



# REPORT OF THE GOVERNORS

and financial statements for the year ended 31st August 2024 for  
The Grange School Hartford Limited



THE GRANGE SCHOOL

Registered company number: 00607992 (England and Wales)  
Registered charity number: 525918

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**REPORT OF THE GOVERNORS AND  
FINANCIAL STATEMENTS FOR THE YEAR ENDED  
31 AUGUST 2024  
FOR  
THE GRANGE SCHOOL HARTFORD LIMITED**

**THE GRANGE SCHOOL HARTFORD LIMITED**  
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**FOR THE YEAR ENDED 31 AUGUST 2024**

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**THE GRANGE SCHOOL HARTFORD LIMITED**

**LETTER FROM THE CHAIR OF GOVERNORS  
FOR THE YEAR ENDED 31 AUGUST 2024**

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From the Chair of Governors  
Trevor Brocklebank

Dear Parents and Members,

I am pleased to present the School's Annual Report and Accounts for 2023-2024.

I'm also pleased to report that applications for Reception and Year 7 in 2025 are extremely healthy, particularly in light of the introduction of VAT on fees. This remarkable demand reflects our exceptional academic achievements, which include a fifth of GCSE entries attaining the highest grade (9) and one in four A-Level entries earning the top grade (A\*). It also reflects the positive reputation that the school has for delivering excellent pastoral care and wider opportunities which continue to make The Grange a strong candidate for families choosing schools.

Beyond the classroom, we continue to invest in a rich array of enrichment opportunities. Our students have excelled in sporting competitions, and their talents have been in the spotlight again recently in an innovative production of *EVITA*. After a rigorous examination season, more than a quarter of our students embarked on Silver Duke of Edinburgh expeditions to the Peak District and Lake District, earning high praise from staff for their dedication and teamwork.

On the financial front, the school remains in a robust position. Despite an unpredictable economic landscape, we have managed resources prudently, freezing fee levels for 2025 and maintaining a secure level of reserves.

Looking ahead, Dr Earps and the executive team are finalising a comprehensive long-term strategic development plan. This ambitious roadmap will reinforce our mission to deliver an unparalleled educational experience in the UK.

In summary, the school continues to thrive, achieving outstanding academic results and further enhancing value-added scores at the top 1% in England at GCSE and A level. With a clear and inspiring vision, we are excited to build on this success as we look forward to the future.

Trevor Brocklebank  
Chair of Governors

**THE GRANGE SCHOOL HARTFORD LIMITED**

**REPORT OF THE GOVERNORS AND STRATEGIC REPORT**  
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The Governors, who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31 August 2024. The Governors have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) – effective 1 January 2019.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**  
00607992 (England and Wales)

**Registered Charity number**  
525918

**Registered office**  
Bradburns Lane  
Hartford  
Northwich  
Cheshire  
CW8 1LU

**Governors**

J W Simpson	Chartered Surveyor
M Newsholme	Chartered Accountant
N A Jayatilake	Community Paediatrician
T Brocklebank	Consultant
J Llewellyn	Chief Financial Officer
T Sherry	TV Executive
V Fleetwood	Lawyer
S Begg	Architect
T Pollard	Headteacher – retired
O Matthews	Finance Professional
P Tabb	Managing Director
S Eglin	HR Professional

The following Governors were appointed during the year.

S Amesu	Former Criminal Barrister (Appointed 13 February 2024 & Resigned 29 July 2024)
M Webster	International Vice President – retired (appointed 13 February 2024)
A Dangerfield	Academic Lecturer (appointed 13 June 2024)
R Partridge	Paediatric Surgeon (appointed 17 June 2024)

The following Governors served during the financial year and have subsequently resigned

H Gopsill	HR Professional (Resigned 7 December 2023)
S Amesu	Former Criminal Barrister (Resigned 13 February 2024)
V Fleetwood	Lawyer (Resigned 31 May 2024)
J W Simpson	Chartered Surveyor (Resigned 31 May 2024)
M Newsholme	Chartered Accountant (Resigned 1 September 2024)

Membership of the Trust as at 31 August 2024 was 1,589 compared to 1,506 at 31 August 2023.

**Company Secretary**  
Stephen Gaulier

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**REFERENCE AND ADMINISTRATIVE DETAILS**

**Bankers**

National Westminster Bank Plc  
P.O Box No. 6  
The Bull Ring  
Northwich  
Cheshire  
CW9 5BN

Handelsbanken  
Warrington Branch  
760 Mandarin Court  
Centre Park  
Warrington  
WA1 1GG

**Auditors**

Crowe U.K. LLP  
The Lexicon  
Mount Street  
Manchester  
M2 5NT

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**Trevor Brocklebank**  
**Chair of Governors**

Trevor joined the Board of Governors in December 2020 and became Chair in June 2022. Trevor currently holds a portfolio of Non-Executive roles. These include Chairing Marketing Cheshire and being a member of the Cheshire and Warrington Business Advisory Board. Trevor is also a Non-Executive Director at Workbuzz, an employee satisfaction survey provider and co-founder of Rise, who provide adapted seated sports across the UK.

Trevor still has a child in the sixth form, with two children currently at University having recently completed their education at the school. Trevor and his children are all dyslexic and he has a particular interest in this area. He can often be seen walking his three dogs and spends as much time as possible on the sea, on boats and paddle boards!



**Jeremy Simpson**  
**Chair of the Property Committee**

Jeremy joined the Board of Governors in 2015 and chairs the Property Committee and serves on the Compliance Committee. He is a Chartered Surveyor and is a Director of Simpsons Commercial Property, a specialist property firm. He was previously a partner in Tushingham Moore. Jeremy was a graduate in Urban Land Economics from Sheffield Polytechnic and has an MBA from the Manchester Business School and is a Fellow of the Royal Institute of Chartered Surveyors.

Jeremy's three children all attended The Grange Senior School. He enjoys most sports and regularly plays golf and tennis and enjoys outdoor activities including fell walking, cycling and skiing.



## THE GRANGE SCHOOL HARTFORD LIMITED

### REPORT OF THE GOVERNORS AND STRATEGIC REPORT FOR THE YEAR ENDED 31 AUGUST 2024

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**Martin Newsholme**  
**Chair of the Finance Committee**

Martin became a Governor in September 2018 and chairs the Finance Committee and serves on the Property and Remuneration Committees. Martin is a non-executive director of businesses in the healthcare and housing sectors having previously been a partner in the accountancy firm KPMG. He has vast experience of advising boards of public and private companies and of operational management in private business and professional practice.

Martin has twin sons who were pupils at the Grange School prior to moving on to university and work. Martin has a keen interest in most sports and is a qualified junior rugby coach and an enthusiastic golfer.



**Naomi Jayatilake**

Naomi joined the Board of Governors in June 2019 and serves on the Nominations and Compliance Committees with specific responsibilities for safeguarding. She graduated with an honours medical degree from The University of Liverpool and worked in various hospitals across the North West. She is currently a Speciality Doctor in Community Paediatrics at Leighton Hospital. Safeguarding children and young people is a large part of her role as Community Paediatrician. She serves on the Executive Council for The British Association of Community Child Health and is a BACCH representative for The Royal College of Paediatrics and Child Health.

She has one child in the Senior school and 2 now at University who both attended The Grange from Reception through to sixth form.



**Julian Llewellyn**

Julian joined the Board of Governors in August 2020 and serves on the Finance and Property Committees. He is the Chief Financial Officer of a Manchester based IT business, BCN Group, and holds a Non-Executive in a Cheshire tech start up.

Outside of work Julian coaches at Lymm Rugby Club, plays cricket and has a keen interest in sport generally. His son currently attends the Grange School.



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**Thomas Sherry**

Tom joined the Board of Governors in January 2021 and serves on the Education Committee. Tom first joined the Grange School as a student in 1979. His wife also attended The Grange and they now have two children at the School.

He has been a Drama Producer and Executive Producer for more than 20 years and his current role is Managing Director for Headline Pictures.



**Vicky Fleetwood**  
**Chair of the Compliance Committee**

Vicky joined the Board of Governors in May 2021 and is chair of the Compliance Committee and serves on the Nominations Committee.

Her 3 children attended the School during the period 1999 to 2020 and Vicky has a keen interest in the wider benefits of education and enrichment activities to help develop resilience in young people.

Vicky has been a practising solicitor for 30 years advising primarily on commercial transactions and compliance within large global companies and has played a key role in encouraging sustainability standards.

Vicky has a keen interest in sport, particularly rugby (at any level) and cricket. She enjoys walking, reading and loves travel.



**Stuart Begg**

Stuart brings over 40 years of experience as a qualified architect and project manager, specialising in a comprehensive range of projects across the education, residential, transportation and commercial sectors. He joined the Board of Governors in May 2021 and actively participates in the Resources and Finance Committees, with specific responsibilities for health & safety and involvement in the future maintenance and development of the school campus.

Stuart's two sons attended the Grange from Junior School, with his youngest graduating in 2020. Outside his career, Stuart enjoys playing sports, sailing, and travelling

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**Tracy Pollard**  
**Chair of the Education Committee**

Tracy joined the Board of Governors in September 2021 and serves on the Education Committee. She is an experienced Headteacher who has taught and led in the education sector for over 30 years. Tracy has recently completed a year's Interim Headship at a leading Independent School in London. She is a committed Governor at another Independent School in North Yorkshire and mentors educational leaders.

Tracy is passionate about all things outdoors and living in the Lake District, loves nothing more than walking and cycling. She is a passionate reader and enjoys watching live theatre and dance productions



**Oliver Matthews**

Oliver joined the Board of Governors in June 2022. As a former pupil of the Grange attending both the Junior and Senior schools, Oliver is the proud dad of two daughters who currently attend the Senior School. His time at the Grange found him life time friends including his wife, Tara.

In his career to date Oliver has spent time in both professional practice and the commercial sector where he has held a number of senior finance roles in a variety of industries. In the companies he has been part of, he has relished understanding the core operational mechanics of the business, getting to know the key individuals and their skill sets that make them and the businesses they're a part of a success, as well as shining a light on what the performance drivers for those businesses are or need to be. Oliver intends to adopt this inquisitive approach as a governor and his goal is to be part of the growth and future success of the school.

Oliver's indulgences are formula1, biking, hiking, golf and enjoying a beer and a game of pool with friends.

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**Sarah Eglin**

Sarah joined the Board of Governors in June 2022 and serves on the Risk & Audit, Resources and Remuneration Committees. With a passion for putting people at the heart of any Organisation, Sarah is currently the Director of People & Culture at Barnardo's, and prior to this headed up the People Team for Co-op Operations: Stores, Retail Support, Logistics and Funeralcare.

Sarah's 3 children have all commenced education in Reception at the Junior School, and her eldest son is now in year 13 at the Senior School.

With a passion and belief that we are able through empowering our children's growth and development, to create the next generation of leaders who could truly change the world for good in the UK and beyond. She uses her people & culture experience to support the Grange as it seeks to build, deliver and embed its people strategy.

**Phil Tabb**



Phil joined the Board of Governors in June 2022 and serves on the Risk & Audit Committee. Phil graduated from the University of Warwick with a First-Class Honours degree in Economics. Phil has built a career as a Finance Director and, more recently, Managing Director, working with large UK PLCs across multiple sectors including Transport, Technology, and Business Process Outsourcing.

Phil is currently the Managing Director of Capita's Transport business unit, providing outsourced business process services to organisations such as Network Rail and Transport for London

Phil lives in Hartford with his wife, Jenny, and their daughter who attends the Grange Senior School. He is an enthusiastic musician, has a passion for cricket (both playing and watching), and enjoys outdoor pursuits such as hill walking and paddle boarding. On most weekends, Phil can be found on a riverbank supporting his daughter's rowing exploits on behalf of the school.



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**Sharon Amesu**

Sharon joined the Board of Governors in February 2024. Sharon currently holds a portfolio of Non-Executive roles, including Trustee of the Hallé Orchestra, Board Member of the Greater Manchester Good Employment Charter and Regent for Liverpool Hope University. Sharon is a former Criminal Barrister and is a Director of SA Consulting an organisation that supports businesses with Leadership Development and Diversity and Inclusion solutions

Sharon has three children, her youngest child currently attends the Grange. Sharon has a particular interest in ensuring that the school environment is welcoming and inclusive for all children, staff and parents.



**Mark Webster**

Mark joined the Board of Governors in February 2024 and chairs the Resources Committee. He and his wife, Gill, were Grange parents for 17 years, with all three of their children having attended the school.

Mark recently retired after a 35-year career in the medical devices industry, most recently as International Vice President of a US resuscitation equipment manufacturer.

Since retiring, he has become a board member of the Resuscitation Council UK and trustee of a charity supporting people with a learning disability, as well as being a university guest speaker and MBA mentor. Additionally, Mark is a GoodSAM cardiac responder and runs the Alpha Course. When not doing these things, he is usually to be found spending time with his family, out on the golf course or playing the guitar.



**Athalia Dangerfield**

Athalia joined the Board of Governors in June 2024 and serves on the Education and Safeguarding Committee. She is a Lecturer in Management at the University of Chester Business School, specialising in social entrepreneurship, innovation, and leadership. In 2018 she co-founded a social enterprise dedicated to providing mental health support for young people, workplaces, and education. She has also been a Board member of various charitable organisations, including Ludus Dance based in Lancaster and one of the UK's leading enterprise education charities, Young Enterprise. She completed her postgraduate certificate in Teaching and Learning in Higher Education and achieved Fellowship status with Advance HE. She is currently pursuing her PhD at the University of Chester and her doctoral research is focused on gaining an understanding on the impact of entrepreneurship education and how effectively this prepares entrepreneurs to form and grow sustainable businesses driven by a social mission.

As an educator she promotes authentic assessment and learning experiences, which enhances students' readiness for the real world by fostering essential skills and empowering students to be self-directed learners. Outside of the classroom, Athalia is a supporter of the arts, with a particular interest in film, dance, and theatre. She also enjoys spending time outdoors with her husband and border collie, Daisy.

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**Roland Partridge**



Roland joined the board of governors in June 2024 and serves on the Education & Safeguarding Committee and brings with him both public and private sector experience. He is an NHS Consultant Paediatric and Neonatal Surgeon in Alder Hey, with a specialist interest in complex neonatal and gastro-intestinal surgical conditions. He holds a PhD in developmental biology. In parallel to his surgical career he developed a simulator to facilitate training in laparoscopic (key-hole) surgery. The company eoSurgical he established to produce these is now part of Limbs and Things Ltd, and he retains an advisory role with them to help further develop tools to train minimally invasive surgical skills.

He has two sons who currently attend the Junior School, and enjoys a range of outdoor activities including cycling, walking and skiing.

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## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The Charity is controlled by its governing document, and constituted as a limited company, limited by guarantee, as defined by the Companies Act 2006.

### **Principal Activity**

The principal activity is the operation of an independent co-educational day school.

### **Recruitment and appointment of new Governors**

Governors are subject to the retirement by rotation provisions in the Articles of Association (normally requiring Governors to retire at the Annual General Meeting on the third anniversary of their election or re-election).

### **Induction and training of new Governors**

A process for the induction of new Governors has been approved by the Governors so that at, (or about), the time of appointment, new Governors are given details of the workings of the School and Board policies and procedures. In addition, Governors are offered training on issues and subjects relevant to their work through training courses and seminars.

### **Organisational structure**

The School is constituted under its Articles and Memorandum of Association, last amended in 2009. Members of the Governing Body are detailed on page 3 of this report.

The Governors make the key decisions for, and determine the general policies of, the School and meet at least three times a year as a full Board. There are four sub committees that support the Board; Finance, Property, Compliance and Education all of which meet before each main Board Meeting and at other times as required. In addition, there are two sub-committees that meet as and when required; Nominations and Remuneration. The day-to-day management of the School is delegated to the Head. The Head is supported by the Executive Leadership Team comprising the Chief Operating Officer, the Head of the Junior School, and the Head of the Senior School. These are the key management personnel. The Heads and the Chief Operating Officer attend all meetings of the Governing Body's committees.

Remuneration is set by the Remuneration Committee with the policy objective of providing appropriate incentives to encourage enhanced performance and of rewarding fairly and responsibly individual contributions to the School's success.

The remuneration policy is reviewed on an annual basis with reference to other independent schools.

### **Employment policy**

The School is an equal opportunity organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. The School makes reasonable adjustments to meet the needs of staff or students who are or become disabled.



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**Governor engagement with employees**

The Chair of Governors writes to employees at least annually, and more frequently if required, to update them on the strategic direction of the School and on key decisions of the Governing Board that may affect the employees. Updates form part of the content of regular Inset days which often include the opportunity for employees to comment on and add to the strategic vision of the School. A Staff Forum with a clear Terms of Reference and role description for Forum members is established. The Forum meet at least termly and have a focus on wellbeing and some organisational matters that impact staff. The Head and Senior Leadership team responsible for day-to-day communications escalate matters for Governor attention where appropriate.

**Governor engagement with parents**

The Chair of Governors writes to parents at least annually before the start of the academic year to update them with respect to progress towards strategic aims and the finances of the School. Parental surveys are undertaken on a periodic basis to identify whether the School is meeting pupils' and parents' needs as expected. Results are presented by the Head to Governors and actions agreed. Most communication with parents is undertaken by the Senior Leadership Team and other staff of the School and matters are escalated to Governors where required. The Marketing and Admissions team and Heads of both schools frequently liaise with prospective customers and gather intelligence to ensure the Grange School meets changing requirements of parents.

**Central purpose**

The Grange School's central purpose is to provide the highest standards of education to the pupils who attend the School. At the end of the academic year 2023-2024, 1223 students between the ages of 4 and 18 attended the School: 430 at the Junior School, 639 at the Senior School and 154 in the Sixth Form.

In a very competitive market for independent education, The Grange School seeks to meet its overriding commitment to success and financial viability of the charity. The School has continued to make significant improvements to facilities, staffing and resources in order to deliver an outstanding quality of educational provision. As a relatively young independent school (the Senior School was founded in 1978), The Grange has no significant source of income other than fees. In spite of this, the governors place the highest possible value on providing public benefit and are constantly looking for ways to expand and diversify the offering.

**Ethos**

Our school welcomes students from all backgrounds. At the heart of our admissions policy is ensuring that we can develop students to the best of their potential, in line with the general standards achieved by their peers. Entrance assessments ensure that we and parents are satisfied that potential students can cope with the pace of learning and benefit from the education we provide. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes. Through our 'Access to Excellence' bursary scheme, we actively promote wider social access to our school and do our best to ensure that local primary schools receive up to date information about this scheme.

We are an equal opportunity organisation and are committed to an environment that is free from any form of discrimination (on the grounds of colours, race, ethnicity, religion, gender, sexual orientation or disability). We will make reasonable adjustments to meet the needs of staff or students who are or become disabled.

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### **Achievements**

Public examinations demonstrated that the quality of the education provided by the charity continues to be excellent by every measurable standard. We were delighted to celebrate another sterling set of results as both cohorts achieved superb outcomes, in line with their predecessors. At GCSE level, 21% of all entries were at the highest possible grade (9) and 42% of all entries were at the top grades of 8 or 9. At A Level, 26% of all entries were at the top grade (A\*), outperforming those achieved pre-pandemic. These statistics placed The Grange School in the top five independent schools in the north west in The Sunday Times Parent Power Schools Guide 2024. The Grange School was also awarded Diamond and Platinum Awards by Alps at GCSE and A Level respectively. The GCSE Award recognises that The Grange School's value-added performance was in the top 1% of centres nationally. The A Level Award places The Grange School in the top 10% of centres in terms of value-added.

### **Academic**

More Able and Talented (MAT) students are well catered for as part of a Grange education. In the classroom, students have various extension and challenge activities and an 'academic inspiration' portal on our VLE, Firefly to further their curiosity. Twenty seven pupils from Years 7 to 10 undertook a Head's Award where they took the opportunity to study something that they are interested in in more depth. An intellectually fascinating evening saw all students presenting their findings with the audience enjoying topics as diverse as 'Why we are addicted to ultra-processed foods' and 'The future of Artificial Intelligence'. Mirroring this opportunity, significant numbers of A Level students undertake an optional Extended Project Qualification alongside their A Level subjects, relishing the opportunity to undertake independent research in a topic of their choice.

Students also have a variety of opportunities to extend their thinking by engaging with real world debates. The School has a vibrant Model United Nations presence, with a dedicated group of students who regularly rehearse as part of the School's enrichment programme but also participate in various debates against other schools. Other opportunities for subject specific debates exist within the enrichment programme, including Prime Ministers Questions Forum, Geography Discussion Group and Lit Soc (a discussion of literature). Equally, all students had the chance to debate those issues directly affecting them as part of our review of our school values and rules, feeding into the wider work of the school council.

As well as supporting potential Oxbridge candidates, we support any of our students looking to apply to competitive courses requiring an interview or other selection process. Alongside the traditional attendance at the Oxbridge Student Conference, all students interested in such courses were guided through this process on a one-to-one basis and given subject mentors to support their progress. June 2024 saw the third 'Enhanced Admissions Conference', providing chance to network with former students undertaking these courses and giving students the mentoring opportunities to start their journey.

### **Pastoral**

Underpinning a Grange education is the commitment to creating an atmosphere in which all children can thrive. Central to this is a dedicated staff body that invests great energy in celebrating students' successes while providing unwavering support during more challenging times. An integral part of this support is the enhanced expert pastoral team, ensuring that students receive timely and effective care. This team works alongside form tutors to address the diverse needs of every child, ensuring no concern goes unattended.

On a day-to-day basis, all students are supported by their form tutor, and in the Senior School, this is further enhanced by twice-yearly one-to-one mentor sessions. These provide invaluable insights into each child's well-being and offer an opportunity for reflection on their school experience with the person directly responsible for their pastoral care.

The Personal, Social, and Health Education (PSHE) programme complements this support. Form teachers continue to teach one period of PSHE to their form once a fortnight, fostering stronger teacher-student bonds and addressing issues relevant to their tutees. Regular pastoral meetings at both Junior and Senior levels, guided by the expert pastoral team, ensure every child benefits from both individual attention and the community spirit that defines a Grange education.

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### **Learning Support**

At The Grange, we are deeply committed to supporting young people with Special Educational Needs (SEND) through our robust pastoral care framework. Each of our schools is equipped with a dedicated SENCO and counsellor, ensuring tailored guidance and support for students while providing valuable advice to teaching teams.

At the Senior School, our newly expanded pastoral support team further enhances our ability to provide individualised care. This team includes additional specialists who are dedicated to supporting students' well-being, fostering resilience, and addressing specific challenges as they arise. By building trust and understanding, the team ensures that all students feel valued and supported in their journey through school life.

This comprehensive approach is further strengthened by our school nurses, enabling us to provide exceptional support for students with additional needs—whether educational, physical, or emotional. The strong, respectful relationships between teachers, students, and parents and carers foster a thoughtful and cooperative environment, ensuring that every child's unique requirements are met with care and consideration.

### **Enrichment**

#### **Performing Arts**

The 2023-24 academic year was another vibrant and dynamic period for our performing arts, showcasing the incredible opportunities available to our students. Highlights included our spectacular Senior Musical, *We Will Rock You!*, and the Junior Musical, *Joseph and His Technicolour Dreamcoat*, both of which captivated audiences.

Our students also shone in a variety of other performances, including the Winter and Summer concerts, the heart-warming Christmas Carol concert, and three memorable soloist evenings held in our theatre. Additionally, we were proud to host *Play For A Day*, a charity fundraiser that brought together instrumentalists from across the North-West and raised funds for Music in Hospitals & Care.

A major milestone this year was our first Music Tour in many years, a concert tour to Belgium involving 40 students from Years 7-13, which was both an exciting and enriching experience for all involved. On the academic front, over 250 students participated in ABRSM Music exams, demonstrating the outstanding commitment and talent of our young musicians.

This year truly underscored the diverse and rewarding opportunities we offer, nurturing creativity, collaboration, and excellence among our students.

#### **Exceptional Sporting Achievements and Opportunities at Grange School**

Grange School continues to offer outstanding sporting opportunities, attracting large numbers of enthusiastic participants and consistently achieving remarkable performance at the highest levels of competition.

#### **Rugby**

Grange School's rugby program shone brightly this year, with teams entered into the prestigious Rosslyn Park National 7s competition across four age groups: U18, U16, U14, and U13. Alongside this, a competitive 15s season saw all age groups engage in challenging Saturday fixtures, producing excellent results across the board. The U15 team excelled in the National Vase competition, while the U18s reached the second round in the Vase and the third round of the Cheshire Cup. The U14 team also performed admirably in the *School Sports Magazine* tournament.

#### **Football**

Football remains one of the school's most popular sports, with high participation rates across all age groups. Girls' football has expanded significantly, with increased entries in competitions this year. A standout moment was the U15 team's achievement of reaching the ISFA Trophy National Final against Trinity School, London. The current season is off to an impressive start, with U12, U13, U14, and U18 teams still in various cup competitions.

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### **Netball**

The netball program continues to flourish, offering extensive opportunities for all students and achieving significant success. Highlights include the U13 team reaching three national finals and being crowned champions in the Sisters N Sport Cup. The U15A team secured second place in the county tournament, narrowly missing out by one goal in extra time. Teams across U12, U13, and U14 have reached the quarter-finals of the Sisters N Sport competition, with U12 and U13 teams still vying for *School Sports Magazine* finals spots.

### **Hockey**

Grange School's hockey teams delivered exceptional performances this year. The U13 boys finished second in the Bowl at the MGS Tournament, with Hector Neary earning Defender of the Tournament honours. They also triumphed in the Tier 2 Outdoor Hockey tournament. The U14 girls' team excelled, winning both Indoor and Outdoor Cheshire competitions, overcoming King's Macclesfield on strokes in the outdoor final. The program has seen increased participation, with many students competing at County and Tensworth levels and volunteering to mentor younger players.

### **Cricket**

The cricket program has grown considerably, with regular matches for boys and girls. The U12 boys reached the third round of the County Cup, while the U13 boys also performed well. Girls' cricket has seen a significant surge in participation, with success in both soft and hardball formats. The U13 and U15 teams showcased their skills in the 6s competition, adding to the sport's expanding footprint at Grange School.

### **Tennis**

The U13 girls' tennis team achieved a spectacular season, culminating in being crowned LTA Schools Tennis Division 2 Champions. Victories over strong teams like Wilmslow High and King's Macclesfield led to their triumph in the finals against Wirral Grammar. Congratulations to Tabitha Coppock, Amy Innes, Annabel Mann, Jemima Richmond, and Emmie Gore for their superb performance.

### **Rowing**

Rowing at Grange School continues its impressive growth, now engaging nearly 150 students. This year saw the school's first quad compete at Henley Women's Regatta and a GB representative at U18 level. Students competed in both local and national competitions, with participants ranging from Year 7 to Year 13 representing Grange at the British Indoor Rowing Championships.

### **Football Academy**

The Grange Football Academy has achieved significant milestones. In 2024, the academy coached 12 girls from junior and senior schools, with expectations for this number to grow in 2025. The boys' program remains strong, with approximately 50 participants attending weekly training sessions and competing in over 10 fixtures against professional and amateur teams. Notably, seven boys earned professional club trials, and former academy players have gone on to represent Cheshire and ESFA teams.

Grange School's sporting achievements demonstrate the dedication, skill, and passion of its students and staff, creating an exceptional environment for athletic excellence and personal growth.

### **Unforgettable Experiences Beyond the Classroom**

At The Grange, we pride ourselves on offering students a breadth of high-quality opportunities that inspire curiosity, foster resilience, and nurture a love for learning beyond the classroom. Throughout the 2023-2024 academic year, our students enthusiastically engaged in an impressive array of enriching experiences.

REPORT OF THE GOVERNORS AND STRATEGIC REPORT  
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Academic challenges and creative inspiration took centre stage, with students excelling in prestigious competitions and Olympiads across the sciences, while others broadened their horizons through theatre trips, geography fieldwork, and a dynamic Rocket Day in physics. A series of specialist subject events further enhanced their learning: from "Maths Inspiration" and Mapping at Delamere, to an art-focused visit to Blackpool, and an insightful trip to a Buddhist Centre in Birmingham.

The Grange's commitment to global education shone through our international expeditions. Students embarked on an awe-inspiring journey to Costa Rica, explored Iceland's dramatic landscapes, toured Belgium on a musical adventure, and delved into ancient history with a visit to Rome. Closer to home, end-of-year Activity Days offered Years 7 to 10 and Lower Sixth students diverse experiences, including trips to Chester Zoo, London, Delamere Forest, and Cheshire Oaks.

Our Outdoor Education Programme, a cornerstone of The Grange experience, continued to thrive. Year 3 students embraced their first residential adventure at Delamere, setting the stage for a lifelong appreciation of the outdoors. Year 4 explored Coniston, and Year 6 embarked on a memorable programme at Plas Menai. Year 7 returned to Bewerley Park, forging friendships and building resilience.

The prestigious Duke of Edinburgh's Award Scheme remained a flagship activity, with over 130 students working towards Bronze, Silver, and Gold Awards. Seven expeditions ran during a vibrant summer season, underscoring our dedication to developing independence, teamwork, and leadership skills.

At The Grange, every experience is designed to ensure students leave with not only exceptional academic credentials but also a wealth of personal achievements and lifelong memories

### Public Benefit

#### Opening Doors to Opportunity: Bursaries at The Grange School

Bursaries are a cornerstone of The Grange School's commitment to accessibility, ensuring that its exceptional education is not confined to those with the financial means to afford it. Through the transformative **Access to Excellence** scheme, the school provides a range of bursaries annually, covering between 10% and 100% of fees. In the 2023–24 academic year alone, 34 Senior School students benefited from this vital program.

This commitment extends beyond new applicants, offering crucial support to families experiencing changing financial circumstances, ensuring continuity in their children's education at The Grange. With a dedicated bursary expenditure of **£367,900** in 2023–24, the school underscores its steadfast dedication to financial inclusivity and fostering a diverse, talented student body.

The Grange's financial strategy reflects a delicate balance: investing in cutting-edge educational resources while prioritising bursary provision. This approach aligns with the school's ethos of broadening access and opening its doors to exceptional students from all walks of life, creating a community enriched by diverse perspectives and talents.

Equally essential is ensuring that awareness of bursary opportunities reaches all who might benefit. The school actively shares information with prospective families through **local primary school partnerships**, tailored communications, and open events. Collaborative initiatives, such as workshops with other schools and shared use of The Grange's outstanding facilities, further expand its educational impact and raise aspirations among young people in the broader community.

At its core, The Grange believes in creating pathways that inspire and empower students from varied backgrounds to envision themselves as part of its thriving community. By providing financial support and fostering ambition, the school ensures its education remains a beacon of excellence and opportunity—accessible to all who are ready to seize it.

#### Celebrating Partnerships and Opportunities

At The Grange School, we are deeply committed to fostering enriching opportunities and collaborative partnerships that extend beyond our own community. Our efforts to support curriculum development in other educational settings reflect our dedication to sharing best practices and inspiring innovation in teaching and learning.

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Many departments, including Art, Maths, Languages, and Physical Education, actively collaborate with colleagues from other schools to design high-quality teaching resources and initiatives. In addition, several staff members serve as governors at primary and high schools, further contributing to the wider educational landscape. Many of our teachers also play vital roles in public examinations nationally, working as examiners and moderators for various boards.

#### **STEM and Science Initiatives**

The Grange School takes pride in its leadership in STEM education. Following the success of internal STEM Days, our staff and Sixth Form students in Sciences, Design, and Computing created and hosted a STEM Day Competition. This event brought together students from schools across the UK, including the Isle of Man, for our STEM Olympics. Students participated in exciting practical challenges, such as designing and racing solar-powered boats, solving a "Sweet Shop CSI," and launching air rockets.

In addition to STEM Days, our Year 12 scientists promoted sustainable practices at the Rochdale Science Extravaganza, highlighting the importance of recycling plastics and utilizing solar panels.

#### **Model United Nations (MUN) Conference**

As part of our global engagement, The Grange School hosted 23 schools worldwide for the Model United Nations Good COP Bad COP conference. This event centred on climate change and tackled key issues like fast fashion, plastics, and energy solutions, inspiring students to explore collaborative approaches to global challenges.

#### **Transition and Engagement Activities**

Our Senior School students actively support the Junior School through initiatives like Stay and Play mornings and Explore Days, offering Year 6 pupils the opportunity to experience secondary school life. Similarly, Discover Sessions for Year 5 students introduced a range of senior school subjects, helping to ease their transition. Digital Leaders further contributed by promoting online safety through lessons they designed and delivered to Junior School students.

#### **Community and Charity Support**

The Grange School plays an integral role in its local community by sharing its facilities and expertise. Our facilities are regularly used by local hockey, football, rugby, and netball clubs, and we have established partnerships with organisations such as Northwich Sapphires, Cheshire Netball, and Winnington Park. In performing arts, we host drama programs like The Elders Company and The Younger Company.

Our students also contribute through sports leadership programs, working with schools like Cloughwood Academy and Birchwood CofE to deliver PE sessions and inspire younger learners.

Charity work remains a cornerstone of life at The Grange. Each year group dedicates efforts to a specific charity, including Cheshire Search and Rescue, Alder Hey, Joshua Tree, and the Gambia Project. Fundraising activities such as a 24-hour Rowathon, Christmas Jumper Day, and cake sales have made a meaningful impact.

#### **Global Outreach and Sustainability**

Our commitment to global citizenship is exemplified by our ongoing support for the Darul Arkam School in The Gambia, where our fundraising efforts have helped provide a vital water supply. Additionally, The Grange partnered with Edukid, a charity supporting education in impoverished areas, with students embarking on a transformative two-week trip to Peru to witness and contribute to their projects first hand.

#### **A Legacy of Collaboration**

The Grange School is proud of its role as a hub for educational excellence, community support, and global outreach. Through our partnerships, events, and initiatives, we continue to create extraordinary opportunities for our students and the wider community, fostering a legacy of collaboration, inspiration, and positive impact. Our school charities is so important. If you would like to see more of what we got up to you can visit the *Grange Trips*



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### **Our fees**

The fees for the 2024 calendar year were set at £3,520 per term for Reception and Year 1, £3,820 per term for Years 2 to 6, and £4,715 per term for the Senior School. These rates reflect The Grange School's commitment to offering an exceptional education at a competitive price point, making it accessible to a significant proportion of families without requiring additional assistance.

The Governors are dedicated to maintaining fees that provide outstanding value for the exceptional educational experience offered at The Grange. This approach aligns with the school's mission to ensure that as many families as possible can access its resources, facilities, and enriching environment.

In recognition of this commitment, *The Telegraph* named The Grange School the best value co-educational independent school in England in both June 2023 and June 2024. This accolade underscores the school's ability to deliver excellence while remaining mindful of affordability.

The Grange remains steadfast in its goal of providing a top-tier education that represents not only excellence in learning but also remarkable value for money.

### **Looking Forward**

We are thrilled to announce that 2024-2025 will bring an even greater focus on pupil progress across every aspect of school life! As part of our mission to nurture empowered learners and future leaders, we are committed to ensuring that both students and parents are fully informed, inspired, and ready to take the next steps in their journey—whether in enrichment, academics, or pastoral growth.

This year promises exciting opportunities to diversify and enhance our educational experiences. We'll be welcoming an array of dynamic outside speakers to enrich and broaden our perspectives, and we are expanding the variety of educational activities on offer to spark curiosity and innovation.

### **Section 172 Statement**

Section 172 of the Companies Act 2006 requires the governors of the School to act in the way that they consider, in good faith would likely promote the success of the School for the benefit of the members as a whole. In doing this Section 172 requires a governor to have regard, amongst other matters to the:

- Likely consequences of any decision in the long-term
- Interests of the School's employees
- The need to foster the School's relationships with parents, suppliers and others
- The impact of the School's operations on the community and environment
- The desirability of the School maintaining a reputation for high standards in its dealings with others.
- The need to act fairly.

In discharging our Section 172 duties we have regard to the matters set out above. We also have regard to other factors, for example, the interests of the pupils, our relationship with the Department for Education and other Government departments, the ISI inspectorate. By considering the School's values, strategic priorities and charitable objects we aim to ensure that our decisions are consistent and fair. We delegate the authority for day-to-day management to the Head and the Board receives regular reports on Health and Safety, compliance, education and financial performance. The views of and impact of the School's activities on pupils, parents, employees, suppliers and the community are considered by Governors when making relevant decisions. During the period, information was received in a range of formats; presentations, surveys and reports.

### **Financial Review**

The School is pleased to announce that it achieved its financial targets for the year, placing us in a strong position to continue meeting our educational and operational aims while planning for an exciting future. The surplus generated during the 2023-24 academic year will, as always, be fully reinvested into the School's resources, facilities, and opportunities for our students.

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Thanks to this solid financial foundation, we are delighted to confirm that fees will be frozen for the 2025 academic year. This decision reflects our commitment to supporting our families, particularly in light of the introduction of VAT on school fees.

The School remains financially robust, enabling us to meet key commitments, including the loans drawn to facilitate the construction of the Sports Centre. At the same time, we continue to navigate emerging challenges such as rising costs in energy, fuel, and food, as well as changes to the national living wage.

We are proud to balance careful financial stewardship with our dedication to providing an outstanding education and ensuring that our community feels supported during these times of change.

**Policy on Level of Reserves and Borrowing**

An aim of the Governors is to achieve the phased implementation of the School's Estates development plan and the finances of the School are regularly reviewed to ensure that the continued programme of development and refurbishment is affordable and that the School is able to invest in excellent teaching facilities. Gross surpluses and investments are managed to ensure free reserves are at a level where the average annual net borrowings do not exceed one term's fees.

Total accumulated reserves of the group at 31 August 2024 were £28,414,944 whilst the value of tangible assets, property and equipment was £24,535,970. Hence, Free Reserves are £3,878,974 (2023: £3,569,422). The Governors consider that given the current strength of the charity's balance sheet, the stable cash flow from current student rolls and the banking facility that can be arranged if required, this level of free reserves will be used to facilitate the Strategic Development Plan as well as to provide resilience in the face of challenges the independent school sector may face in the coming years.

The Governors take steps to ensure that the annual income and expenditure budget is set at a level which will provide an appropriate surplus on the capital employed for reinvestment.

A loan of £4.75m was arranged with Handelsbanken to facilitate the completion of the Sports Centre build in 2019 and the balance outstanding on the loan at the August 2024 year end was £2.49m.

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### **Going Concern**

The Governors regularly review budget, forecast, and cash flow projections to ensure that the School continues to meet its day-to-day working capital requirements. Net Current Assets are positive at the year-end date, and current assets are well managed. Long-term financial forecasts are reviewed on a termly basis, taking into account changing external and internal factors.

With ongoing cost-of-living pressures and recent political changes creating some uncertainty, the Governors have considered various scenarios for the coming months and years. They have modelled the resulting net surpluses and impacts on cash flow within long-term financial forecasts. The balance sheet position at the year-end is strong, and various measures are available to mitigate potential adverse factors.

In light of this information, the Governors believe that the School will continue to operate for the foreseeable future. They are confident that there are no material uncertainties regarding the School's financial viability and are satisfied that it is appropriate to continue preparing the accounts on a going concern basis.

### **Investment policy**

The School's premises development plan requires a level of borrowing to support the completion of building projects. The natural cycle of termly fee receipts results in the School having surplus funds for investment for short periods. In these circumstances, these funds are placed on short term deposit at the best return available.

### **Fundraising**

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

### **Plans for future periods**

The School continues to build on its reputation nationally, as it gains increasing recognition for its outstanding academic provision and results.

Whilst the key priorities that underpin the School remain, the Strategic Development Plan is being reviewed and redrafted to refine our focus within the main areas of Academic, Pastoral, Extra-curricular, Business and External Stakeholders.

### **Principal risks and uncertainties**

**Overview of risk management:** The Governors have identified and assessed the major risks to which the School is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the School and its finances. The Governors have implemented a number of systems to assess risks that the School faces in relation to teaching and learning, health & safety, student welfare, external factors and pressures, school trips and in relation to the control of finance. The Governors have introduced systems, including operational procedures and internal financial controls in order to minimise risk. A risk register is maintained, reviewed and updated on a regular basis.

The principal risks are:-

**Reputational Risk:** Currently, almost all of the income is generated from parents of pupils through fee and related income. The School is reliant on continuing to attract applicants in sufficient numbers by maintaining its reputation for the highest educational standards and an ethos that parents wish to invest in for their children. The Governors continue to review to ensure that student success and achievement are closely monitored and review parental satisfaction surveys to ensure that the School's values and ethos continue to be attractive to parents.

**Failures in governance or management:** the risk of failure to effectively manage the School's internal controls, finances, compliance with regulations and legislation, statutory returns etc. is mitigated by Governor review to ensure that appropriate measures are in place to satisfy these requirements.

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**Safeguarding and child protection:** the Governors continue to ensure that the highest standards are maintained in the areas of selecting, training and monitoring staff, the operation of child protection policies and procedures, health & safety measures and discipline.

**Staffing:** the success of the School is heavily reliant on the quality of its staff. The Governors monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

**Fraud and mismanagement of funds:** the Governors have implemented a financial governance policy under the guidance of the Governors and staff with appropriate recognised qualifications to clearly allocate responsibilities and ensure that robust internal controls are in place.

**Financial risks:** the key financial risks to which The Grange School is exposed relate primarily to the status of the general UK economy, reduction in student numbers and changes in government policy and legislation affecting costs for example, increases in contributions to the Teachers' Pension Scheme, loss of business rates relief and VAT becoming chargeable on school fees.

#### **Risk management**

The Governors continue to keep the School's activities under review, particularly with regard to any major risks that may arise from time to time, and to monitor the effectiveness of the system of internal controls and other viable means, including insurance cover where appropriate, by which those risks already identified by the Governors can best be mitigated.

#### **General Data Protection Regulations (GDPR)**

The General Data Protection Regulations (GDPR) came into effect from 25<sup>th</sup> May 2018. The School implemented the requirements of the new Data Protection Act in line with the regulations. Training has been provided to staff in relation to the new requirements, and a school-specific reference guide has been created for staff, which is updated termly. The School continues to have a watching brief on the information reported by the Information Commissioners Office and shares up to date information with staff and key holders of information as applicable on an ongoing basis.

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### **Energy and emissions report**

The Governors have identified a focus on sustainability as a strategic objective for the School. Consultants have been engaged to advise on the strategy for improving the School's carbon credentials over the longer term. During the year, Building Management systems improved to reduce energy consumption and a number of older inefficient boilers have been replaced. For this period both the Junior and Senior School sites benefited from new solar arrays installed during the summer of 2023 leading to continued reduction in energy consumption.

The School also falls under the Energy Savings Opportunity Scheme (ESOS) which has provided a series of further potential actions to reduce energy use and costs further.

	2023-24	2022-23	2021-22
UK energy use kWh	1,882,734	1,922,709	2,431,269
Associated greenhouse gas emissions (Tonnes CO2 equivalent)	365.5	398	503
Intensity ratio Emissions per m <sup>2</sup> (all buildings)	23.40	25.48	32.2

UK energy use covers electricity and gas for heating, teaching and catering over all sites plus petrol and diesel for School vehicles and staff mileage claims.

Methodology: we have reported all the emissions sources and calculated emissions using emission factors from 'UK Government GHG Conversion Factors for Company Reporting 2019'.

### **CONCLUSION**

The School has had another successful year and the Governors would like to express their thanks and congratulations to the Leadership Team, Staff and Students.

### **STATEMENT OF GOVERNORS' RESPONSIBILITIES**

The Governors are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governors to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of the Charity for that period. In preparing these financial statements, the Governors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting 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 charitable company will continue in business.

The Governors are responsible for ensuring that adequate accounting records are maintained that are sufficient to show and explain the charity's transactions and 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 ensuring their proper application in accordance with charity law, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**THE GRANGE SCHOOL HARTFORD LIMITED**  
**REPORT OF THE GOVERNORS AND STRATEGIC REPORT**  
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**PROVISION OF INFORMATION TO THE AUDITOR**

Each Governor in office at the time when this Governors' report is approved has confirmed that:

- so far as that Governor is aware, there is no relevant audit information of which the company's auditor is unaware, and
- that Governor has taken all the reasonable steps that ought to have been taken as a Governor in order to be aware of any relevant audit information needed by the Company's auditor in connection with preparing its report and to establish that the Company's auditor is aware of that information.

**AUDITORS**

Crowe U.K. LLP has acted as the School's auditor and will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report, which incorporates the strategic report, was approved by the Governors on 1<sup>st</sup> April 2025  
And signed on their behalf by

  
.....  
Trevor Brocklebank



## **REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE GRANGE SCHOOL HARTFORD LIMITED**

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### **Opinion**

We have audited the financial statements of The Grange School Hartford Limited ('the charitable company') and its subsidiary ('the group') for the year ended 31 August 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Company Balance Sheets, the Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 August 2024 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

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

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

### **Other information**

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

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## **REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE GRANGE SCHOOL HARTFORD LIMITED**

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

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

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

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

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

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

- adequate and proper accounting records have not been kept; 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

### **Responsibilities of Governors**

As explained more fully in the governors' responsibilities statement set out on page 18, the governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the governors are responsible for assessing the 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**

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

## **REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE GRANGE SCHOOL HARTFORD LIMITED**

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### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, Employment legislation and Health and Safety legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF  
THE GRANGE SCHOOL HARTFORD LIMITED**

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**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.

Vicky Szulist

Senior Statutory Auditor

For and on behalf of

**Crowe U.K. LLP**

Statutory Auditor

3rd floor

St George's House

56 Peter Street

Manchester

M2 3NQ

Date:

**THE GRANGE SCHOOL HARTFORD LIMITED**

**STATEMENT OF CONSOLIDATED FINANCIAL ACTIVITIES**  
**(Incorporating the Income and Expenditure Account)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

		<b>2024</b>	2023
		<b>Total</b>	Total
		<b>Unrestricted</b>	Unrestricted
		<b>funds</b>	funds
	<b>Note</b>	<b>£</b>	<b>£</b>
<b>INCOME FROM:</b>			
<b>Charitable activities</b>			
School fees	<b>4</b>	14,549,654	13,406,471
Ancillary trading income	<b>5</b>	1,418,399	1,299,487
<b>Other trading activities</b>			
Non-Ancillary trading income	<b>2</b>	222,671	182,704
Investment income	<b>3</b>	354,874	261,693
<b>Total incoming resources</b>		<u>16,545,597</u>	<u>15,150,355</u>
 <b>EXPENDITURE ON:</b>			
<b>Raising funds</b>			
Cost of activities for generating funds		140,327	96,046
<b>Charitable activities</b>			
Education	<b>7</b>	15,774,429	14,276,116
<b>Total expenditure</b>		<u>15,914,756</u>	<u>14,372,162</u>
 <b>NET INCOMING RESOURCES</b>			
<b>Other recognised gains</b>		<u>630,841</u>	778,193
(Loss)/gain on interest rate swap		(168,177)	37,158
		<u>462,664</u>	<u>815,351</u>
 <b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>		27,952,280	27,136,929
 <b>TOTAL FUNDS CARRIED FORWARD</b>		<u>28,414,945</u>	<u>27,952,280</u>

The notes on pages 31 to 44 form part of these financial statements

**THE GRANGE SCHOOL HARTFORD LIMITED**  
**BALANCE SHEETS**  
Registered Number: 00607992  
**AT 31 AUGUST 2024**

	Notes	Consolidated		School	
		2024 £	2023 £	2024 £	2023 £
<b>FIXED ASSETS</b>					
Tangible assets	12	24,535,970	24,382,858	24,535,970	24,382,858
Fixed asset investments	13	-	-	1	1
		<u>24,535,970</u>	<u>24,382,858</u>	<u>24,535,971</u>	<u>24,382,859</u>
<b>CURRENT ASSETS</b>					
Stocks	14	9,599	8,648	9,599	8,648
Debtors: amounts falling due within one year	15	740,370	825,058	853,482	850,756
Cash at bank and in hand		10,154,510	12,664,420	9,984,634	12,574,575
		<u>10,904,480</u>	<u>13,498,126</u>	<u>10,847,715</u>	<u>13,433,979</u>
<b>CREDITORS: due within one year</b>	16	<u>(4,873,169)</u>	<u>(7,274,976)</u>	<u>(4,867,123)</u>	<u>(7,270,191)</u>
<b>NET CURRENT ASSETS</b>		<u>6,031,311</u>	<u>6,223,150</u>	<u>5,980,592</u>	<u>6,163,788</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>30,567,281</u>	<u>30,606,008</u>	<u>30,516,563</u>	<u>30,546,647</u>
<b>CREDITORS: due after more than one year</b>	17	<u>(2,152,336)</u>	<u>(2,653,728)</u>	<u>(2,152,336)</u>	<u>(2,653,728)</u>
<b>NET ASSETS</b>		<u>28,414,945</u>	<u>27,952,280</u>	<u>28,364,228</u>	<u>27,892,919</u>
<b>TOTAL UNRESTRICTED FUNDS</b>	23	<u>28,414,945</u>	<u>27,952,280</u>	<u>38,364,228</u>	<u>27,892,919</u>

The net result for the financial year dealt with in the financial statements of the parent charity was a surplus of £639,486 (2023: £787,132).

The financial statements were approved and authorised for issue by the Board of Governors on 1<sup>st</sup> April 2025 and were signed on its behalf by:

  
.....  
T Bröcklebank - Governor

The notes on pages 31 to 44 form part of these financial statements



THE GRANGE SCHOOL HARTFORD LIMITED

CONSOLIDATED CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024		2023	
		£	£	£	£
<b>Net cash inflow from operations</b>					
Net cash provided by operating activities	1		<u>(681,329)</u>		<u>6,828,379</u>
<b>Cash flows from investing activities</b>					
Interest received		354,874		261,693	
Interest paid		(201,296)		(185,645)	
Sale of tangible fixed assets				2,500	
Purchase of tangible fixed assets		(1,507,159)		(918,073)	
		<u>-</u>	<u>-</u>		
			(1,353,582)		(839,525)
<b>Cash flows from financing activities</b>					
New loan in the year					-
Loan repayments in the year			<u>(475,000)</u>		<u>(475,000)</u>
			(475,000)		(475,000)
<b>Change in cash and cash equivalents in the reporting period</b>			(2,509,910)		5,513,854
<b>Cash and cash equivalents at the beginning of the period</b>			12,664,420		7,150,566
<b>Cash and cash equivalents at the end of the period</b>	2		<u>10,154,510</u>		<u>12,664,420</u>

The notes on pages 31 to 44 form part of these financial statements

**THE GRANGE SCHOOL HARTFORD LIMITED**

**NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2024**

**1. RECONCILIATION OF NET INCOMING RESOURCES TO NET CASH INFLOW FROM OPERATING ACTIVITIES**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Net incoming resources	629,504	778,193
Depreciation charges	1,354,046	1,012,865
(Profit)/loss on sale of assets	-	265,689
Interest received	(354,874)	(261,693)
Interest paid	201,295	185,645
(Increase)/decrease in stocks	(951)	8,058
Decrease/(increase) in debtors	(142,672)	(218,897)
Increase/(decrease) in creditors	<u>(2,369,014)</u>	<u>5,058,519</u>
<b>Net cash inflow from operating activities</b>	<b><u>(681,329)</u></b>	<b><u>6,828,379</u></b>

**2. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Cash at bank	<u>10,154,510</u>	<u>12,664,420</u>

**3. RECONCILIATION OF NET DEBT**

	<b>At 1 September 2023</b>	<b>Cash flow</b>	<b>At 31 August 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash at bank	12,664,420	(2,509,910)	10,154,510
Bank loan due in less than one year	(475,000)	-	(475,000)
Bank loan due in greater than one year	(2,493,750)	475,000	(2,018,750)
	<u>9,695,670</u>	<u>(2,034,910)</u>	<u>7,660,760</u>

## THE GRANGE SCHOOL HARTFORD LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

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#### 1. ACCOUNTING POLICIES

##### **Basis of preparation**

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2019.

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

The School is a public benefit entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 15 July 1958 (company number 00607992) and registered as a charity on 22 November 1962 (charity number 525918).

The Governors regularly review budget, forecast and cash flow projections to ensure that the School will continue to meet its day to day working capital requirements. Net Current Assets are positive at the year-end date and current assets are well managed. Long term financial forecasts are reviewed on a termly basis taking changing external and internal factors into consideration. Whilst the impacts of the coronavirus pandemic are now receding, continuing cost-of-living matters and potential political change result in uncertainty and the Governors have considered various scenarios over the coming months and years, and have modelled the resulting net surpluses and impact on cashflow of each scenario within long term financial forecasts. The balance sheet position at the year-end is strong and various measures could be taken to mitigate potential adverse factors. In light of this information, the Governors believe that the School will be able to continue to operate for the foreseeable future. The Governors consider that there are no material uncertainties over the School's financial viability and are satisfied that it is appropriate to continue to prepare the accounts on a going concern basis.

##### **Incoming resources**

All incoming resources are included on the Statement of Financial Activities when the School is legally entitled to the income and the amount can be quantified with reasonable accuracy. Where income is received but conditional upon the provision of a service in a future accounting period, the income is deferred to that period.

##### **Expenditure**

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer term liabilities. The irrecoverable element of VAT is included with the item of expense to which it relates. Governance costs include those costs incurred in the governance of the School and its assets are primarily associated with constitutional and statutory requirements.

##### **Basis of consolidation**

The group financial statements consolidate the financial statements of the School and its subsidiary undertaking The Grange Trading Development Limited (company number: 11511334). All inter group transactions and profits are eliminated fully on consolidation. As permitted by section 408 of the Companies Act 2006, the parent Charity's income and expenditure account has not been included in these financial statements.

The School has taken advantage of the exemption available to qualifying entity in FRS 102 from the requirement to present a charity only cash flow statement with the consolidated financial statements.

##### **Tangible fixed assets**

Tangible fixed assets are stated at cost or valuation less depreciation

## THE GRANGE SCHOOL HARTFORD LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

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#### 1. ACCOUNTING POLICIES

Depreciation is provided for on all fixed assets, other than freehold land, on a straight line basis calculated to write off the asset cost or revaluation over its estimated useful economic life at the following rates:-

Freehold buildings	- completed before 31 August 1995	5%
	- completed after 31 August 1995	2%
Fixtures & fittings		7% - 15%
Mobile/IT equipment		33%
Motor vehicles		30%

#### **Stocks**

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

#### **Operating Leases**

Operating lease rentals are charged to School operating costs on a straight line basis over the term of the lease.

#### **Taxation**

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

#### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Governors. All the charity's funds are unrestricted funds.

#### **Pension costs and other post-retirement benefits**

Retirement benefits to employees of the School are provided through two pension schemes, one defined benefit and one defined contribution. The pension costs charged in the Statement of Financial Activities are determined as follows:

The Teachers' Pension Scheme - This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable. The School also operates a defined contribution pension scheme for non-teaching staff. The regular pension contributions are charged to the statement of financial activities as they are incurred.

#### **Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access or deposit bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

THE GRANGE SCHOOL HARTFORD LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

1. ACCOUNTING POLICIES

Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value. Changes in the fair value of derivatives are recognised in profit or loss in finance costs or income as appropriate.

The company does not currently apply hedge accounting for interest rate derivatives.

**Advance fee scheme creditor**

Amounts received under the School's Advance Fee Scheme contracts for education not yet utilised to settle school fees are recorded as deferred income and allocated as current liabilities where the education will be provided within 12 months from the reporting date and as long-term liabilities where the education will be provided in subsequent years.

**Critical accounting judgements and key sources of estimation uncertainty**

In the application of the accounting policies, Governors are required to make judgements, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

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

2. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Commission on school photographs	1,133	1,494
Lettings	167,097	147,532
Theatre income	54,441	33,678
	<u>222,671</u>	<u>182,704</u>

3. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	<u>354,874</u>	<u>261,693</u>
	<u>354,874</u>	<u>261,693</u>

**THE GRANGE SCHOOL HARTFORD LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**4. CHARITABLE ACTIVITIES – FEES RECEIVABLE**

**Fees receivable consist of:**

	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Gross Fees	15,673,743	14,479,393
Less: fee assistance, discounts and scholarships	<u>(1,124,089)</u>	<u>(1,072,922)</u>
Total School fees	<u>14,549,654</u>	<u>13,406,471</u>

The number of pupils benefitting from fee assistance, sibling and staff discounts and scholarships totals 460 (2023: 459). Within this means-tested bursaries totalling £367,901 were awarded to 32 pupils (2023: £338,154 to 33 pupils).

**5. ANCILLARY TRADING INCOME**

	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Catering income	671,210	646,890
Bus income	361,628	331,587
Fees Refund Scheme	4,120	3,424
Sundowners	156,678	185,040
Speech and drama	81,083	76,738
Registration fees	14,500	16,050
Other income	<u>129,181</u>	<u>39,758</u>
	<u>1,418,399</u>	<u>1,299,487</u>

THE GRANGE SCHOOL HARTFORD LIMITED

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

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**6. INCOME FROM SUBSIDIARY TRADING ACTIVITIES**

The School has a 100% interest in its trading subsidiary The Grange Trading Development Limited.

The Grange Trading Development Limited's principal activity continues to be that of promoting commercial activities which use the School's assets to generate income from lettings and other activities. Its trading results for the year, as extracted from the audited financial statements, are summarised below:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Turnover	221,309	181,398
Other income	-	-
Taxation	-	-
Cost of sales	<u>(170,593)</u>	<u>(122,037)</u>
Retained profit for the year	<u>50,716</u>	<u>59,361</u>
<b>Shareholders' Funds</b>	<u>50,717</u>	<u>59,362</u>

**THE GRANGE SCHOOL HARTFORD LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**THE GRANGE SCHOOL HARTFORD LIMITED**

**7. ANALYSIS OF EXPENDITURE**

	Staff Costs	Depreciation	Other costs	Total 2024	Total 2023
	£	£	£	£	£
<b>Charitable expenditure</b>					
<b>Education</b>					
Teaching	8,753,163	-	1,022,534	9,775,697	8,819,719
Premises	546,498	598,897	1,320,357	2,465,752	2,506,810
Support and governance costs	926,597	753,482	550,362	2,230,441	1,816,485
Welfare	394,705	-	907,833	1,302,538	1,133,102
Grants, awards & prizes					-
	<u>10,620,963</u>	<u>1,352,380</u>	<u>3,801,086</u>	<u>15,774,429</u>	<u>14,276,116</u>
2023	<u>9,680,101</u>	<u>1,098,982</u>	<u>3,497,033</u>	<u>14,276,116</u>	<u>12,794,282</u>

**8. GOVERNANCE COSTS INCLUDED IN SUPPORT COSTS**

	2024 £	2023 £
Staff costs	-	22,375
Legal and professional fees	84,672	66,287
Auditors Remuneration – Audit	17,447	15,300
Auditors Remuneration – Non-Audit	-	2,525
Other governance costs	<u>5,124</u>	<u>-</u>
	<u>107,243</u>	<u>84,112</u>

**9. NET INCOMING RESOURCES**

Net incoming resources are stated after charging:

	2024 £	2023 £
Operating lease costs – land and buildings	-	-
Operating lease costs - equipment	15,579	12,967
Depreciation - owned assets	<u>1,354,046</u>	<u>1,012,865</u>

**10. GOVERNORS' REMUNERATION AND BENEFITS**

There were no Governors receiving remuneration or other benefits for the year ended 31 August 2024 nor for the year ended 31 August 2023.

**Governors' Expenses**

During the year ended 31 August 2024 no Governors received travel and subsistence expenses. (2023: None).



**THE GRANGE SCHOOL HARTFORD LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 AUGUST 2024**

**11. STAFF COSTS**

	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Wages and salaries	8,345,174	7,714,747
Social security costs	812,788	738,115
Other pension costs	<u>1,536,299</u>	<u>1,277,239</u>
	<u>10,694,261</u>	<u>9,730,101</u>

Aggregate employee benefits of key management personnel	<u>558,918</u>	<u>636,791</u>
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The average monthly number of employees during the year was as follows:

	<b>2024</b>	2023
Teaching	175	172
Administration	29	28
Catering, cleaning and maintenance	65	65
Trading subsidiary	<u>8</u>	<u>9</u>
	<u>277</u>	<u>274</u>

The average monthly number of employees on a full time equivalent basis during the year was:

	<b>2024</b>	2023
Teaching	138	134
Administration	28	26
Catering, cleaning and maintenance	44	42
Trading subsidiary	<u>3</u>	<u>3</u>
	<u>213</u>	<u>206</u>

The number of higher paid employees in bands of: -

	<b>2024</b>	2023
£60,000 to £69,999	<u>7</u>	<u>4</u>
£70,000 to £79,999	<u>2</u>	<u>1</u>
£80,000 to £89,999	<u>1</u>	<u>1</u>
£90,000 to £99,999	<u>1</u>	<u>1</u>
£140,000 to £149,999	<u>-</u>	<u>1</u>
£190,000 to £199,999	<u>1</u>	<u>-</u>

The Head of the Grange School total remuneration reflects the full package available for the role, following their decision during 23/24 to opt out of the pension scheme. This arrangement complies with organisational policy and relevant regulations.

Nine of the higher paid employees are accruing benefits under a defined benefits scheme with contributions amounting to £154,986 in the current year (2023: seven out of eight £135,391).

Contributions amounting to £14,828 (2023: £7,379) were paid to defined contribution schemes in respect of two of the higher paid employees (2023 one).

During the year there were no (2023: 3) terminations and termination payments of £Nil (2023: £23,885).

**THE GRANGE SCHOOL HARTFORD LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**12. TANGIBLE FIXED ASSETS – CONSOLIDATED AND SCHOOL**

	Freehold Property £	Assets in course of construction £	Fixtures and Fittings £	Motor Vehicles £	Totals £
<b>COST</b>					
At 1 September 2023	<u>32,293,392</u>	<u>216,568</u>	<u>7,649,183</u>	<u>160,357</u>	<u>40,319,500</u>
Disposals	-	-	-	-	-
Additions	-	-	<u>1,396,090</u>	<u>111,067</u>	<u>1,507,157</u>
At 31 August 2024	<u>32,293,392</u>	<u>216,568</u>	<u>9,045,273</u>	<u>271,424</u>	<u>41,826,657</u>
<b>DEPRECIATION</b>					
At 1 September 2023	<u>10,177,577</u>	-	<u>5,598,708</u>	<u>160,357</u>	<u>15,936,642</u>
Charge for the year	<u>543,983</u>	-	<u>787,045</u>	<u>23,017</u>	<u>1,354,045</u>
Disposals	-	-	-	-	-
At 31 August 2024	<u>10,721,560</u>	-	<u>6,385,753</u>	<u>183,374</u>	<u>17,290,687</u>
<b>NET BOOK VALUE</b>					
At 31 August 2024	<u>21,571,832</u>	<u>216,568</u>	<u>2,659,520</u>	<u>88,050</u>	<u>24,535,970</u>
At 31 August 2023	<u>22,115,815</u>	<u>216,568</u>	<u>2,050,475</u>	-	<u>24,382,858</u>

**13. FIXED ASSET INVESTMENTS**

	Investment in subsidiary company £
<b>COST OR VALUATION</b>	
At 31 August 2023	1
At 31 August 2024	<u>1</u>
<b>NET BOOK VALUE</b>	
At 31 August 2024	<u>1</u>
At 31 August 2023	<u>1</u>

The Grange Trading Development Limited is incorporated in the UK. The Grange School Hartford Limited is the sole shareholder. The Grange School Hartford Limited invested £1 into the company.

**14. STOCKS**

	Consolidated		School	
	2024 £	2023 £	2024 £	2023 £
Stocks	<u>9,599</u>	<u>8,648</u>	<u>9,599</u>	<u>8,648</u>

**THE GRANGE SCHOOL HARTFORD LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Consolidated</b>		<b>School</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Fees outstanding	15,365	57,792	6,131	52,366
Amounts owed by group undertakings	-	-	131,528	34,534
Other debtors	123,741	107,072	114,560	103,662
Financial instrument value	221,001	389,178	221,001	389,178
Prepayments and accrued income	<u>380,264</u>	<u>271,016</u>	<u>380,263</u>	<u>271,016</u>
	<u>740,370</u>	<u>825,058</u>	<u>853,483</u>	<u>850,756</u>

**16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Consolidated</b>		<b>School</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Bank loans and overdrafts (see note 18 & 19)	475,000	475,000	475,000	475,000
Trade creditors	946,661	859,425	946,661	859,425
Social security and other taxes	193,129	184,692	190,335	183,160
Other creditors	244,427	234,860	241,174	231,607
Deferred income – fees in advance	2,349,791	4,878,994	2,349,791	4,878,994
Accrued expenses	<u>664,162</u>	<u>642,005</u>	<u>664,162</u>	<u>642,005</u>
	<u>4,873,170</u>	<u>7,274,976</u>	<u>4,867,123</u>	<u>7,270,191</u>

Deferred income in the prior year arose due to the fact that the billing date for the 2023 Autumn term fell on the 31 August when income of £4.7 million was billed.

**17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	<b>Consolidated</b>		<b>School</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Bank loans (see notes 18 & 19)	2,018,750	2,493,750	2,018,750	2,493,750
Deferred income – fees in advance	<u>133,586</u>	<u>159,978</u>	<u>133,586</u>	<u>159,978</u>
	<u>2,152,336</u>	<u>2,653,728</u>	<u>2,152,336</u>	<u>2,653,728</u>

**THE GRANGE SCHOOL HARTFORD LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**18. SECURED DEBTS**

The following secured debts are included within creditors:

	<b>Consolidated</b>		<b>School</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Bank loans	<u>2,493,750</u>	<u>2,968,750</u>	<u>2,493,750</u>	<u>2,968,750</u>

The bank loan is repayable over 11 years from the date it was first drawn down with an interest rate of 1.9% over LIBOR. This changed to 1.9% over Bank of England Base rate from the first quarter of 2022. In February 2021, a quarterly rate swap arrangement was agreed with Handelsbanken to effectively fix the total interest rate at 2.39% for the duration of the loan period. There was no cost to the school for entering in to the swap arrangement. At the year end the fair value of the swap was £221,001 (2023: £389,178). The asset has been recognised in the accounts. The bank loan is secured by a first legal charge over the School buildings, the car park and the sports fields.

**19. LOANS**

An analysis of the maturity of loans is given below:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Amounts falling due within one year or on demand:		
Bank loans	<u>475,000</u>	<u>475,000</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	<u>475,000</u>	<u>475,000</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>1,425,000</u>	<u>1,425,000</u>
Amounts falling due after more than 5 years:		
Bank loans more than 5 years	<u>118,750</u>	<u>593,750</u>

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**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**20. OPERATING LEASE COMMITMENTS**

The future minimum lease payments under non-cancellable operating leases are as follows:

	Other operating leases	
	2024	2023
	£	£
Less than one year	13,942	12,967
Between two and five years	13,942	-
After five years	<u>13,942</u>	<u>-</u>
	<u>41,826</u>	<u>12,967</u>

**21. FEES IN ADVANCE SCHEME**

Parents may enter into a contract to pay the School in advance for fixed contributions towards future tuition fees. The money may be returned subject to specific conditions on the receipt of notice. Assuming pupils will remain in the School, fees in advance will be applied as follows:

	2024	2023
	£	£
After 5 years	133,856	-
Within two to five years	569,968	87,016
Within one to two years	<u>682,048</u>	<u>72,962</u>
	1,385,872	159,978
Within one year	<u>963,919</u>	<u>82,505</u>
	<u>2,349,791</u>	<u>242,483</u>

**Summary of movements in liability**

	£
Balance at 1 September 2023	242,483
New contracts	2,193,567
Contracts refunded	-
Amounts used to pay fees	<u>(86,259)</u>
<b>Balance at 31 August 2024</b>	<u><b>2,349,791</b></u>

THE GRANGE SCHOOL HARTFORD LIMITED

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 AUGUST 2024

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**22. PENSION COMMITMENTS**

**Teachers' Pension Scheme**

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,325,761 (2023: £1,155,657) and at the year-end £Nil (2023 - £ Nil) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

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

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

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following the public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

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

The DoE has now announced the outcome of the 2020 valuation and the cost for employers to remain in the scheme will increase from April 2024 to 28.6% from 23.6%.

**THE GRANGE SCHOOL HARTFORD LIMITED**

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

**Other pension contributions**

For non-teaching staff, the School makes contributions into employees' personal pension funds.

The pension charge for the year includes contributions payable to the schemes of £206,505 (2023: £109,887). At the year-end £Nil (2023: £ Nil) was accrued in respect of contributions to these schemes.

**23. MOVEMENT IN FUNDS**

Group	At 1 September 2023 £	Incoming resources £	Resources expended £	Transfers between funds £	At 31 August 2024 £
<b>Unrestricted funds</b>					
General fund	27,952,280	16,545,597	(16,082,933)	-	28,414,944
<b>Total funds</b>	<u>27,952,280</u>	<u>16,545,597</u>	<u>(16,082,933)</u>	<u>-</u>	<u>28,414,944</u>
<b>School</b>					
	At 1 September 2023 £	Incoming resources £	Resources expended £	Transfers between funds £	At 31 August 2024 £
<b>Unrestricted funds</b>					
General fund	27,892,919	16,413,915	(15,942,606)	-	28,364,228
<b>Total funds</b>	<u>27,892,919</u>	<u>16,413,915</u>	<u>(15,942,606)</u>	<u>-</u>	<u>28,364,228</u>

**24. ALLOCATION OF ASSETS - GROUP**

	Tangible fixed assets £	Net current assets £	Long term liabilities £	Total 2024 £	Total 2023 £
Unrestricted funds	<u>24,535,970</u>	<u>6,031,310</u>	<u>(2,152,336)</u>	<u>28,414,944</u>	27,952,280

**25. CAPITAL COMMITMENTS**

At the balance sheet date, the company had capital commitments as follows:

	2024 £	2023 £
Contracted for WIFI hardware	-	-
School Hall redevelopment	-	-
Contracted for minibus purchase	<u>-</u>	<u>-</u>

There were no capital commitments at 31/08/2024.

**THE GRANGE SCHOOL HARTFORD LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**26. RELATED PARTY TRANSACTIONS**

A number of the governors at the School who held office for at least part of the year had children enrolled at the School during the year. The children attend the School on the same terms as the other pupils.

**27. FINANCIAL INSTRUMENTS**

	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Financial assets measured at amortised cost (a)	10,293,615	12,829,284
Financial assets measured at fair value (b)	<u>221,001</u>	<u>389,178</u>
Financial liabilities measured at amortised cost (c)	<u>4,166,867</u>	<u>4,420,293</u>

(a) Financial assets include cash, fee debtors and other debtors (see note 15)

(b) Financial assets measured at fair value is the interest rate swap (see note 15)

(c) Financial liabilities include deposits, trade creditors, other creditors and loans (see notes 16 and 17)

Impairment losses charged to financial assets measured at amortised cost in the year amounted to £nil.