

**Public Benefit and Outreach Report to Governors:  
Academic Year 2022-2023**

The School actively supports the attainment of the highest educational standards, partly by networking with other schools (independent and maintained) and partly by peer group studies to evaluate quality and performance improvement methods. We also co-operate with many local charities in our on-going endeavours to widen public access to quality education, to optimise the educational use of our cultural and sporting facilities and to develop our pupils' social awareness of the wider community in which the School operates.

In the furtherance of these aims the Governors, as the charity Trustees, have carefully considered and complied with the duty in s.17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit when considering the School's objectives and activities. We have also appointed a Director of Outreach and Co-curricular to the Senior Management Team, to lead and grow public benefit and partnership work.

**Bursaries and Scholarships**

The School is committed to providing financial assistance to families whose daughters meet the School's entrance criteria but who are of limited financial means. The principal form of such assistance is through the award of bursaries, which range from 50% to 100% of fees. The provision of bursaries is widely advertised and, where available bursary funds are less than the demand from academically qualified applicants, awards are made on the basis of the applicant's performance in the entrance examination. Each award is subject to annual financial assessment.

The School also provides financial hardship assistance in certain circumstances when parents (or the fee payer) of girls already in the School suffer unexpected financial hardship. Each case is assessed on an individual basis and the form of assistance is determined according to specific circumstances.

During 2022-23, the School provided means tested financial assistance totalling £1,750,000, an increase of £278,000 over the level of the prior year.

To help achieve the School's goal of increasing the level of means tested financial assistance provided to parents, the School has devoted greater effort to fundraising campaigns (see "Fundraising" below), the primary focus of which is to increase donations to the School's bursary fund. The School is very pleased that such efforts have begun to bear fruit, with significant donations to the bursary fund in the last several years. Of the £1,750,000 in total means tested financial assistance provided in 2022-23, £236,000 was made possible by donations to the School's bursary fund.

In addition to the means-tested forms of financial assistance described above, the School also awards academic, music, drama, art and sports scholarships to exceptional candidates who are assessed on the basis of written examinations, interview and/or audition. Such scholarships are generally worth no more than 10% of fees and are not means tested. Staff whose daughters attend the School are also entitled to a remission on school fees based on a percentage which varies depending on the year in which they were employed by the School.

In 2022-23, 183 pupils (20% of the total number at the School) received bursaries, hardship assistance, scholarships or staff fee remissions having an aggregate value of £2,100,000 (9.9% of gross fee income). Of these, 83 received means tested financial support, of which 49 were 100% bursaries. It should be noted that a 100% bursary award is in fact worth significantly more as the recipient will also be given free school meals, a free school iPad, assistance with the costs of uniform and free travel on Pupilcoach, as well as assistance to participate in normal school trips and other routine additional activities. The goal is that LEH life for a bursary-holder is essentially the same as for other pupils.

## Community Activities

Through its Public Benefit activities, the School endeavours to foster the aims of its founder by engaging with local, national and international bodies, building strong relations with the local community and encouraging its pupils to contribute positively, willingly and with altruism, for the greater good.

The School's mission statement for its community activities, by which all our current and future Public Benefit and Community activities should be judged, is as follows:

- Acknowledge that by attending LEH, pupils receive an outstanding education, which brings with it responsibility to society;
- Inculcate a culture of participation in the service of the community, locally, nationally and internationally;
- Raise pupils' awareness of issues which challenge their perceptions of others;
- Provide opportunities for pupils to engage in activities with members of the local community, in particular school children and the elderly;
- Provide a stimulating extra-curricular programme which embraces engagement with national and international bodies;
- Engage the whole school in charitable giving;
- Facilitate the use of the school buildings by groups and schools in the local area;
- Develop educational partnerships with local cluster schools.

## Links with Local Maintained Schools

A series of evening on-line "Wellbeing Wednesday" parent talks on a variety of PSHE (Personal, Social and Health Education) topics were organised by LEH and were advertised to our local maintained schools.

The School's Deputy Head Pastoral continued as the LEH Governor on the Local Governing Board of Reach Academy in Feltham. At a curriculum level, LEH continued to support the development of A Level Physics, English and Psychology teaching at Feltham College (Reach Academy's sixth form college) and assisted with GCSE art moderation. In both Physics and Psychology LEH staff offered enrichment and extension activities including Feltham College students visiting LEH to give presentations and take an assembly. In English, LEH staff provided face to face teaching to both year 12 and 13 groups, covering specific texts on the syllabus.

The School also provided leadership resource and funding to support the opening of Feltham College in September 2022 and the continued development of the partnership through the creation of a new role on the senior management team - Director of Outreach and Co-curricular.

We continued to play a leading role in the Hampton Independent State School Partnership; hosting two events at LEH, the Model United Nations convention and a drama day.

Hampton High pupils also attended the CCF programme at LEH.

Pupils from a number of local primary schools attended the popular Saturday morning SHINE programme, which is designed to raise aspirations and enhance the curriculum at key stage 2.

The School continues to play a very active role in the Coalition for Youth Mental Health in Schools. This cross-sector project brings together a number of independent schools, including Alwyn's School, Eton College, Wellington College and St Paul's School, with a range of maintained schools, including Reach Academy, Oasis Trust, Star Academies and Danes Educational Trust, to focus on the mental health crisis facing many of young people today.

### **Links with Other Organisations**

In addition to the above, the School raises awareness among LEH pupils of a number of societal issues through links with other organisations such as Amnesty International.

### **Charity Fundraising**

Charity fundraising involves the whole School community in raising money and awareness for good causes. The Senior and Junior Schools each elect a charity for the year, which becomes the major focus of charitable giving; charities alternate between an overseas charity and a UK based charity. This focus does not preclude other charitable giving, and each year there are a number of smaller charities which benefit from the School's fundraising efforts. Full details of recent fundraising events are displayed on the School's website ([www.lehs.org.uk](http://www.lehs.org.uk)). In 2022-23 LEH's senior school raised £9,250 for the charities working with "Girls not Brides" and the junior school raised just under £6,000 for the charity Toms Trust. In addition, over £2,500 was raised for various other charities, including Macmillan Cancer Support, and to assist those affected by the crisis in Ukraine and the earthquake in Syria and Turkey. A sizeable donation of hygiene products and food were also collected for local food banks.

For information regarding LEH's fundraising for its own charitable purposes, please see Fundraising.

### **Cultural Contribution and Sporting Facilities**

During 2022-23, the School gave free use or reduced rates of its swimming pool and sports facilities to a number of local maintained schools and community organisations.

## **The Environment**

The School recycles paper and other recyclable materials (including food waste) throughout the School, notably from the dining halls. During the year in review, the student-led EcoSquad continued proactively to work towards further reducing the use of plastic and paper in school. To reduce food waste, our caterers measure and report monthly the amount of food wasted in various aspects of our catering services.

The EcoSquad was also instrumental in obtaining the Eco-Schools Green Flag accreditation for the senior school in 2022-23. At the same time, the junior school renewed its accreditation, this time improving its status to With Merit.

During 2022-23, the School continued to work on implementing its long term sustainability strategy centred on reducing its carbon footprint and environmental impact more generally. The focus is to implement gradually a decarbonisation strategy that will enable the School to reduce over time its reliance on fossil fuels (primarily in heating, catering and transportation) and to install additional solar panels to maximise the use of solar energy on site. The costs of achieving its decarbonisation strategy is considerable and will need to be spread over the medium to long term. Further technical analysis continues with the assistance of outside consultants, notably on how best to renew the heating infrastructure of LEH's junior school.

The School currently relies primarily on gas to heat the School and operate its kitchens, although a portion of its facilities are heated and cooled by individual room electric heat pumps. In addition, the School's fleet of minibuses and vans consume diesel fuel. The School's decarbonisation strategy is based on gradually replacing gas and diesel with electric heating and transport alternatives. Electricity is also used for lighting and operation of machinery. The School sources 100% of its electricity from renewable sources, of which approximately 5% comes from solar panels located on school grounds.

Under the Energy Savings Opportunity Scheme (ESOS) regulations, the School prepares a report every three years which is designed to identify energy saving opportunities. The latest tri-annual report is expected to be completed early in 2024. For the year ended 31 August 2023, the School consumed 2,700,000 kWh of energy (3,200,000 kWh in 2021-22). This was equivalent to approximately 600 metric tons of CO<sub>2</sub> and 3.0 tons per full time equivalent employee (689 tons and 3.6 tons per full time equivalent employee, respectively, in 2021-22).

In all of the School's most recent major capital projects, the School has achieved an "Excellent" BREEAM rating, an internationally recognised certification standard that assesses the environmental and sustainability features of new buildings.