

GIRLS' DAY SCHOOL TRUST - TAX STRATEGY 2021/22

Introduction

- This statement is the Girls' Day School Trust (GDST) tax strategy that is published to meet the requirements of the Finance Act 2016, Sch 19, Part 2, Para 22.
- The GDST has a duty to all of its stakeholders to ensure that it makes the very best use of its financial resources for the furtherance of its charitable activities.
- It also has a duty to the Charity Commission to demonstrate that the charity's affairs are managed efficiently and effectively.
- We comply with tax law and the requirement to pay all taxes that are due on time.
- Our tax strategy has been approved by the GDST Council of Trustees.

Principles of the Tax Strategy

1. We take a responsible, transparent approach to the management of our tax affairs.
2. We do not use contrived or artificial structures to reduce our tax liabilities.
3. We take advantage of all relevant tax reliefs and incentives that are available, but at all times we show respect for the intention as well as the letter of the law.
4. We seek an open dialogue with HM Revenue & Customs (HMRC) and HM Treasury in pursuit of a professional and constructive working relationship.
5. We require our staff to consult with the Head of Finance in all significant projects, acquisitions and developments, so that any potential tax consequences can be fully assessed in advance.
6. With regard to particularly complex tax issues, we may seek external advice from reputable professional firms with specialist expertise in that area.
7. We never deliberately conceal or knowingly misrepresent issues to HMRC. If we discover errors, we disclose them without delay.

How tax matters and risks are managed

Tax compliance and reporting is managed by the Finance team with oversight from the Chief Financial Officer. The Head of Finance, who reports to the Chief Financial Officer, has responsibility for tax planning, processes and controls, bringing in the operational aspects of our schools in consultation with the relevant people at each location.

Tax risks are regularly assessed and reviewed as part of the risk management process across GDST, with the Audit Committee reviewing the appropriate level of mitigation, taking into consideration the impact and likelihood of the risk happening. This committee reports to the GDST Council of Trustees as part of its responsibilities to manage the risks faced by the organisation.

The risks are managed by:

- appropriate training of staff whose roles and responsibilities have an impact on tax compliance
- obtaining professional advice for complex issues and/or areas of uncertainty
- having proportional processes and controls in place to ensure compliance with tax laws
- internal audit and/or external tax advisors periodically test the tax areas with high inherent risks
- working or liaising with the tax authorities where appropriate