



## Public Benefit Policy

The purpose of The Hall School is to provide high quality education for boys aged 4 to 13 years. 'Education' encompasses providing an environment conducive to sharing and forming knowledge, skills, values, beliefs and habits through discussion, teaching, training and research activities.

The Hall School takes seriously its responsibility to ensure that the school is being run for the public benefit, not solely to benefit those families who pay full fees. In determining how this is achieved, the following 'charity' principles guide decision-making:-

- **We aim to ensure the School's purpose provides benefit**

This means understanding how the purpose is beneficial and carrying it out so as to benefit the public accordingly. The level of provision that we make for 'the poor' must be more than minimal or token.

- **We aim to manage risks of detriment or harm to the School's beneficiaries or to the public in general that might result from carrying out the purpose**

This means identifying risks of harm, minimising the risks and making sure that any harm that might arise is a minor consequence of carrying out our purpose.

- **We aim to make decisions about who benefits in ways that are consistent with our purpose**

This means knowing who can potentially benefit from the School's purpose and giving proper consideration to the full range of ways in which we can carry out our purpose.

Factors that affect who can benefit from our purpose include (amongst others):-

- the location of the school and its sports facilities
- physical access to facilities provided by the school (such as opening hours)
- charging for using school facilities or services (eg. teaching services)

As a fee-charging charity, The Hall acknowledges that we must not exclude 'the poor' from benefiting from our purpose ("poor" in this context includes people of "modest means"). The Hall Governing body decides in specific circumstances what constitutes 'poor' and what provision (in addition to what would be more than minimal or token provision) to make to enable 'the poor' to benefit from the School's activities. Such decisions include consideration of relevant factors such as:

- the level of fees charged
- the School's financial situation and business plans (including the level of salaries for professional staff and their required level of qualification)
- how the School operates 'on the ground'
- whether the School provides a 'luxury' service and what facilities it offers; the provision of such services would make it more incumbent on the school to demonstrate a real level of public benefit

- whether the School has any endowment funds (the funds which the Governors are legally required to invest or keep and use for the School's purposes. Endowment may be expendable or permanent)
- the School's geographical location and its proximity to areas of social deprivation (Based on the Charity Commission's reference to the Upper Tribunal's suggestions)

### **Primary School Partnerships**

The Hall is committed to offering certain provisions from which 'the poor' might benefit, primarily through developing partnerships with local primary schools in areas of social deprivation. Through the building of relationships with the head teacher, the Senior Leadership Team, teachers (and in some cases parents) within the partnership primary schools, it is intended that a range of appropriate provision can be efficiently directed to where the need is greatest. Such provision will include:-

- offering bursaries; working with local primary schools to provide bursaries to children from families that cannot afford to pay for the child's education. This includes consideration of paying secondary school fees if alternative funding is not available.
- enabling pupils from local primary schools to use The Hall's educational facilities (eg. Wilf Slack sports facilities, arts and pottery, music and concert facilities)
- enabling pupils from local primary schools to share certain curriculum subject lessons or other educational events such as workshops and masterclasses (eg. music and art projects)
- formalising ways of sharing knowledge, skills, expertise and experience with teachers in partnership primary schools as a form of non-financial sponsorship collaborating with local primary schools, to provide more informal educational experiences in the form of clubs and activities for G&T children in both schools (eg. Science Club, Enrichment Maths Club, Choir)
- sponsoring summer holiday enrichment camps with partnership schools
- having an arrangement with a grant providing body (eg. the Mercer's Company) to stream funding to the partnership primary schools for specific educational purposes (eg. for music lessons)
- formally seconding Hall School teaching staff to local primary schools in specialist subjects (eg. modern languages)
- through sponsorship of an Actor in Residence from a local drama college, hosting and leading drama competitions and productions in conjunction with partnership local primary schools
- working together with local primary school teachers on projects to improve the quality of teaching and learning for pupils (eg. Lesson Study programme at Richard Cobden Primary, joining in The Hall Teacher Learning Communities sessions)
- collaborating with partnership primary schools to share respective skills and experience (eg. Science Co-ordinators sharing approaches to assessment and investigative work, Hall School parents providing reading and mentoring support in partnership primary schools)

### **Local Community Engagement**

It is the Governors' wish to enhance The Hall's engagement in the local community beyond the school gates to the benefit of local residents and establishments. To this end, a range of links are to be developed planned, to include:-

- Bursaries to local residents
- A lecture series for the general public
- Sponsorship of a Masters degree student at the Royal Central School of Speech and Drama, Swiss Cottage
- Sharing of facilities with The Winch, a non-profit organisation based in North London which provides after school clubs and holiday camps for children from local primary schools in North London.

### **Local Professional Community Engagement**

It is the Governors' wish to enhance The Hall's engagement in the local professional community beyond the school gates to the benefit of all teaching professions. To this end a range of links are being developed, to include:

- Hosting and organising training meetings for newly qualified teachers, as the IStip North London regional centre (Independent Schools' Teacher Induction Programme)
- Teach Meets
- Developing a range of TEDx Events