc Joint Hons		11 July 2016

**Key:**

Buildings & Development Sub-committee = BD  
 Compliance Sub-committee = C  
 Education & Pastoral Sub-committee = EP  
 Finance Sub-committee = F

Marketing & Admissions Communication Sub-committee = MAC  
 Marketing & Strategy Sub-committee = MS  
 Nominations Sub-committee = N

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)  
REGISTERED NUMBER: 00556463  
GOVERNORS' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2016**

**Recruitment and Training of Governors**

Potential Governors are identified by members of the Governing Body which seeks to achieve a balance of experience and background in secondary and higher education, finance, business, law, facilities & property management, human resources management, marketing & PR and health & safety compliance. New candidates tour the School and meet the Headmistress and other existing Governors. They are proposed by the Chair of Governors. Once appointed, new Governors are inducted into the workings of the school including Board Policy and Procedures. Training needs are identified by the board of Governors and the appropriate courses are booked.

**Key management personnel remuneration**

The remuneration of key management personnel is set by the Board, with the objective of providing appropriate incentives to encourage enhanced performance and of rewarding them fairly for their individual contributions to the success of the School. The appropriateness and relevance of the remuneration policy is reviewed annually including reference to benchmarking information to ensure that the school remains sensitive to the broader issues of pay and employment conditions elsewhere. Delivery of the School's charitable vision and purpose is primarily dependent on our key management personnel and staff costs are the largest single element of our charitable expenditure.

The School is committed to ensuring equality of opportunity through the creation of an environment in which individuals are treated on the basis of their relevant merits and abilities. The School respects all its members and values the harmonious relationships between them. As a community we are committed to the active promotion of equality between all who live, study or work in the School. Provision is made for individuals with a particular disability and religious, dietary, language or cultural needs, as appropriate.

Consultation with employees at all levels ensures that the views of employees are taken into account when decisions are made that are likely to affect their interests. All staff are briefed at the beginning of each term with shorter briefing sessions held twice a week. The Senior Leadership Team meet twice a week to discuss strategic plans; there are regular Heads of Department, Heads of House and Heads of Faculty meetings where teaching and learning strategies are discussed, as well as weekly meetings with Boarding staff.

**Bursary and scholarship policy**

In accordance with the wishes of the Governors to extend the benefit of the School's facilities and education to those people in the community who might not be able to fund their education, the School has continued to try to offer as many bursaries as it can. The availability of bursaries is publicised on the School's website and in the admissions literature sent to prospective parents. The Governors' policy is to award bursaries on a means tested basis only. The bursaries are available to provide financial support for up to 100% of the annual fees. During 2016 a total of £231,561 (2015 - £281,643) was awarded in bursaries.

The School continues to improve the rigour of the scholarship programme to ensure the brightest pupils are identified and rewarded at entrance level, encouraging the brightest pupils to take up a scholarship at Heathfield if they are awarded one.

The scholarship awards contain a small financial incentive to make them more attractive to potential parents who may be considering a number of schools.

**Chapel**

In acknowledgement that our students are more than minds that need nurturing or bodies that need training, as they grow, we recognise their need to come to terms with their spirituality.

The Chapel provides a place of peace and quiet reflection, where that spiritual development can begin. Our Chapel is the spiritual centre of the school and is often at the core of people's memories of the school when they leave, and the place they come back to first when they return to visit. Dedicated in 1904, the Chapel was built in the Victorian Gothic style with collegiate seating. Chapel follows current Anglican practice, yet it is a place for all the school community regardless of faith or belief.

The Chaplain is a central figure in school life who leads Chapel services during the week, on Sundays and on special occasions. The Chaplain is available to all members of the school community and the school's extended community for pastoral care.

**Related parties and other connected charities and organisations**

The Heathfield Foundation which is a separate entity provides a dedicated structure for the creation of a philanthropic culture amongst its current and former parents and pupils.

The Heathfield Fellowship which is another separate entity continues to raise money to enable daughters of old girls and other pupils to attend the school, and contributes towards other charities.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES**

**Charitable Objects**

The objects for which the Association is established are to advance education and training by:

- The provision and conduct, in the UK or abroad, of a school or schools for girls under the name of Heathfield School to be conducted in accordance with the traditions of the Church of England including the Anglo-Catholic tradition; and
- Insofar as it is incidental or ancillary to the advancement of education, such other means for the benefit of the local community as shall be exclusively charitable.

These are set out in the School's governing document – the Memorandum and Articles of Association of Heathfield School dated 26<sup>th</sup> October 1955 as amended 28<sup>th</sup> November 2007.

The Governors confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the School's aims and objectives and in planning future activities.

**Aims and Intended Impact**

Heathfield School aims to provide the best possible education for every single girl in its care by linking its outstanding pastoral care to excellence in the classroom. Without upholding its outstanding and renowned standards of pastoral care, Heathfield believes each girl will not fulfil her academic potential. By linking these two so closely, Heathfield aims to extend each girl, unlocking her potential. Our value added results for girls at Heathfield are consistently outstanding.

Inside and outside the classroom, Heathfield provides exemplary opportunities for each girl to develop and grow in line with our LERGG policy – Learn Extend Respect Give and Grow. The school has a wide and ever-changing variety of daytime, evening and weekend extra-curricular activities available to the girls, for example musical students can join the school band or orchestra or even the A Cappella Group while opportunities in the arts and drama include Art and Drama Clubs respectively and even a Life Drawing class for older students. Subject clinics are run for subjects the girls might need extra help with and national competitions are also entered, for example the Crest Science Awards. Enrichment is provided by clubs like the Athena Society - where girls can visit exhibitions, talks and debates and discuss the arts and current affairs – and the Debating Society where girls debate against each other and other schools.

Opportunities in Sport are also first-class. As a small school, girls have the best possible opportunities to represent their house and school in a variety of sports. Equestrian sport is also well represented and girls have the opportunity to learn to ride and even learn how to play polo.

Girls at Heathfield are also encouraged to play a part in the community outside Heathfield through the school's Volunteering Club and other opportunities. For example, girls have regularly helped at a homeless shelter in Slough and have fundraised for the shelter, as well as helping out at local old people's homes and helping provide goods for a local food bank through a Harvest Festival initiative. The Duke of Edinburgh Awards are also available to girls with an excellent uptake.

During the last year and beyond, Heathfield's ongoing push on raising academic standards has been relentless and it is starting to show excellent results. We have also worked hard to increase pupil numbers.

**Objectives for the year**

- To maintain and develop the school's academic performance
- To continue to grow and boost admission numbers
- To maintain and provide a first class boarding experience
- To improve and increase awareness of the school and what it stands for at local, regional and national level

**Strategies to achieve the year's objectives**

The strategies to achieve the year's objectives have included:

**Admissions, Academic Strategy and Monitoring**

**Admissions**

It was agreed during 2014-5 that Heathfield would admit day girls for the first time in the academic year 2015-6. From the level of initial interest, the school expects day girl numbers to grow organically in the first year with appropriate promotion beyond.

Day girls are leading a full part in the life of the school alongside the school's boarders and have every opportunity to take part in all the activities on offer at Heathfield. They are full members of the school, other than going home to sleep.

The Headmistress continues to host prep head visits, and the school hosts prep school curriculum and non-curriculum events at Heathfield, aimed at increasing prep schools' awareness of what we offer and of our growing academic reputation.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

*Academic Strategy*

During the year, we have continued to push forward with an over-arching strategy to improve our growing academic success at Heathfield, including more intensive individual monitoring of staff and pupils' performances in the classroom as well as monitoring girls' study time and their use of it more closely while providing complementary activities to enhance their learning, in the form of conferences and workshops at the school through to a greater variety of co-curricular activities.

Our Spectrum Department continues to provide expert help for girls who require additional support in one or several areas, ensuring that Heathfield's outstanding reputation for helping to fulfil the potential of each individual girl through our value added results is supported and enhanced at every level.

*Monitoring current pupils*

Our individual monitoring of pupils to highlight their academic strengths and weaknesses, and to give them extra guidance where appropriate, is paying dividends in enabling staff to identify early the areas where girls need extra help. Staff can input such vital details about a child's performance into our monitoring and tracking system within the school's intranet so that they share their observations with their colleagues and areas of concern quickly become spotted and therefore acted on.

Monitoring also means that our gifted and talented programme for the brightest pupils has become more defined within the school and has encouraged and nurtured academic development in the brightest girls.

In the 2015-16 academic year, we entered the first two year A Level cycle for some years. We entered it well-prepared because the more regular testing we introduced last year and the inputting into the monitoring and tracking system, as described above, enabled us to pre-identify girls who needed extra help in such a system so valuable time was not being wasted during this crucial period for them.

In 2017, when the current Lower Sixth sit their A Level examinations, their entire courses will be tested on final examinations, so the background work we have been putting in on our monitoring and tracking systems will help to support these candidates as they head towards unfamiliar territory.

**Academic Performance**

Our summer 2016 A Level students performed extremely well, with 91% A\*-C grades and 42% A\*-A grades. An outstanding 75% of A Level exams taken at Heathfield were awarded A\*-B grades. The results saw most of our pupils confirming their first choice places at top UK universities with 41% to the top Russell Group universities including Oxford, Cardiff, Edinburgh, Newcastle, UCL, York and Central Saint Martins, the University of the Arts London and at international institutions including the Ecole hoteliere de Lausanne.

Two girls impressed with six A\* grades and 2 A grades between them, with one confirming a place to read Medicine at Keble College, Oxford, and another to read Mathematics at University College, London. Another student achieved a rare 100 per cent full marks in her Art and Design Photography A level, securing a place at Newcastle University in the process.

Again, our GCSE results augur well for the future with nearly half of the exams taken being awarded A\*-A grades while one in three of the candidates scored an impressive 3 A\* grades and above each in their string of GCSEs.

Four girls achieved an outstanding tally of A\*-A grades between them at GCSE including incoming Head Girl who was awarded 8 A\* grades and 2 As, another pupil 4 A\* grades and 6 As and a third pupil was awarded 2 A\* grades and 8 As. Twin sisters scored 19 GCSEs between them including 6 A\* grades and 9 As.

Over four-fifths of the exams taken in total at Heathfield were awarded A\*-B grades (83%). Two-thirds of candidates at the school achieved at least 4 A\*-A grades each and all girls recorded at least five A\*-C passes each and 100% of pupils achieved A\*-C in Maths and English.

**Scholarship programme**

Our scholarship programme, which was reinvigorated last year, has continued to grow in profile inside and outside the school. The scholarships were also reinvigorated to ensure we attracted the brightest pupils to Heathfield, thus helping to improve our academic reputation. Regular monitoring to ensure each girl's potential is fulfilled also helps us to identify potential scholarship candidates from within the school who are able to compete for a scholarship at appropriate times.

The scholarship awards contain a small financial incentive to make them more attractive to potential parents who may be considering a number of schools.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**Co-Curricular**

Similarly, our co-curricular programme was developed to encourage and reflect an emphasis on the academic. Making the programme increasingly Sixth Form-led has succeeded in its aim of giving the girls a greater sense of responsibility and helping them to develop leadership and team building qualities.

The initiatives introduced to highlight and praise the girls' academic achievements such as special assemblies and the High Flyer award are also proving popular and successful and are having a positive effect on the girls' achievements and their pride in them. We will continue to build this new initiative, ensuring it boosts the culture of learning at Heathfield.

**Public relations and speeches**

The school's core values and aspirations and its ethos are carried through in all the school's communications including the Head's internal and external speeches to key stakeholders. This year, the school website has been revised and a new prospectus has been written and produced along with a new Sixth Form Subject Guide. A new brochure has been devised and produced for the Heathfield Fellowship to ensure their messages are in line with school communications and we help to raise their visibility.

Examination statistics and degree results of old girls are also analysed to enable us to promote the school's academic message to key stakeholders.

**Marketing materials**

The school's academic successes are also highlighted throughout our newsletters and marketing materials. Advertorial coverage in the education press has been secured as part of the Marketing Department's advertising strategy to promote the school's key messages. A number of features such as 'Meet the Head' have appeared in the education press during the year.

**Internal and External Communications**

*Stakeholder Communications*

Stakeholder communications are continually developing in response to recommendations of the most recent inspection reports.

*Staff*

The staff appraisal system, which we launched in September 2014, has been developed and internal research has been carried out into the IT knowledge and understanding of staff with a view to training being given where necessary.

*Parents*

We continually review the best ways of reporting girls' progress to parents.

*Parents and pupils*

We have introduced regular questionnaires to improve our communications with girls and parents. We respond to feedback and incorporate this in our School Development Plan which is continually reviewed by the Senior Leadership Team.

*Website*

The website continues to be a key marketing tool of the school. It has been totally revised this year.

*Social Networking*

Social networking is a key part of our communication with our stakeholders and with major players in the education world.

**Development strategy**

We continue to use an external development consultant for fundraising as the school continues to plan its short-term and long-term capital building project with projects such as staff accommodation being planned.

**Press and media**

This year, we have been very successful in maintaining and continuing to raise the school's profile in the media – from national newspapers and education magazines through to the regional media. During this period, we have also had a change of Head and successfully handled the departure of the former Head and the introduction of the new one in the media.

Our publicity strategy has focused on leading the education news agenda with proactively placed news stories and comment articles and using the Head's blog to lead the agenda.

Over the last four years we have significantly raised the media profile of Heathfield by creating media opportunities and harnessing current trends to suggest potential comment articles/stories to the press. We also have expertise in crisis management should it be required.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

This year, highlights include the Head being the only Head invited to be a headline speaker at the iPrep Conference on the strength of her blogging experience and securing an opportunity for the Head to speak to a Government think tank and achieving national publicity around this, national media coverage in Tatler for our annual fashion show which we have developed into a high profile event with high profile judges, achieving excellent reviews in the Tatler Schools Guide and Good Schools Guide, publicity around the opening of our STEM block by Lord Robert Winston and significant development of our social media channels.

We also achieved some major publicity on the Telegraph Online during examination season with a high profile comment article on the modern phenomenon of taking to social media after an exam and how students coped with the infamous AQA Biology GCSE exam.

A high profile half-page feature was also secured in the FT Weekend with a picture in the House and Home section on Heathfield School and property in the area.

High profile coverage on how to deal with the difficult subject of gender neutral parenting was also achieved in the Sunday Times, Telegraph, Metro and Daily Mail.

During the year, we have also secured high profile editorial coverage in national education magazines including Independent School Parent, Attain, School House and School Report.

In the summer, we also gained extensive regional coverage during examination season.

The new Head was successfully launched to the press in September this year and editorial coverage has already been secured and comment articles placed including one on girls and dyslexia for School House magazine and one on single sex education for School Report magazine.

#### **STRATEGIC REPORT**

The following sections of this report constitute the Strategic Report.

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

##### **Academic Achievements**

In the Summer 2016 examination season at A Level, six in ten girls achieved at least one A\*-A grade in their exams while over two-fifths of the girls achieved at least two A\*-A grades in their tally of examinations. 75% of A Level exams taken at Heathfield scored A\*-B grades.

All students (100%) achieved A\*-B grades in English while 100% achieved A\* in Further Mathematics, 86% were awarded A\*-C in Mathematics and an outstanding 100% of candidates recorded all A\*-A grades in every single modern foreign language: French, German, Spanish, Chinese and Russian. In the Sciences three-quarters of students gained all A grades in Chemistry and over two-thirds (67%) all A grades in Physics with a third achieving A\* grades in Biology.

The results see pupils confirming places at top UK universities including Oxford, Cardiff, Manchester, Edinburgh, Newcastle, and the University of the Arts London and at international institutions including the Ecole hoteliere de Lausanne. Subjects the girls will read include Politics, Law, Geography, Medicine, Biomedical Science, Mathematics and Criminology.

At GCSE almost two in five Year 11 students have achieved at least 6 A\*-A grades each in their examinations. Three girls were awarded a string of 10 A\*-A grades each – with 14 A\* grades and 16 A grades between them.

Over four-fifths of all the GCSE exams taken by Heathfield pupils were awarded the highest A\*-B grades (83%) with 47% achieving all A\*-A grades.

In the core STEM (Science Technology Engineering and Mathematics) subjects, all the girls performed strongly with 100% achieving all A\*-C grades in Mathematics, Chemistry, Science Core, Additional Science and Physics, and 100% A\*-B in Biology.

Girls also scored impressively in modern foreign languages with all A\* grades in Russian, 90% scoring A\*-B grades in Spanish and 75% scoring A\*-B grades in French.

Other top-performing subjects include History (100% A\*-B), Music (100% A\*-A) and English (100% A\*-C).



**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**Sport**

It has been a successful year on the sporting field for Heathfield. In Lacrosse the 1<sup>st</sup> and 2<sup>nd</sup> teams have played in the South West Regional tournament as well as the Berkshire Schools' Tournament. A Form LVI and a UVI pupil were selected to represent U19 Berkshire B and A teams respectively, playing at the South West Counties Lacrosse Tournament. Two pupils were also selected for the U15B team. At the National Schools' Tournament we entered 2 senior teams, U15 and U14 age groups.

In Netball, the U15B and U14A Teams won the SE Berkshire Plate. The U12 Team also played extremely well reaching the semi-finals.

In tennis, the U13A Aegon Tennis Team reached the Division II final where they were narrowly beaten in a Championship tie break.

In other sports, a pupil in Form V won the Surrey County Intermediate Fencing competition and a pupil in Form I is in the National Synchronised Swimming Development Squad.

The School Ski team competed in the British School Girls' Ski Racing competition in Flaine. One of the Form IV girls won bronze in the U16 Slalom.

Once again the Prep Schools' Netball and Swimming events were well attended and this year we ran our second 'Have a go at Lacrosse Day' which proved to be a great success again.

The School now has 20 spinning bikes and has weekly spinning classes for both pupils and staff.

**Extra Curriculum Activities:**

**Music**

In October 2015, the Music Captains joined forces with the Drama Captains to present a joint Music and Drama Captains' Concert, the first of what we hope will be many more. In November, we joined forces with the Lamda Department for our termly Music/Lamda concert, with the Choir singing "Hail, Holy Queen" from "Sister Act" and ending with the Heathfield Band playing "Superstition" by Stevie Wonder and arranged by Miss Kong. The term was rounded off with our Carol Service.

In January, 2016, the Top 12 sang at our Confirmation Service, led by The Rt. Revd, Dr. Jonathan Baker. In February, the Music and Drama Departments collaborated on their biennial whole-school musical. This year, it was "Thoroughly Modern Millie". One week later, the Choir flew to Rome, where they sang at Mass at the Basilica of St Peter's and Basilica of the Santa Maria Maggiore and rounded off the tour with a secular concert at the Chiesa di Santa Lucia to a great reception from the Italian audience. After Half Term, four of our pupils took part in the Ascot Rotary Competition at Charters School in Ascot. One of the girls was runner-up in her heat and went on to the Area Finals in Reading, but was pipped to the post in that round. In March, we had our House Music Competition, this year won by Austen. In March, we joined forces with the Drama and Textiles Departments to give our annual Music/Lamda Fashion Show which included "Don't Stop Me Now" by Freddie Mercury, sung by the Choir and the "Star Wars Cantina" by John Williams, arranged by Miss Kong and played by the Band.

In May, the Senior Choir sang Evensong in the Chapel for Fellowship Day, which was a memorial service for Madame Lankshear. They sang the beautiful versicles and responses by Harold Darke as well as "The Lord is my Shepherd" by Howard Goodall from "The Vicar of Dibley". Also in May, The Music department gave its third Lunchtime Concert. In June, we gave our final Music/Lamda Concert of the year. Form I visited Sandridge House again this year and sang and played for the residents there. The term was rounded off by the Leavers' Service in the Chapel, with the choir singing "Love Divine" by Howard Goodall and "For the Beauty of the Earth" by John Rutter. The Parents' Day concert in the theatre included a very moving arrangement of "Seven Years" by Lucas Graham and arranged by Miss Kong. The concert finished with the very fitting "Friends Mash-up" arranged by music scholar with three soloists and accompanied by The Choir and The Band.

**Equestrian Events at Heathfield**

Heathfield now have an active Facebook page "Heathfield School Equestrian" and it is updated regularly with our news.

The equestrian scene is still extremely active in Heathfield with several girls joining the school because of our activities, especially polo as we have the unique advantage of location in the heart of British polo.

The polo teams are improving each term and we now have two solid top teams, all home grown as they started polo for the first time with Heathfield. The number of polo playing pupils remains consistent at around 24, from new beginners to advanced players. We are one of the top girl's arena teams in the UK. Coaching continues 3 days a week with 5 groups from total beginners to advanced. We regularly play against local schools including Harrow and other boy's schools. Heathfield teams and individuals take part in all SUPA national championships with great success. Heathfield was also successful winning the winter arena schools league on the intermediate division which we had two teams entered. Players also took part in the UK pony club national championships at Cowdray Park polo club in July.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

Show jumping is also active and although we didn't qualify for Windsor show this year girls competed as teams and individuals at various NSEA competitions in the south east. Two of our riders have been chosen to compete at national level in show jumping and eventing. One pupil was placed 4<sup>th</sup> behind an Olympic medal winner at a prestigious one day event (dressage, show jumping and cross country) in Yorkshire.

An UVI pupil continues to fit in her dressage training as part of the young riders team GB dressage squad.

Weekend riding is very popular although difficult to fit into the busy weekend schedule of activities.

The HAC based in Windsor Great Park is our new venue and great success for riders of all ages and abilities.

**Lecture programme**

On 19th November the Athena Society met in the Library for a talk given by the Classics and Archaeology speaker, Professor Amy Smith from the University of Reading, and our own Mr Mitchell, on our namesake, the Greek goddess Athena, and Nationalism respectively.

In January we were delighted to welcome Lord Professor Robert Winston to Heathfield to officially open the new STEM building. Prior to cutting the ribbon and revealing the memorial plaque, the world-renowned fertility expert spoke to a packed audience of girls, parents and staff about his work and thoughts on genetics. In particular, he singled out the outstanding work of female scientists.

Tracy Edwards MBE was the guest speaker for Founders day in February. Tracy Edwards won international fame in 1989 as the skipper of the first all-female crew to sail around the world in the Whitbread Round the World Yacht Race. The boat won two legs and came second overall in her class, which remains the best result for a British boat since 1977. In 1990 Tracy was awarded Sportswoman of the Year and an MBE. She was the first woman to achieve acceptance by the British yachting community and paved the way for other women, notably Dawn Riley and Ellen MacArthur, to follow. Tracy spoke about her success and also the many challenges she faced including treacherous seas and broken masts.

On 6th February, Heathfield held its first History of Art Conference. Hosting an impressive line-up of speakers: Dr Elizabeth Prettejohn, Professor of Art History at University of York; Dr Christina Payne, Professor of History of Art at Oxford Brookes, Dr Lara Pucci, Assistant Professor at Nottingham University and Dr Joanna Pawlik, Professor of Art History at Sussex University - the conference attracted Sixth Form pupils and staff from a wide selection of schools including Radley, Stowe, King's Canterbury and Bryanston. It was a great success, with each speaker providing an excellent example of what art history entails at university.

Social media expert and former Daily Mail journalist Cathy Wood was at Heathfield in March to give a series of tailored talks to pupils, parents and staff on how to navigate social media and avoid its pitfalls. Cathy explained that her passion was helping young people to avoid 'making own goals' on social media and helping them to understand how to protect themselves online and how their digital footprint could extend for years and affect their employment prospects and lives. She used examples from her work with athletes and football clubs and their young athletes and players to show how easy it was for them to make mistakes online which could affect their reputations. She encouraged younger pupils to consider the consequences of what they shared online, to be extremely careful about protecting their identity with privacy settings and to aim to abide by a code of conduct online and consider how they would like to be treated themselves. She showed pupils and parents how easy it was to find information online about the students and how important it therefore was to be vigilant. Her over-riding message was that we need to help young children find a better way of feeling good about themselves than having several thousand followers on social media platforms because having lots of followers negated the privacy settings that were available and laid children open to danger.

On 3rd March we were honoured to welcome Professor Lucy K  ng, Visiting Fellow at the Reuters Institute, University of Oxford, to give a talk to the whole school. Professor K  ng is a consultant, adviser and academic, specialising in leadership, innovation and business model adaptations. She is an expert on the impact of digital technology and has written several books on the subject, her latest being 'Innovators in Digital News'. Having outlined her own career, Professor K  ng moved on to advise the girls on how best to decide on their future careers. The girls were enthralled with Professor K  ng's presentation and the clarity of her advice on how 'to follow one's dream' was positive, enlightening and truly inspirational.

Heathfield's nominated school charity for 2015-16 was Youth at Risk and in March we welcomed Ashley Johnston, who came to tell us about the work they do in delivering programmes in order to transform the lives of disruptive and excluded young people. The charity helps them to take responsibility for themselves and get them on the road towards becoming thriving, contributing members of society. Through intensive personal development courses, Youth at Risk's tough love approach sets out to change the lives of disaffected young people, supporting them and enabling them to achieve their potential.

In June, as part of our Higher Education programme, we welcomed Tasha Jones from the University of Reading admissions team to speak to the Lower Sixth about the intricacies of university application, as well as some useful advice

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

on writing personal statements. Further insight into university applications was given by our Oxbridge speakers, Dr Ian Maconnachie (Brasenose College, Oxford) and Dr Mike Sewell (Selwyn College, Cambridge) at the GSA Heads of Sixth Cluster Meeting, held on 21 June 2016.

Our guest speaker for this year's Parents' Day was leading scientist Dr Angela Bithell, a specialist in Stem Cell Biology and Regenerative Medicine from the School of Pharmacy, University of Reading. Having been impressed with Heathfield's new STEM building, she urged the girls to pursue a career in science and to "aspire to be anything you want to be, take every opportunity and be the best you can be".

The talks this year have not only broadened the girls horizons but have also conveyed a sense of inspiration to the girls about their education and aspirations for the future.

**LAMDA and Dance**

Girls achieved a stunning 100% pass rate, with 24 Distinctions and 29 Merits in LAMDA examinations this year. 23 of these examinations were at the Higher Level - Grades 6-8 – for which the girls also receive UCAS points. Most notable was an UVI pupil who was awarded a Distinction for Grade 8 LAMDA Musical Theatre and another who gained 95% Distinction in Grade 6 Acting.

In Dance, a pupil gained a Merit for her RAD Grade 6 Classical Ballet examination. From September 2016 the girls will also be able to study Contemporary Dance.

Over 50 LAMDA and Dance girls have taken part in four Performing Arts concerts this year, including the hugely successful Performing Arts and Fashion Show. They have entertained and impressed with their talents in Acting, Ballet, Contemporary, Street Dance and Musical Theatre.

**Working with the Community**

The School continues to take an active role in the community, inviting groups to use our facilities and raising money for a wide variety of charities.

Heathfield's main fundraising event, St Nicholas Stalls, raised an impressive £15,000 for charity and the money was given to Magie's Centre, BEAT, PLAN UK and Huntingdons Disease Association.

In addition, girls staged a charity 'Supermarket Dash' for Harvest Festival after which all the food was donated to St Saviour's Priory and a food bank in Bracknell. Money was also raised for the girls to prepare food packs for the local homeless shelter where they spent the afternoon with the visitors to the shelter.

Heathfield held a firework display for the girls, staff and their families and the school ran a Prep Schools Netball Tournament, a Prep Schools Swimming Gala and a Prep Schools Lacrosse coaching session event.

Reunion events were held for Heathfield Old Girls at both Heathfield and the Lansdowne Club, Mayfair along with a Fellowship Carol Service at St Peter's, SW1.

The swimming pool is host to many local communities and organisations. Schools including Holy Trinity, Kennel Lane, Meadowbrook Montessori and Natures Nursery use the facility at various times throughout the year. In addition to these schools, there are a number of clubs that use the pool on a regular basis. These include, Berkshire Triathlon Squad, Scuba Trust, Bracknell and Wokingham Swimming Club and Windsor Swimming Club. Frogs and Friends Swimming School regularly run lessons at the pool as part of their 'learn to swim' programme which is offered to children in and around the local area.

The swimming pool is also used for training as well as tuition. NPLQ (National Pool Lifeguard Qualification) and Swimming Teacher courses are held at the pool and are open to members of the local community.

The second Annual Heathfield Networking Evening was held at the Lansdowne Club in London, where Sixth Form girls networked with the Heathfield Old Girls.

Eleven girls completed their Bronze Duke of Edinburgh Award, ten girls completed their silver and four girls completed their Gold. The girls attended an awards ceremony at Windsor and Maidenhead's Annual Youth Awards.

**Staff**

The Directors wish to express their gratitude to the Headmistress, the Bursar and all other members of the Staff for their continued dedication to the interests of the pupils of Heathfield School.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)  
REGISTERED NUMBER: 00556463  
GOVERNORS' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2016**

**FINANCIAL REVIEW AND RESULTS FOR THE YEAR**

The Board is pleased to announce the accounts for the year show a surplus of income over expenditure of £258,963 (2015: £473,522). As a registered Charity all surpluses are applied for the benefit of the school.

Fee income after bursaries, scholarships and discounts has increased by 3.9% in the year on the back of the introduction of day pupils. Pupil numbers for the 2016-17 academic year should improve with the ongoing work with prep schools.

At 31 August 2016 the school had net assets of £13,299,955 (2015: £13,040,992), of which freehold property accounts for £10,976,166 (2015: £10,974,280). This is a vital area of focus for the school as the high quality facilities and living quarters are significant contributing factors in attracting new pupils.

During the year a net cash outflow of £293,922 (2015: £1,427,840) occurred. Cash from operating activities continues to be positive with a net inflow of £491,193 (2015: £951,733) in the year.

The Board considers that the school is on a sound financial footing and views the future with optimism. At the year end, the school held cash balances of £1,382,284 (2015: £1,676,206) and investments of £2,227,301 (2015: £1,997,166).

**Reserves Policy**

During the year £788,219 (2015: £2,569,481) was spent on capital improvements. The Governors' are of the opinion that the reserves on the Income and Expenditure account of £13,299,955 (2015: £13,040,992) are sufficient to meet the school's obligations for the foreseeable future (see note 14 on page 26 for note on reserves).

The school continues to expend significant amounts on maintenance to keep the buildings in good order and provide an appropriate attractive learning environment for pupils and staff.

The Governors recognise the need to review the reserve levels of the school annually at the year-end as part of its medium-term budget planning. The Governors' policy is to generate reserves to provide funds to continue to enhance the educational facilities and services of the School and to fund future projects, whilst maintaining a contingency in the region of £1,000,000. The Governors intend to review the Reserves Policy annually to ensure that this aim can be achieved.

At 31 August 2016 the school had total funds of £13,373,788 (2015: £13,040,992) all of which are unrestricted funds, the School considers £1,276,760 (2015: £1,194,495) to be available reserves as agreed with the governing body as appropriate in order to allow additional subsidy for the 2016/17 financial year.

**Investment Policy**

The Governors' policy is to invest in secure forms of investment that provide a reasonable level of income.

**Future Plans**

The school is continuing to work hard to raise academic standards and to attract academically able pupils to the school. We believe that improving academic standards will lead to more parents considering Heathfield as their first choice school. We will also look at streamlining the academic curriculum to ensure we can focus our attention on raising academic standards.

The STEM building was completed for the start of the 2015-16 academic year and a further four building projects have been granted planning permission.

**PRINCIPAL RISKS AND UNCERTAINTIES**

*Revenue risk*

The risk of adverse economic conditions reducing revenues is reduced by our focus on providing an outstanding education and excellent pastoral care to pupils. Additionally, the Governors' are open to alternative options such as day boarding in order to generate revenue in economically challenging times.

*Cash flow risk*

The highest costs to Heathfield are staff and pastoral costs which are paid in arrears. Conversely, school fees are received termly in advance resulting in a surplus of working capital. Any cash flow risk which will arise from the commission of the building projects will be reduced by extensive forward planning by the Governors', coupled with significant cash balances held by Heathfield which can be utilised as required.

*Credit risk*

Credit risk is the risk of financial loss to Heathfield if a fee payer fails to meet their obligations. Heathfield minimises this risk by taking deposits from each student and monitoring amounts not received on a regular basis.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

Through the risk management processes established for the School, the Governors' are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed. The charity's exposure to risk is reviewed consistently throughout the year.

The key controls used by the Charity include:

- Formal agendas for all Committee and Board activity
- Comprehensive strategic planning, budgeting and management accounting
- Established organisational structure and lines of reporting
- Clear authorisation and approval levels
- Vetting procedures as required by law for the protection of the vulnerable
- Formal written policies

**STATEMENT OF GOVERNORS' RESPONSIBILITIES**

The charity trustees (who are also the directors of the Heathfield School Limited for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:

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

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

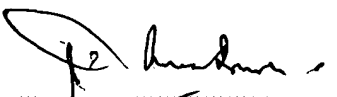
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**Statement as to disclosure to our auditors**

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

BY ORDER OF THE BOARD

  
.....  
Mr Tom Cross Brown - Trustee

1-3-17  
.....  
Date

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)  
REGISTERED NUMBER: 00556463  
INDEPENDENT AUDITORS' REPORT  
TO THE MEMBERS OF HEATHFIELD SCHOOL LIMITED  
FOR THE YEAR ENDED 31 AUGUST 2016**

We have audited the financial statements of Heathfield School Limited for the year ended 31 August 2016 set out on pages 15 to 30. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard' applicable in the UK and Republic of Ireland' and the Charities SORP.

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

**Respective responsibilities of trustees and auditors**

As explained more fully in the Trustees' Responsibilities Statement set out on page 13, the trustees, who also act as directors 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.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

**Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Trustees' Report including the incorporated strategic report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**Opinion**

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 2016 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2015.

**Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Trustees' Report including the incorporated Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**INDEPENDENT AUDITORS' REPORT**  
**TO THE MEMBERS OF HEATHFIELD SCHOOL LIMITED**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

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

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

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

*Wilkins Kennedy LLP*

Robert Southey (Senior Statutory Auditor)  
for and on behalf of Wilkins Kennedy LLP  
Statutory Auditor  
Chartered Accountants  
Mount Manor House  
16 The Mount  
Guildford  
Surrey  
GU2 4HN

Date *8<sup>th</sup> MARCH 2017*

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**STATEMENT OF FINANCIAL ACTIVITIES AND INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

	Notes	2016 Unrestricted Fund £	2015 Unrestricted Fund £
<b>INCOME FROM:</b>			
<b>Charitable activities</b>			
School fees	1a	7,142,662	6,874,541
<b>Donations and legacies</b>	1b	225,862	295,471
<b>Other trading activities</b>			
Rental income	1c	98,745	93,940
Other incoming resources	1c	18,585	18,844
<b>Investments</b>	1d	8,677	4,362
<b>Total income</b>		<b>7,494,531</b>	<b>7,287,158</b>
<b>EXPENDITURE ON:</b>			
<b>Charitable activities</b>	2b	7,510,130	6,840,480
<b>Raising funds</b>	2a	5,573	6,660
<b>Total expenditure</b>		<b>7,515,703</b>	<b>6,847,140</b>
Net gains on investments		280,135	33,504
<b>NET INCOME</b>		<b>258,963</b>	<b>473,522</b>
<b>Reconciliation of funds</b>			
Fund balances brought forward at 1 September		13,040,992	12,567,470
<b>Fund balances carried forward at 31 August</b>		<b>13,299,955</b>	<b>13,040,992</b>

All amounts derive from continuing activities

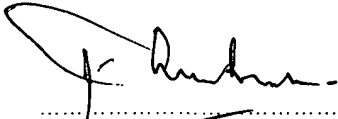
All gains and losses recognised in the year are included in the Statement of Financial Activities.



**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

	Notes	2016		2015
		£	£	£
<b>FIXED ASSETS</b>				
Tangible assets	8	12,068,254		11,833,545
<b>CURRENT ASSETS</b>				
Investments	9	2,277,301	1,997,166	
Stocks	10	25,964	12,952	
Debtors	11	1,751,290	1,581,203	
Cash at bank and in hand		1,382,284	1,676,206	
		<hr/>	<hr/>	
		5,436,839	5,267,527	
<b>CREDITORS</b> - Amounts falling due within one year	12	(3,663,321)	(3,447,073)	
		<hr/>	<hr/>	
<b>NET CURRENT ASSETS</b>		1,773,518	1,820,454	
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<hr/>	<hr/>	
		13,841,772	13,653,999	
<b>Creditors</b>				
Amounts falling due after more than one year	13	(461,622)	(613,007)	
<b>Provisions for liabilities and charges</b>	14	(80,195)	-	
		<hr/>	<hr/>	
<b>Net assets</b>		13,299,955	13,040,992	
<b>FUNDS</b>	15	<hr/>	<hr/>	
<b>Unrestricted funds</b>				
Income and expenditure account		13,299,955	13,040,992	
		<hr/>	<hr/>	
<b>School Funds</b>		13,299,955	13,040,992	
		<hr/>	<hr/>	

Approved by the Board of Governors of Heathfield School on 1-3-17 and signed on its behalf by

  
 Mr Tom Cross Brown - Trustee

  
 Mr Richard Pilkington - Trustee

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

	Note	2016 £	2015 £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	<b>16</b>	491,193	951,733
<b>Cash flows from investing activities</b>			
Interest received		8,677	21,712
Bank interest paid		(5,573)	(6,660)
Purchase of tangible fixed assets		(788,219)	(2,255,408)
Purchase of investments		-	(884,555)
Proceeds from sale of investments		-	745,338
		<hr/>	<hr/>
<b>Net cash used by investing activities</b>		<b>(785,115)</b>	<b>(2,379,573)</b>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>(293,922)</b>	<b>(1,427,840)</b>
Cash and cash equivalents at 1 September		1,676,206	3,104,046
		<hr/>	<hr/>
<b>Cash and cash equivalents at 31 August</b>		<b>1,382,284</b>	<b>1,676,206</b>
		<hr/>	<hr/>

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**ACCOUNTING POLICIES**

Heathfield School Limited is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the Trustees' Report.

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgements and key sources of estimation uncertainty, is set out below.

**(a) Basis of preparation**

The financial statements of the School, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Charities Act 2011 and the Companies Act 2006.

Having reviewed the funding facilities available to the School together with the expected ongoing demand for places and the School's future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the School's financial viability. Accordingly, they also continue to adopt the going concern basis in preparing the financial statements.

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

**(b) First Time Adoption of FRS102**

These accounts for the year ended 31 August 2016 are the first accounts of the School prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 September 2014. An explanation of how transition to FRS 102 has affected the reported financial position and financial performance is given in note 22.

In preparing these accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP 2015 a restatement of comparative items was needed.

**(c) Income**

All incoming resources are recognised when the School has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

**Fees receivable**

These represent fees charged to pupils with incidental fees and disbursements disclosed separately and are accounted for in the period in which the service is provided. Fees received in advance of education to be provided in future years are held as liabilities until either taken to income in the term when used or else refunded.

**Donations**

All monetary donations are included in full in the statement of financial activities when received, provided that there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met. Donations receivable for the general purpose of the Charity are credited to Unrestricted Funds. Donations for purposes restricted by the wishes of the donor are taken to Restricted Funds where these wishes are legally binding on Heathfield School's Trustees.

The value of donated services and gifts in kind provided to the School are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the School can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of Financial Activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the School's policies.

**Grants receivable**

Revenue grants are credited as incoming resources when they are receivable provided conditions for receipt have been complied with, unless they relate to a specified future period, in which case they are deferred.

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable and transferred to unrestricted funds up to the level of expenditure incurred. Depreciation on the fixed assets purchased with such grants is then charged against unrestricted funds.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**(d) Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and is classified under the following activity headings:

- Costs of raising funds comprise the finance costs incurred by the School.
- Expenditure on charitable activities includes the costs of the academic and pastoral care provided to the pupils

Governance costs, which comprise the regulatory costs of running the charity, have been allocated wholly to the charitable activities of the School.

All expenditure is inclusive of irrecoverable VAT.

**(e) Grant making policy**

Bursaries from restricted funds are included as expenditure in the period for which the award is given. Bursaries and scholarships from unrestricted funds towards school fees at school are treated as a reduction in those fees.

**(f) Tangible fixed assets**

The School prepares a budget for capital expenditure at the start of each academic year which is approved by the Finance Committee.

Depreciation is provided on cost less residual value at the following rates in order to write off assets over their estimated useful lives

Freehold buildings - St Mary's Theatre and STEM building	2%
Freehold buildings - Access road	10%
Freehold buildings - Other	Not depreciated
Freehold buildings - Swimming pool	3½%
Equipment	10% - 20%
Motor vehicles	20%

The Charity holds no inalienable or historic assets.

The policy for depreciating freehold buildings is to provide a charge of 2% on cost less residual value. However, no depreciation has been charged on the main school buildings as it is immaterial, due to the high residual value. The school also has a thorough maintenance programme to keep buildings in good repair, and an annual insurance review is carried out.

Annual impairment reviews are undertaken by the trustees in conjunction with appropriately qualified third parties.

**(g) Investments**

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in "net gains/ (losses) on investments" in the SoFA if the shares are publicly traded.

**(h) Stock**

Stock is included at the lower of cost or net realisable value.

**(i) Debtors**

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

**(j) Cash at bank and in hand**

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

**(k) Creditors and provisions**

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

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**(l) Pension costs**

Retirement benefits to employees of the School are provided by the Teachers' Pension Scheme ('TPS') and the TPT Retirement Solutions Independent Schools' Pension Scheme ('ISPS') for non-teaching staff. The former is a defined benefit scheme and the latter is a defined contribution scheme.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 20, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

Contributions to the ISPS are expensed in the Statement of Financial Activities. See note 21 for details.

**(m) Benefits in kind and gifts**

Gifts donated to the school and any services provided by the Trustees have been included in the financial statements.

**(n) Operating leases**

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

**(o) Fund accounting**

Unrestricted funds are donations and other incoming resources received or generated for expenditure on the general objectives of the charity.

**(p) Critical accounting estimates and areas of judgement**

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions

The School makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 9 for the carrying amount of the property plant and equipment, and note (f) for the useful economic lives for each class of assets.

Critical areas of judgement

There are no critical areas of judgement.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

<b>1 ANALYSIS OF INCOME</b>	<b>2016 £</b>	<b>2015 £</b>
<b>(a) Charitable activities</b>		
Fees receivable	6,310,232	6,163,327
Less bursaries, scholarships and discounts	(363,957)	(281,643)
	<hr/> 5,946,275	<hr/> 5,881,684
Summer school	558,933	515,803
Extras and disbursements	637,454	477,054
	<hr/> <b>7,142,662</b> <hr/>	<hr/> <b>6,874,541</b> <hr/>
All bursaries, scholarships and discounts were made to individuals in accordance with the School's grant-making policy.		
<b>(b) Donations and legacies</b>	<b>2016 £</b>	<b>2015 £</b>
Donations received	<b>225,862</b>	<b>295,471</b>
	<hr/>	<hr/>
<b>(c) Other trading activities</b>	<b>2016 £</b>	<b>2015 £</b>
Rental income	<b>98,745</b>	<b>93,940</b>
	<hr/>	<hr/>
Other trading income:		
Registration fees	18,195	15,602
Non-ancillary trading income	390	3,242
	<hr/> <b>18,585</b> <hr/>	<hr/> <b>18,844</b> <hr/>
<b>(d) Investments</b>	<b>2016 £</b>	<b>2015 £</b>
Interest receivable	8,677	21,712
Loss on disposal of investments	-	(17,350)
	<hr/> <b>8,677</b> <hr/>	<hr/> <b>4,362</b> <hr/>

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**2 EXPENDITURE**

	Staff Costs £	Other Costs £	Depreciation £	2016 Total £	2015 £
<b>(a) Cost of raising funds</b>					
Financing costs	-	5,573	-	5,573	6,660
	-	5,573	-	5,573	6,660
<b>(b) Charitable activities</b>					
<b>School operating costs</b>					
Teaching	2,599,756	846,626	-	3,446,382	3,055,144
Premises	888,227	1,149,910	553,240	2,591,377	2,435,018
Support costs	960,602	453,684	-	1,414,286	1,248,294
Governance costs	-	58,085	-	58,085	102,024
	4,448,585	2,508,305	553,240	7,510,130	6,840,480

**3 GOVERNANCE COSTS**

	2016 £	2015 £
Legal fees	20,037	68,575
Auditors' remuneration	15,000	14,500
Professional fees	23,048	18,949
	58,085	102,024

**4 NET INCOME**

	2016 £	2015 £
Net income is stated after charging:		
Depreciation	553,240	403,322
Loss on disposal of investments	-	17,350
Operating leases	14,200	15,397
Auditors' remuneration:		
Audit services	15,000	14,500
Accountancy services	1,218	3,897

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**5 ANALYSIS OF STAFF COSTS AND NUMBERS**

	<b>2016 No</b>	<b>2015 No</b>
The average number of persons employed by the School during the year was:		
Teachers	45	44
Administration and support	81	81
	<hr/> <b>126</b> <hr/>	<hr/> <b>125</b> <hr/>
	<b>£</b>	<b>£</b>
Their total remuneration was:		
Wages and salaries	3,621,666	2,649,244
Social security costs	329,582	305,997
Employers' contribution to defined contribution pension schemes	474,756	331,417
Other	22,581	-
	<hr/> <b>4,448,585</b> <hr/>	<hr/> <b>4,286,658</b> <hr/>
	<b>2016 No</b>	<b>2015 No</b>
Employees earning £60,000 per annum or more received remuneration in the following bands:		
£60,000 - £69,999	3	1
£70,000 - £79,999	-	1
£80,000 - £89,999	1	-
£90,000 - £99,999	-	1

During the year the school made settlement payments totalling £120,564 (2015 - £nil).

Employment settlement payments are paid in accordance with statutory guidance, and are recognised during the period in which the termination occurred.

The total remuneration provided to key management personnel in the year was £557,158 (2015 - £483,797). The key management personnel of the School consists of the Headmistress, the Bursar and the Senior Leadership Team.

**6 INTEREST PAYABLE**

	<b>2016 £</b>	<b>2015 £</b>
Bank interest	5,573	6,660
	<hr/>	<hr/>

**7 TAXATION**

The charitable company is exempt from corporation tax on its activities.



**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**8 TANGIBLE FIXED ASSETS**

	<b>Freehold Properties £</b>	<b>Equipment £</b>	<b>Total £</b>
<b>Cost</b>			
At 1 September 2015	12,042,868	1,885,943	13,928,811
Additions	160,221	627,998	788,219
Disposals	-	(42,049)	(42,049)
	<hr/>	<hr/>	<hr/>
At 31 August 2016	12,203,089	2,471,892	14,674,981
	<hr/>	<hr/>	<hr/>
<b>Depreciation</b>			
At 1 September 2015	1,068,588	1,026,678	2,095,266
Charge for year	158,335	394,905	553,240
Eliminated on disposal	-	(41,779)	(41,779)
	<hr/>	<hr/>	<hr/>
At 31 August 2016	1,226,923	1,379,804	2,606,727
	<hr/>	<hr/>	<hr/>
<b>Net book value</b>			
At 31 August 2016	<b>10,976,166</b>	<b>1,092,088</b>	<b>12,068,254</b>
	<hr/>	<hr/>	<hr/>
At 31 August 2015	10,974,280	859,265	11,833,545
	<hr/>	<hr/>	<hr/>

Included within freehold property is total costs of £nil (2015 - £2,361,521) in relation to assets under construction.

The insured value of the Main School, Sports Hall, Swimming Pool, St Mary's Theatre and other buildings is £42,623,377.

All tangible fixed assets are used for direct charitable purposes. The school does not own or have the use of any inalienable or historic assets. No impairment of the freehold property was evident, which has been confirmed by the insurance valuation.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**9 INVESTMENTS**

	Listed investments £	Total £
<b>Market value:</b>		
At 1 September 2015	1,997,166	1,997,166
Unrealised gain in the year	280,135	280,135
	<hr/>	<hr/>
At 31 August 2016	<b>2,277,301</b>	<b>2,277,301</b>
	<hr/>	<hr/>
<b>Historical cost:</b>		
At 31 August 2016	1,884,555	1,884,555
	<hr/>	<hr/>
At 31 August 2015	1,884,555	1,884,555
	<hr/>	<hr/>

Of the investments held £1,863,364 (2015 - £1,622,276) relates to M & G Charibond, and £413,937 (2015 - £374,891) relates to Edinburgh Investment Trust Plc. All investments are listed on the London Stock Exchange.

**10 STOCKS**

	2016 £	2015 £
Household and consumable materials	25,964	12,952
	<hr/>	<hr/>

The value of stock recognised as an expense during the year was £424,336 (2015 - £378,659).

**11 DEBTORS**

	2016 £	2015 £
Trade debtors	1,403,809	1,373,593
Other debtors	275,692	120,387
Prepayments and accrued income	71,789	87,223
	<hr/>	<hr/>
	<b>1,751,290</b>	<b>1,581,203</b>
	<hr/>	<hr/>

**12 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2016 £	2015 £
Trade creditors	255,237	156,955
Taxation and social security	103,601	91,842
Accruals and deferred income	2,861,440	2,697,885
Other creditors	443,043	500,391
	<hr/>	<hr/>
	<b>3,663,321</b>	<b>3,447,073</b>
	<hr/>	<hr/>

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**12 CREDITORS: AMOUNTS FALLING WITHIN ONE YEAR (CONT.)**

**ANALYSIS OF DEFERRED INCOME**

	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Deferred income as at 1 September	2,040,821	2,056,801
Amounts added during the year	2,035,019	2,040,821
Amounts released to income during the year	(2,040,821)	(2,056,801)
	<hr/>	<hr/>
Deferred income as at 31 August	<b>2,035,019</b>	<b>2,040,821</b>
	<hr/>	<hr/>

Deferred income relates to school fees invoiced in advance for Autumn Term 2016.

**13 CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Other creditors	461,622	613,007
	<hr/>	<hr/>
	<b>461,622</b>	<b>613,007</b>
	<hr/>	<hr/>

**14 PROVISIONS FOR LIABILITIES**

	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Balance at 1 September 2015	-	-
Provided in the year (note 21)	80,195	-
	<hr/>	<hr/>
Balance at 31 August 2016	<b>80,195</b>	-
	<hr/>	<hr/>

**15 RESERVES**

	<b>Balance at 1 September 2015</b>	<b>Incoming resources</b>	<b>Outgoing resources</b>	<b>Gains on investments</b>	<b>Balance at 31 August 2016</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted reserves</b>					
Income and expenditure account	13,040,992	7,494,531	(7,515,703)	280,135	13,299,955
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	<b>13,040,992</b>	<b>7,494,531</b>	<b>(7,515,703)</b>	<b>280,135</b>	<b>13,299,955</b>
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**16 NET CASH INFLOW FROM OPERATING ACTIVITIES**

	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Net income for the reporting period	258,963	473,522
Gain on investment	(280,135)	(33,504)
Loss on disposal of tangible fixed assets	270	-
Loss on sale of investments	-	17,350
Interest received	(8,677)	(21,712)
Interest paid	5,573	6,660
Depreciation	553,240	403,322
(Increase)/decrease in stocks	(13,012)	3,010
Increase in debtors	(170,087)	(27,202)
Increase in creditors	64,863	130,287
Increase/(Decrease) in provisions	80,195	-
	<hr/>	<hr/>
Net cash provided by operating activities	<b>491,193</b>	<b>951,733</b>
	<hr/>	<hr/>

**17 INDEMNITY INSURANCE**

During the year the company purchased insurance for the directors of the school against liabilities arising from negligence in relation to the company as permitted under section 233 of the Companies Act 2006 with the approval of the Charities Commission. £23,129 was paid for public liability insurance (2015 - £21,921). Included in this was professional indemnity insurance relating to the trustees.

**18 COMPANY LIMITED BY GUARANTEE**

As the company is limited by guarantee, in the event of winding up the members will be required to pay £1.

**19 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Unrestricted fund</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Tangible fixed assets	12,068,254	12,068,254
Current assets	5,436,839	5,436,839
Current liabilities	(3,663,321)	(3,663,321)
	<hr/>	<hr/>
Creditors falling due after 1 year	(461,622)	(461,622)
Provisions for liabilities and charges	(80,195)	(80,195)
	<hr/>	<hr/>
<b>Net assets</b>	<b>13,299,955</b>	<b>13,299,955</b>
	<hr/>	<hr/>

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**20 TRANSACTIONS WITH RELATED PARTIES**

**Trustees' remuneration and reimbursed expenses**

None of the trustees received any remuneration or reimbursed expenses for their role as trustee during the current or previous year.

**Other related party transactions**

The Chairman is also a trustee of St Mary's School Wantage Bursary Fund. The charity raises funds to support bursaries provided by the School. During the year an amount of £12,665 (2015 - £13,879) was donated to the School and at the year end £nil (2015 - £nil) was owed to the School.

**21 PENSION OBLIGATIONS**

The School employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and TPT Retirement Solutions Independent Schools' Pension Scheme (ISPS) for non-teaching staff. The former is a defined benefit scheme and the latter is a defined contribution scheme. In addition, a small number of employees belong to TPT Retirement Solutions Growth Plan (TPTGP) defined benefit scheme however this is closed to new members.

**Teachers' Pension Scheme**

**Introduction**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

**Valuation of the Teachers' Pension Scheme**

Not less than every four years the Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014.

During the previous year the employer contribution rate was 14.1%. The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS will be as at March 2016, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

A copy of the valuation report and supporting documentation is on the Teachers' Pension website.

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

The superannuation charge represents contributions payable to the Scheme for the year ended 31 August 2016 of £295,066 (2015 - £394,519). Contributions outstanding at the year end were £34,147 (2015 - £33,729).

**TPT Retirement Solutions Independent Schools' Pension Scheme**

During the year, the School made contributions totalling £189,811 (2015 - £190,246). Contributions outstanding at the year end were £15,535 (2015 - £14,791).

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**21 PENSION OBLIGATIONS (CONT.)**

**TPT Retirement Solutions Growth Plan**

The company participates in the scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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

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

A full actuarial valuation for the scheme was carried out at 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme of £12,945,440 per annum. This is payable monthly from 1 April 2016 to 30 September 2025 and increases by 3% each on 1<sup>st</sup> April. An additional £54,560 per annum will be contributed from 1 April 2016 to 30 September 2028 on the same basis.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

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

<b>Reconciliation of opening and closing provision:</b>	<b>2016</b>
	<b>£</b>
Provision at start of period	-
Recognise provision under SORP 2015	67,392
Unwinding of discount factor (interest expense)	1,422
Deficit contribution paid	(8,432)
Remeasurements - impact of change in assumptions	4,127
Remeasurements - amendments to the contribution schedule	15,686
	<hr/>
Provision at end of period	80,195
	<hr/>

<b>Income and expenditure impact:</b>	<b>2016</b>
	<b>£</b>
Interest expense	1,422
Recognise provision under SORP 2015	58,960
Remeasurements - impact of change in assumptions	4,127
Remeasurements - amendments to the contribution schedule	15,686

All movements on the pension provision are recognised in the Statement of Financial Activities as staff costs.

The assumed discount rate applied is 1.08% per annum (2015 - 2.25%). This rate is the equivalent single discount rate which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

**HEATHFIELD SCHOOL (LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER: 00556463**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2016**

**22      TRANSITION TO FRS 102**

In preparing the financial statements, the trustees have considered whether, in applying the accounting policies required by FRS102 and the Charities SORP 2015, restatement of the comparatives was required.

The company transitioned to FRS 102 from previously extant UK GAAP as at 1 September 2015. No transitional adjustments were required, nor were there any changes in accounting policies.

**23      OPERATING LEASE COMMITMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2016 £	2015 £
<b>Operating lease commitments not related to land and buildings</b>		
Within one year	18,523	33,834
Within 1 – 5 years	24,992	36,615
Over 5 years	-	-
	<hr/> 43,515	<hr/> 70,449
	<hr/>	<hr/>