



# Annual Report 2018-19







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This report gives details of what we are about, the core of which is excellent education, set within a broadly Christian ethos. Our high standards in literacy and numeracy, which enable a child to progress to the next school, are important. We also value our small class sizes, which both allow every child to be treated as an individual and encourage each to develop his or her personal best across a wide range of subjects, including sport, drama, music and art.

Thanks to the hard work of teachers, staff, parents and volunteers we now provide excellent education, backed by our knowledge-based curriculum, to about 300 children. This year I should particularly like to mention the work of our head office in working behind the scenes to make everything run as efficiently as possible.

This means that our fees are pretty much the lowest of any independent school anywhere near our east and west London catchment areas – and less than half the cost of many. Low fees and high standards are good for

families, but also enable any bursary donations to have high impact and to spread our broad and excellent education to as many children as possible. Thanks to the generosity of our Patrons and others we have been able to give over £40,000 in support to families at time of particular need. We hope to expand our bursary programme in 2020, so please do get in touch with me if you would like to contribute to that in any way.

Later in this report you will see a list of leavers for whose contribution we give thanks and joiners whom we welcome with every wish of a successful and enjoyable time at NMS. A special mention must go to Sarah Gimblett, Deputy Head of Faraday School, returning to New Zealand, Dawn Knee, Human Resources Manager and Emily Compston who joined Maple Walk as a parent in 2008, worked in NMS from 2009 leading our marketing and property management and now looks forward to new challenges in a special charity role. They leave with huge thanks from us all.

*David Jones*

## I am delighted to report our best ever year



At the end of my sixth year as CEO I am delighted to report our best ever year, in terms of transfers to secondary schools of choice for our Maple Walk pupils, and in terms of the financial surplus generated by the Company.

These outcomes have been achieved against a background of extensive parent migration and we are proud both of our pupils' achievements, and of the staff in school and at the company without whom we would not have seen such success. Our low fees never impede our aims either to deliver excellence in educational provision, or continuously reevaluate and improve what we do, or to invest in people, resources and facilities. In 2018-19 this led us to extending school facilities at Maple Walk, by adding two new classrooms, enabling much greater flexibility in the teaching of individuals and sub-groups as well as whole classes within each year-group.

Compliance with regulations remains an absolute priority. During Summer 19 we again reviewed all our policies to bring us inline with yet further changes to government guidance and also best practice for 2019-2020.

Lastly, as a result of parent migration, we experienced higher than usual mid-year child withdrawals, particularly at Faraday, where a number of European parents moved overseas. Luckily, in the 2019 Autumn Term, the schools saw some counterbalancing, with nine children joining us in the week after start of term.

**Peter Meyer,**  
Chief Executive Officer

Profit and Loss Account  
(Statement of Comprehensive Income)  
Year to 31 August 2019

	2019 £	2018 £
Turnover	3,333,794	3,199,774
Cost of sales	(2,654,373)	(2,665,148)
<b>Gross profit</b>	<b>679,421</b>	534,626
Administrative expenses	(463,581)	(449,239)
<b>Operating profit</b>	<b>215,840</b>	85,367
Interest receivable and similar income	12,775	8,047
Interest payable and expenses	(250)	(200)
<b>Profit before tax</b>	<b>228,365</b>	93,234
Tax on profit	(51,041)	(28,662)
<b>Profit for the financial year</b>	<b>177,324</b>	64,572

Statement of Financial Position  
at 31 August 2019

	2019 £	2018 £
<b>Fixed assets</b>		
Tangible assets	189,517	256,518
<b>Current assets</b>		
Debtors: amounts falling due within one year	89,860	102,929
Cash at bank and in hand	2,131,964	1,834,475
Creditors: amounts falling due within one year	(1,666,526)	(1,626,431)
<b>Net current assets</b>	<b>555,928</b>	310,973
<b>Total assets less current liabilities</b>	<b>744,815</b>	567,491
Creditors: amounts falling due after more than one year	(5,000)	(5,000)
<b>Provisions for liabilities: Deferred tax</b>	<b>(26,426)</b>	(26,426)
<b>Net assets</b>	<b>713,389</b>	536,065
<b>Capital and reserves</b>		
Called up share capital	501,057	501,057
Profit and loss account	212,332	35,008
	<b>713,389</b>	536,065

## Directors and Advisors

### Directors:

**David Jones: MA (Cantab) DL (Chairman)** spent 26 years at UBS/Warburg and is now a partner at the investment firm Oldfield Partners. He is member of the court of the Fishmongers' Company.

**Peter Meyer: BA Hons (Bristol) FCA (Chief Executive Officer)** spent 30 years in the City including 11 years as Director and CFO of the banking and fund management arms of Schroders.

**Robin Broadhurst: CVO, CBE, FRICS** Spent over 40 years in the property industry including 5 years as Chairman of Jones Lang Wootton Int. He is a trustee of several charities and a director of two family companies.

**Alexandra Cornforth: BA (Oxon), MLitt.** Has held several Director positions over the course of thirty years in the City, and is now a regulatory compliance consultant.

**Xavier Villers: MA (Oxon) ACII** has spent over 35 years in the insurance sector. He is a senior partner at Miller Insurance Services LLP and a former Chairman of the Marine Executive of the LIIBA.

### Advisors:

**Jonathan Cubitt: BA ACA, Chairman of Audit Committee** has worked for many years in the Not For Profit sector and is currently Bursar of Queen's Gate School.

**Andrew Ellams, MA (Oxon), Chairman of Teaching and Learning Committee,** has worked in education for 30 years. He is Senior Deputy Head and Director of Studies at St Paul's Girls' School.

**Ian Elliott, Parent Advisor,** is a parent at Maple Walk School, and in his work provides consultancy on delivering innovative services in education and social care.

**Ben Fitzgerald-O'Connor, Parent Advisor,** is a parent at Faraday School, and in his work runs his own IT support company.

**Sara Green: BEd (Hons) Kingston, NNEB, Mont Dip (LMC)** is the principal of Jordan's Montessori Nursery School in Hammersmith.

**Sally Hobbs, BA (Hons), PGCE,** taught in the independent sector for over 35 years including 22 years as Head of Orchard House, and was named UK Prep School Head by Tatler magazine in 2015.

**Justin Shaw: MA (Cantab)** is a barrister, educational researcher and author. He is a former Chairman of Trustees at Civitas and whilst there co-founded NMS and was NMS Chairman for its first 5 years.





# The achievements across the curriculum are impressive

Maple Walk has had a particularly buoyant year with excellent Year 6 offers and an expanded curriculum to support and encourage all our pupils to thrive. I am proud that it is a school where creative arts are valued alongside the core subjects. The curriculum is designed to develop the skills and talents of the children through many sporting events, drama productions, musical soirees and dance extravaganzas. We support the children in their studies with an excellent nurturing environment, providing the additional enrichment and extension activities where necessary.

The successful implementation of the School Development Plan is facilitated by a wonderfully energetic Senior Leadership team, enthusiastic teaching staff, the support of NMS and a loyal parent body.

Our focus has been on the development of maths mastery and the implementation of problem-solving activities; these encourage collaborative work and critical thinking, whereby the children are encouraged to question and think through complicated issues affecting people today. The classroom is a safe, secure place for the children to develop a positive 'growth mindset' that is so important in today's world.

Beyond the curriculum, it is wonderful to continue to be able to offer a huge range of before and after school

clubs. These provide opportunities for children to experience and learn new skills such as animation, Taekwondo, coding or robotics.

Music has developed over the course of the year with steel pans, drumming and ukulele becoming a regular sound within Maple Walk. Our musical events and drama productions have been a real talking point and are a showcase for our talented children. It is wonderful that children actively participate in our informal Magical Maple Walk Moments assemblies and impress their peers and family with their skills.

Our fabulous parent body continue to fundraise and provide additional "extras" for the School; this might be an author visit; 3D Virtual Reality Day; a drama workshop or additional playground and gardening equipment.

Year 6 are the "Maple Walk Product" and the offers of places this year reflects the wonderful education received during their time here. It is a credit to their efforts that they have achieved so much.

**Sarah Gillam,**  
November 2019













The children grow in confidence each term and their experiences in the classroom help to nurture a love of learning and desire to keeping trying and embrace challenge!

Thanks to the generous support of the Fishmongers, we have been able to make substantial investments in the arts this year, including visits from musicians to play the flute, saxophone and clarinet to inspire the children to learn an instrument, as well as from a resident artist who helped the children create a large portion of the Thames out of fishing rollers! But without a doubt, the highlight so far has been our participation in the Shakespeare's School Festival, which saw all the children in Year 5 and 6 take to the stage at the Greenwich Theatre in an incredible performance of Macbeth.

There have been a great range of trips and workshops over the year too, with children learning to make ice-cream using salt at Salters' Hall, exploring mud larking at London Docklands museum and taking part in science workshops exploring plastic. These extra-curricular activities, combined with the House events and School Council initiatives, have led to plenty of opportunities for the children to collaborate and take ownership of their learning.

Animation club's continued success and growing number of accolades is the perfect example of how creativity, teamwork and critical thinking is fostered at Faraday. Our combined animation with Maple Walk, 'Attack of the Plastic Pollution', won the Best Animation at the Cardiff International Film Festival this term and they have two new films that explore the 'Life of Michael Faraday' and 'Jane Goodall and her Chimps'.

The children grow in confidence each term and their experiences in the classroom help to nurture a love of learning and desire to keeping trying and embrace challenge. The wonderful parents at Faraday are at the heart of the school and their continued support ensures the children are set up to succeed.

**Claire Murdoch,**  
December 2019





## Secondary School Transfers

At NMS we aim to prepare all pupils for their next stage academically, whether competing for a place at a highly selective independent school or joining their peers within the maintained sector. We are enormously proud of all our pupils, who leave our schools confident and with a great sense of personal accomplishment.

In 2019 we had 34 Year 6 graduates and we received offers from the following schools, including 15 scholarships/awards.

Arts Educational	Latymer Upper
Aldenham School	Marylebone Boys'
Belmont	Merchant Taylors
Channing	North Bridge House
City of London	Notting Hill & Ealing High
Eaton Square	Portland Place
Emanuel School	Queen's College
Francis Holland Regents Park	Queen Elizabeth Boys (grammar)
Godolphin and Latymer	South Hampstead
Haberdashers	St Benedicts
Harrodian	St James Girls
Heathside	St John's Leatherhead
Highgate	St Paul's Boys
Holland Park	The Quay School
Ibstock Place	University College School (UCS)
JcoSS	Westminster
Kew House	Wetherby

In other years, pupils received offers from some of the schools listed above, and also:

Bedales, Bales College, Berkhamsted, Blackheath School for Girls, Camden Girls, Canary Wharf College, Christ's Hospital, Chigwell, City of London Academy, Colfes, Dwight, East London Science School, Forest School, Francis Holland Sloane Square, French Lycée, The German School, The Grey Coat Hospital School, Hampstead School, Hanford (Blandford Forum), Harris Boys East Dulwich, Henrietta Barnett, Hockerill College, John Lyon, King Alfred, Kingham Hill (Oxfordshire), Leweston (Sherborne), Lockers Park, The London Oratory, Marylebone Girls, Marylebone Boys, Monmouthshire School for Girls, More House, Queens Gate, Radnor House, St Augustine's, St Christopher Letchworth, St Dunstan's College, St James Senior Boys', St Paul's Girls' School, Thames Christian College, Upton Court Grammar School.

## Our vision

**To provide a first class education at the lowest sustainable cost:**

**This means:**

- Setting high expectations for each child's individual learning and development.
- Using a knowledge-based approach in preparing children both for public examinations and for the rest of their life.
- Providing inspirational teaching by enthusiastic and high-achieving teachers across a wide range of academic subjects and extra-curricular activities.
- Using a not for profit ethos and a model for running schools which makes us as affordable as we can be to as many people as possible.

## Our values

**Our community**

- Our values derive from a broadly Christian ethos, with obligations of courtesy, helpfulness and openness.

**Our work**

- Starting with strong foundations in literacy and numeracy, to instill a love of learning in children through an inspiring and broad curriculum.

**Our goals**

- To teach pupils in a way that allows them to fulfil their potential and to grow towards maturity and self-confidence.
- To instill habits of effective learning and good behaviour at an early age. To deliver value for money and maintain strong links with our parent body.
- To nurture and inspire.

## Goodbye to and Special thanks to...

**Sarah Gimblett** has been one of the key figures for Faraday School and NMS for over eight years since starting with us, initially as a relief teacher in March 2011, then as an employee in September 2011. She has been key to us at Faraday, not least for her roles as Class Teacher, Subject Coordinator, Head of Academic, Head of Pastoral, Deputy Head and Acting Head (with these roles often in combination!), but also to the parents who have trusted and respected her; and to the children who have benefited from her outstanding teaching and pastoral care; and to those outside the School, at board meetings, open mornings and at Local Authorities, competitor schools and nurseries, for many of whom she has been "The School". She has consistently been the glue that has melded together the Faraday staff team, and the inspiration for so many at Faraday, whether leading the Maths or Computing Curriculum, or overseeing Assessment work, or via the After School Clubs she organised. NMS owes her a lasting debt, which these few words can only hint at. She leaves this December to resume her teaching career in New Zealand, where we wish her the very best for the future.

**Emily Compston** was first involved with NMS in 2008 as one of the pioneering Maple Walk parents (in Kensal). As the great, dynamic team member she is, Emily immediately sought to help the new venture by identifying our site in Harlesden as a new permanent home and then overseeing its purchase. Over the next 11 years she project-managed the development of the new site and helped

with the launch of the new Faraday School; and became integral to the schools' growth, buying or fixing whatever we needed in West or East London. Over her time with us she developed an expertise in Health and Safety - and even payroll, for a period; but in recent years she has acquired and honed an unparalleled expertise in Marketing, an area that she extended and professionalised such that we are the envy of other schools groups. She leaves us to take on a full-time role at Head of Operations at the new charity Little Village, who are lucky to have her.

**Dawn Knee** joined us in March 2014 as NMS's first full time HR Manager. She immediately made a difference, professionalising all that we had been doing previously in terms of recruitment & selection and spearheading the development of new policies, forms and procedures. She has always paid great attention to detail and seeing processes through. So for example, when recruiting she put up ads; selected candidates; attended interviews; sent offer letters; let candidates know why they didn't get the job; and obtained all documents including references. However, apart from her reliability at getting all these things done, perhaps the thing we will miss the most about Dawn is her informed judgement and advice. She leaves us to take on a HR Manager role in a large independent school in South West London and we wish her the best of luck in that role.









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