



Annual Report

2022-2023

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Trustee Governors' Report

Chair's Foreword by **Linda Morris** (Vice Chair)



2022/23 was a pivotal year in the development of NCW. With Covid-19 behind us and in the context of the February 2022 Ofsted Residential Care and Safeguarding inspection, the opportunity to review and confirm the strategic direction of the College was taken. This process also produced an outline estate strategy led by the needs of our students and designed to meet the business model of the college.

Our Chair, Diana Fulbrook, announced her intention to retire at the end of the 2022/23 academic year, in the Autumn term, so a search to find a successor was started by myself as Vice Chair. Diana was very much instrumental in achieving this and we are grateful for her legacy. There is still much to do but having a clear five-year rolling strategy is key to the future direction of the College.

There were several changes to the Governing Body, due to planned retirements by long-standing Trustee Governors and I would like to acknowledge their invaluable contributions. Fortunately, we were able to replace

them with new Trustee Governors with a wide range of skills, of which Pat Dyson, our new Chair, was one. Pat was appointed by the Governing Body in July 2023 to replace Diana. There was also a change of Teaching Staff Governor and Parent Governor.

The new Principal took up her role in September 2022 and her focus was immediately on safeguarding and bringing back robust operational planning and quality assurance, which had lost focus during the closure of College due to Covid-19. Changes in guidance and regulation has prompted the College to strengthen the safeguarding team and review governance arrangements.

The Principal and Senior Lead for Business and Finance, identified significant underlying pressures that could undermine the future viability of the College if not addressed. As a result, a Business Repositioning Programme was launched in the 2022/23 summer term which was to be the major focus in 2023/24.



Objectives and Activities

The Charitable Company's objectives are:

To provide and promote academic, social and religious education for young people who are vision impaired in the United Kingdom and Northern Ireland, the Channel Islands, the Isle of Man and elsewhere in the Commonwealth and, subject thereto, from any other part of the world, with the ancillary purposes of supporting and facilitating the provision of education for such young persons.

To manage and conduct NCW (incorporating Worcester College for the Blind and Chorleywood College for Girls with Little or No Sight) and to hold and administer its property in accordance with the provisions set out in the Charitable Company's Memorandum and Articles of Association, but in particular to secure that the religious instruction given in the College is in accordance with the Church of England

To use restricted funds, legacies and endowments for the purposes stated. A legacy policy is in place to support the furtherance of this objective

The activities of the Charitable Company during the year were in support of the objects. Further details are included within the achievements and performance section of this report

Public Benefit

The Trustee Governors confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'

NCW provides an extensive outreach programme to support students with vision impairment and the professionals working with them. Subject specialists who are also Qualified Teachers of the Visually Impaired (QTVI) are able to provide advice and guidance nationally across all aspects of the curriculum. There are frequent events throughout the academic year at the College to enable visitors to receive training and support. We also have regular family and open days for families, which are national events open to any family with a child with a vision impairment.

Achievements and Performance

Overall, this has been a challenging academic year. Key leadership and management roles were vacant for a significant period of time for a variety of unavoidable reasons.

We have successfully recruited new members of staff of excellent calibre to the roles of; Teacher of Biology, Exams Officer, Head of Care, Facilities Manager, Strategic Lead for Business and Finance and Safeguarding. These successful appointments ensure that both our operational and strategic capacity is strengthened across all areas, however, the legacy of their vacancy means that progress of the aspirational College Improvement Plan has been impeded.

We are delighted with the grading of 'Good' from our most recent residential inspection. Senior leaders recognise this provides us with a strong springboard to achieve the further necessary improvements with regard to safeguarding and embedding the quality assurance processes across the College provision as a whole.

Studies, English Language, Politics, Sociology, Psychology and Health and Social Care.

In addition, supported internships continue to be highly successful for Sixth Form Students extending our relationships with local and national businesses and this is an offer we intend to continue next year.

Financial Review

The College leadership has continued its strategy of increasing teaching income, which rose by 3.7% compared to 2021/22. The focus has been on increasing student numbers which translates into a higher income and increased financial stability for the College. One of the effects of the Covid-19 pandemic was that some of our learners were funded for an extra year, which has resulted in an increase in students in our Sixth Form which we anticipate will return to normal levels next year. Total income for the year was £6,331,172 compared to £6,234,714 in the previous year.

Net Outgoing Resources (after transfers between funds) on general activities for the year at £207,881 compare to £549,555 incoming in 2021/22. The 2023 position continues to reflect additional costs incurred in restructuring and repositioning the management infrastructure.

Total expenditure was £6,356,782, an increase of £748,840 (13.3%) on the prior year. The College faced a backlog of maintenance and therefore expenditure in this area will continue to increase.

Donations and legacies totalled £378,232 in 2022/23 compared to £465,721 the previous year. This includes a Teachers Pay & Pensions Grant (£61,717), Devolved Formula Capital Grant/Schools Condition Funding Grant (£94,532) and an award from the Vinchel Foundation (£120,000).

General Donations remained stable in the order of £45,000.



External examination results for Year 11 students demonstrated highly favourable outcomes, with all students able to demonstrate progression. Specific groups which performed well were those free school meals (FSM) students, who out-performed non-FSM students in terms of results versus targets and also girls compared to boys. Some subjects stood out as having achieved excellent results. These subjects include Science Triple GCSE, Food Preparation and Nutrition and Entry Level Science. These were the right courses for these students which helped them to achieve and exceed their potential.

External examination results for Sixth Form were pleasing overall. We set aspirational targets and we have high expectations about university courses for those who wish to apply. The students performed well when compared to data from their GCSE grades. The grades they achieved are way in excess of typical predicted grades from mainstream settings due to their small class sizes, specialist teaching and well adapted resources. These year groups were affected by Covid-19, having not sat GCSE exams, for the first time facing 'real' exams in Key Stage 5. This proved challenging, staff at NCW prepared them well for this, and students rose to the challenge. Results were very pleasing in a number of areas, namely, Film

Reserves Policy

Total funds held as at 31 August 2023 amounted to £16,169,200 (2022 £16,168,033). This included restricted funds of £494,071 (2022 £453,602), endowment funds of £549,153 (2022 £566,522) and designated funds of £14,724,027 (2022 £14,615,079). Designated fund explanations are included in Note 28 of the Accounts.

General unrestricted funds were £732,949 (2022 £940,830). Reserves of this level are considered reasonable and in line with Trustee Governors' commitments to have the College's reserves at £800,000 (equal to around two months' running costs) to secure the College's financial stability. However, the current economic and political climate continues to increase financial pressures on all providers of special educational needs services given that they are funded by Local Authorities. Trustee Governors remain mindful of the uncertainties and risks but aim to improve sustainability through increasing the levels and sources of funding and continued reviews of curriculum, staffing and fees. Strategic financial management and internal control are underpinned by strong Governance arrangements and a high level of financial competence within the Governing Body. The Trustee Governors continue to receive reassurances from external Auditors that adequate systems of internal control are in place and are exercised.

Plans for the future

Trustee Governors continue to update their rolling five-year Strategic Plan annually to ensure the College is best prepared to meet the increasingly challenging national and local context. They keep abreast of the fast-changing educational landscape, political direction and vision impairment

demographics, taking these into account in deciding how best to secure a sustainable future for the College. Working with the Senior Leadership Team, the Governing Body reaffirmed the 2021/22 intent to progress with the three key strategic priorities for 2022/23. These are:

- Students make excellent progress
- Safeguarding is Effective and Residential Care is Outstanding
- Secure a sustainable future for NCW

As referred to in the Chair's Foreword, a Business Repositioning Programme (BRP) was launched in the 2022/23 Summer Term which is a major focus for the 2023/24 year. Within the context of the BRP, Trustee Governors are retaining a keen focus on the three key strategic priorities.

Progress within each of the strategic priorities is monitored through the 2023/4 College Improvement Plan. This reflects the strengthened focus on robust operational planning and quality assurance, brought about by the new Principal whilst maintaining the key aim of the three strategic priorities. During this year, work will be undertaken to more clearly identify and articulate strategic links to operational delivery plans.

The Governing Body committees robustly monitor progress against the College Improvement Plan, taking responsibility for ensuring delivery of their respective subject areas whilst scrutinising safeguarding responsibilities.

The Governing Body is now poised to refocus on BRP strategic workstreams which will provide opportunities for developing the long-term plan for the site and college. Work will be undertaken to scope the future direction for the College, reflecting all opportunities available in the educational and fundraising sectors, whilst



recognising the changing future of specialist education provision in a challenging financial climate.

The Trustee Governors and the Senior Leadership Team maintain a strong commitment to work together to achieve the College's long-term aspirations.

Structure, Governance and Management

The Charitable Company is a company limited by guarantee, incorporated on 15 January 2007 and registered as a charity on 14 March 2007. The Charitable Company is governed by its Memorandum and Articles of Association dated 11 January 2012 (as amended by special resolution dated 15 November 2021 and further revised by special resolution dated 25 May 2022).

The Trustee Directors of the Charitable Company, known as Trustee Governors with effect from 24 January 2012, are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustee Governors.

The Trustee Governors, who are also the directors for the purpose of company law and who served during the year and up to the date of the signature of the financial statements were:

Mrs DM Fulbrook OBE (Resigned 25 September 2023)

MR IA Paul (Resigned 25 September 2023)

Mr S Tyler

Mrs S Bannister (Resigned 25 September 2023)

Mrs T Smith

Mrs M Russell

Mr JF Munoz (Resigned 17 April 2023)

Dr PA Simkiss

Mr NP Duffy (Resigned 25 September 2023)

Lady L Morris

Mrs S Lock (Resigned 25 September 2023)

Mr T Lawrence

Mrs R Perks (Appointed 1 September 2023)

Mrs P Dyson (Appointed 25 September 2023)

Mrs KJ Gorick (Appointed 25 September 2023)

Mrs L Mauro-Bracken (Appointed 25 September 2023)

Mr AS Price (Appointed 25 September 2023)

Mrs LE Stewart-Barritt (Appointed 25 September 2023)

Mrs EA Williams (Appointed 1 October 2023)

In previous years, in accordance with the Company's Articles of Association dated 11 January 2007 (as amended by Special Resolution dated 6 March 2007) one third of the Trustee Directors, chosen by ballot, together with one co-opted Trustee Director, were re-elected with the new Trustee Governors being elected at future AGMs to fill vacancies arising. However, on 24 January 2012 the Company's Articles of Association were further revised by special resolution providing, amongst other things a) for the establishment of a Governing Body in place of a Board of Trustee directors where there was no committee established to discharge the functions of a school governing body, and b) the appointment of Trustee Governors for a term of four years.

The Principal is an ex officio Trustee Governor and member of the Governing Body.

None of the Trustee Governors has any beneficial interest in the Charitable Company. All of the Trustee Governors are members of the Charitable Company and guarantee to contribute up to £5 in the event of its winding up.

The Trustee Governors receive training at Governing Body meetings and by course attendance, as is deemed appropriate.

The Governing Body consists of at least nine and not more than fifteen individuals, all of whom must be Members. Trustee Governors must retire at the Annual General Meeting next following the fourth anniversary of their election, though they may stand for re-election. A retiring Trustee Governor who remains qualified may be re-appointed but cannot serve for more than two four-year terms of office without a one-year break.

The Trustee Governors meet regularly to manage the Charitable Company's affairs, with at least three meetings a year. A quorum of five Trustee Governors is required for each meeting.

The Principal has overall responsibility under the direction of the Governing Body for the internal organisation, management and discipline of the College and in particular for the provision, development and delivery of its education services. In consultation with the Principal, the Governing Body has established a Senior Leadership Team under the chairmanship of the Principal, to have responsibility for the operational management of the College. The remuneration of key management personnel is set by the Governing Body.

Prior to incorporation, the operations of the Charitable Company were conducted as part of RNIB and upon incorporation RNIP and its subsidiary RNIB Services Limited transferred (by way of trust), most of the property and donated some other buildings and land, together with their associated assets, used by the Charitable Company. RNIB holds a capital recovery deed over most of the properties held by the Charitable Company, the details of which can be found in the Accounts.

Risk Management Policy

The Trustee Governors have given consideration to the major risks to which the charity is exposed and have satisfied themselves that systems or procedures are established in order to manage those risks. They have established a risk management policy to identify and assess risks and to evaluate what action must be taken to mitigate risks to an acceptable level. Risks are monitored and reviewed periodically. In general, the College adopts a medium level approach to risk after mitigating actions and defines its risk appetite as 'cautious'. There are certain areas where this approach does not apply, for example Safeguarding and Health and Safety and where a more cautious approach to risk is adopted and agreed by the Governing Body or its Committees.

Auditor

A resolution proposing that Kendall Wadley LLP be reappointed as auditors of the company will be put to Members.

Disclosure of Information to Auditor:

Each of the Trustee Governors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The Trustee Governors' Report was approved by the board of Trustee Governors.



Student Highlights



Trips and Visits

A Christmas Carol

It was with great excitement that a large group of key stage 3 and 4 students had the opportunity to enjoy a festive theatrical treat in Stratford, starring Adrian Edmondson as Ebenezer Scrooge in David Edgar's critically acclaimed adaptation of Charles Dickens' much-loved classic, A Christmas Carol.

Travelling in cars and minibuses to the RSC Theatre, the group were able to have a touch tour before the performance and a browse around the gift shop. It was a wonderful performance and the students were fully engrossed in the tale of Ebenezer Scrooge, the visits from the ghosts of Christmas Past, Present and Future and how badly he treated his Clerk, Bob Cratchit. Thanks go to Ms Emanuel for organising the trip and all the staff who supported the students and helped them enjoy the show.





Ski Trip

Students were very excited about flying to Italy on the NCW ski trip which was from a Monday to a Saturday at the end of February. Leaving NCW early in the morning, arriving at Gatwick airport at around lunchtime in good time for check in, the group were able to experience using special assistance throughout the trip both in the UK and in Italy.

Four mornings and afternoons of learning to ski with specialist instructors followed, along with enjoying the wonderful Italian cuisine, the facilities at the hotel which included a sauna and hot tub and fun activities each evening. It was an incredible experience for students.

Thank you to our travel partner Seable for organising the trip along with the NCW Activities team and the other staff accompanying the trip.



Trips and Visits

Summer Camps and Residentials

Years 7 and 8 had an actioned-packed week filled with challenging activities and adventures in the summer term. From paddle boarding, bushcraft skills to bowling – they did it all!

The week started with problem-solving activities at local Lakeside Top Barn where they had to work as a team and using only ropes, safely rescue a 'bomb', before donning wetsuits for paddleboarding. A quick picnic was followed by indoor climbing at a local

climbing centre and an evening Malvern Hills Trek. On Tuesday the group canoed five miles downriver before making their own pizzas and heading off bowling. On Wednesday it was off to the Forest of Dean to explore the Sculpture Walk and the Amazing Maze with the evening finishing off with a traditional bonfire and BBQ. On the final day, Students learned bushcraft skills, making their own shelters and enjoying a day in the wild!



Royal International Air Tattoo

In July, students and staff visited the Royal International Air Tattoo. The weather was not on our side but a great day was had by all and memories made.

The RAF Team greeting guests on arrival was fantastic. They opened up a bag check area just for NCW and talked students through the safety checks. Once inside the show, students were free to explore the areas they wanted to with their guides. The noise from the planes flying was incredible and the group was really lucky to be able to tour the Hercules that carried the Queen's coffin from Scotland back to England - the rain was pouring and the group took shelter under the wing of the plane. There were lots of photographers waiting for a VIP guest and the Prince and Princess of Wales and their children hopped out of a car and were greeted by RAF staff. Having waited their turn, students and staff explored the Hercules and enjoyed a private tour. Students sat in the front cockpit and imagined flying such an enormous machine.



Leavers' Prom

What a night! Students and staff gathered for a wonderful evening at this years' Leavers' Prom. In an exciting new venue and with a festival vibe, students arrived looking fabulous to enjoy a sumptuous sit-down meal, the legendary NCW LAFTA Awards and music and dancing into the night. Stevie and Louise were crowned as the Prom King and Queen and photos were taken against the sparkly backdrop, around the dancefloor or outside in the courtyard where folk gathered to get some fresh air around the fire pit.

It was a wonderful evening, enjoyed by all – thank you to Churchfields Farm for hosting us and making the evening a truly memorable one.





Sporting News

GB Judo for Rico

Year 12 student and keen Judoka Rico travelled to Venray in Holland in November 2022 to prepare for his first international competition!

Rico has been practising Judo for 10 years, is a blue belt and forms an integral part of the GB Judo Para-Potential Team. The Nihon Dutch Open took place on Saturday 26 November, where the GB team came away with three gold medals, four silver and two bronze!

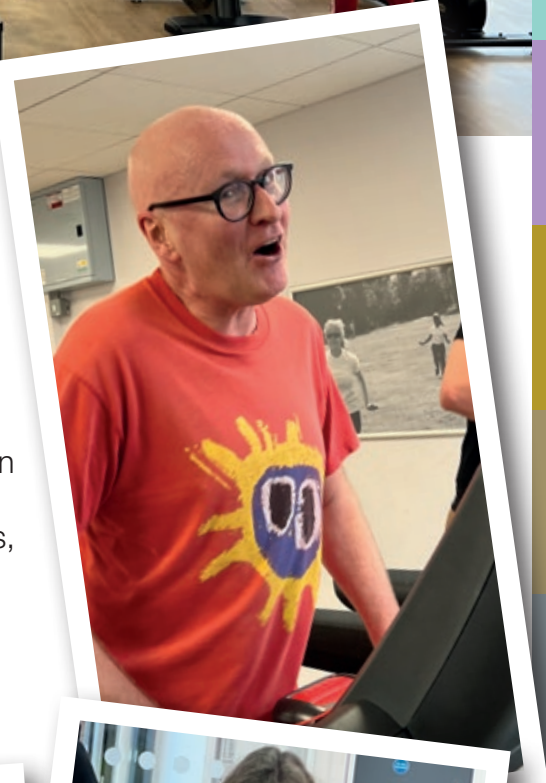




Triathlon Challenge

Senior students Ollie and Thomas put staff and fellow students through their paces at an all-day indoor triathlon which they organised as part of their BTEC Sport Level 2 course.

The remit was to organise and run a sporting event, including the publicity, format, participants and the order of the day. Setting up in the Fit4Purpose multigym those taking part were taken through a warm up by Ollie and Thomas before competing in teams on bikes, rowing machines and running machines. A much needed cool down followed. Times were logged by the scorer (also recruited by the boys) so the results could be analysed and the winners identified. It was a great atmosphere with motivational music, shouts of encouragement and some high-octane physical effort from the athletes.

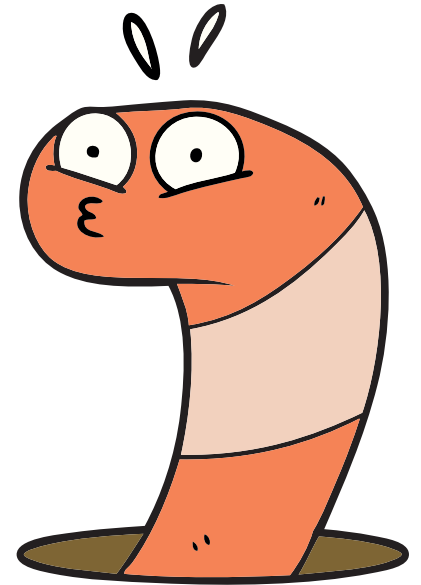


Drama and Music

James and the Giant Peach

Many, many hours of planning, hard work and rehearsals came to fruition at the end of the Spring term with the staging of 'James and the Giant Peach'.

A collaboration between the Drama Department, Music Department and with contributors from all over the school community it was a huge undertaking to plan a record-breaking run of three shows over three days. Following an all-morning dress rehearsal, the first audience to take their seats were from a local primary school. With one show under their belts the cast were more than ready for the VIP evening and a final morning show to share with parents and families. Congratulations to all members of the crew and cast.







Drama and Music

Musical Theatre Concert

Family, friends, students and staff gathered together for the first NCW Musical Theatre Concert, staged by staff and students from Musical Theatre Club.

With the Chapel and Library set up 'cabaret style' the stage was set, silver accessories were donned and the voices were warmed up ready to go. The concert featured a host of songs across myriad musicals – from 'Cabaret' to 'Shrek' and 'Les Misérables' to 'Matilda' – with everything in between! The programme included 'I'm a Believer' from 'Shrek the Musical', 'When I Grow Up' from 'Matilda', 'So Long, Farewell' from 'The Sound of Music', 'The Worst Pies In London' from 'Sweeney Todd', 'Waving Through a Window' from 'Dear Evan Hansen' and 'Maybe This Time' from 'Cabaret'. Supporting the students (and also singing and playing their own hearts out) were Mrs Blake, Mrs Rosoman, Mrs Moore and, of course, the inimitable MR PAINTER!



A week of Turntablism

We were very fortunate to have had the opportunity for Bradley Smith to spend a week here at NCW delivering turntablism and scratch DJ workshops.

It was a truly refreshing week – inspiring and exciting. Every single key stage 3 student had an hour-long workshop, along with our year 6 transition students who were coming to NCW for the first time. All of music GCSE, A-level, BTEC level 3 Performing and BTEC level 3 Music Technology students also had at least one workshop with Bradley. It felt very special that this series of workshops had been specifically developed for blind and VI students. Two Zoom calls with a VI musician living in the States added something particularly unique to the week. This was an opportunity for our students to engage in reflection on what it means to be a VI musician, as well as to ask questions about practicalities and accessibility. Bradley was wonderful to have in school and leaves us with a legacy of expertise, resources, equipment and excitement enabling this project to continue within the key stage 3 music curriculum next year.



Financial Summary

Statement of financial activities for the year ended 31st August 2023	Unrestricted general funds £	Unrestricted Designated funds £	Unrestricted funds pension scheme £	Restricted funds £	Endowment funds £	Year to 31/8/23 £	Year to 31/8/22 £
Income and endowments from:							
Donations & Legacies	106,478	-	-	271,754	-	378,232	465,721
Charitable activities	5,738,428	-	-	129,903	-	5,868,331	5,659,781
Other trading activities	3,183	-	-	-	-	3,183	13,905
Investments	60,160	-	-	18,873	-	79,033	77,500
Other income	2,393	-	-	-	-	2,393	17,807
Total income and endowments	5,910,642	-	-	420,530	-	6,331,172	6,234,714
Expenditure on:							
Raising funds	26,579	8,743	-	-	-	35,322	85,336
Charitable activities	6,016,282	232,795	15,000	57,383	-	6,321,460	5,522,606
Total resources expended	6,042,861	241,538	15,000	57,383	-	6,356,782	5,607,942
Net gains on investments	(1,360)	-	-	(5,494)	(17,369)	(24,223)	(118,743)
Net incoming/(outgoing) resources before transfers	(133,579)	(241,538)	(15,000)	357,653	(17,369)	(49,833)	508,029
Gross transfers between funds	(74,302)	350,486	41,000	(317,184)	-	-	-
Net incoming/(outgoing) resources	(207,881)	108,948	26,000	40,469	(17,369)	(49,833)	508,029
Other recognised gains and losses							
Actuarial gain on defined benefit pension schemes	-	-	21,000	-	-	21,000	(136,000)
Net movement in funds	(207,881)	108,948	47,000	40,469	(17,369)	(28,833)	372,029
Fund balances at 1st September 2022	940,830	14,615,079	(378,000)	453,602	566,522	16,198,033	15,826,004
Fund balances at 31st August 2023	732,949	14,724,027	(331,000)	494,071	549,153	16,169,200	16,198,033

INDEPENDENT AUDITOR'S STATEMENT TO THE TRUSTEE GOVERNORS OF NEW COLLEGE WORCESTER

Report of the independent auditor on the Summary Financial Statements

The accompanying summary financial statements, which comprise the summary Balance Sheet as at 31 August 2023 and the summary Statement of Financial Activities for the year then ended, are derived from the audited financial statements of New College Worcester for the year ended 31 August 2023. We expressed an unqualified audit opinion on those financial statements in our report dated 23 April 2024. Those financial statements, and the summary of financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on those financial statements.

The summary financial statements do not contain all the disclosures required by the Statement of Recommended Practice (FRS102), "Accounting and Reporting by Charities," as amended for accounting periods commencing from 1 January 2016. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of New College Worcester.

Trustee Governors' responsibility for the Summary Financial Statements

The trustee governors are responsible for preparing the summarised financial statements in accordance with applicable United Kingdom law and the recommendations of the charities SORP.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (ISA) 810, "Engagements to Report on Summary Financial Statements."

Opinion

In our opinion, the summary financial statements derived from the audited financial statements and the Trustee Governors' Annual Report of New College Worcester for the year ended 31 August 2023 are consistent, in all material aspects, with those financial statements.

Elizabeth Needham ACA CTA (VAT)
(Senior Statutory Auditor)
For and on behalf of Kendall Wadley LLP
Chartered Accountants
Statutory Auditor
23 April 2024

Granta Lodge, 71 Graham Road, Malvern
Worcestershire, WR14 2JS

Trustee Governors' statement

The summarised financial statements contained in this report are extracted from the full draft financial statements prepared by New College Worcester for approval by the Trustees on 23 April 2024. The full financial statements were externally scrutinised by Kendall Wadley LLP, the entities statutory auditors, and given an unqualified audit opinion. The full financial statements will be submitted to Companies House in due course.

The summarised financial statements may not contain sufficient information to allow a full understanding of the financial affairs of New College Worcester. Copies of the full financial statements are available on request from New College Worcester.

Balance sheet as at 31st August 2023	As at 31/8/23		As at 31/8/22	
	£	£	£	£
Fixed assets				
Tangible assets		15,012,240		14,826,998
Investments		713,519		740,673
		15,725,759		15,567,671
Current assets				
Debtors		26,071		465,229
Cash at bank and in hand		1,856,918		1,479,811
		1,882,989		1,945,040
Creditors: falling due within one year		(934,697)		(741,139)
Net current assets		948,292		1,203,901
Total assets less current liabilities		16,674,051		16,771,572
Creditors: falling due after more than one year		(173,851)		(195,539)
Provisions for Liabilities		(331,000)		(378,000)
Net Assets		16,169,200		16,198,033
Capital funds				
Endowment funds		549,153		566,522
Income funds				
Restricted funds		494,071		453,602
Unrestricted designated funds		14,724,027		14,615,079
Unrestricted funds		732,949		940,830
Unrestricted funds pension scheme		(331,000)		(378,000)
		16,169,200		16,198,033

Trustee Governors

Mr S Tyler
 Mrs T Smith
 Mrs M Russell
 Dr P A Simkiss
 Lady L Morris
 Mr T Lawrence
 Mrs R Perks (*Appointed 1 September 2022*)
 Mrs P Dyson (*Appointed 25 September 2023*)
 Mrs K J Gorick (*Appointed 25 September 2023*)
 Mrs L Mauro-Bracken (*Appointed 25 September 2023*)
 Mr A S Price (*Appointed 25 September 2023*)
 Mr L E Stewart-Barritt (*Appointed 25 September 2023*)
 Mrs E A Williams (*Appointed 1 October 2023*)

Senior Leadership Team

Mrs R Perks, Principal
Mr S Farr, Vice Principal
Mrs V Ward, Strategic Lead - VI Education
Mr W Stark, Strategic Lead - Student Progress
Mr P Marnell, Strategic Lead - Student Wellbeing & Designated Safeguarding Lead
Mr S Morom, Strategic Lead Business & Finance
Mrs J Dursley, Head of Care



New College Worcester

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