



Knowle Church of England Primary Academy

Governors' report and financial statements

for the year ended 31 August 2020

Knowle Church of England Primary Academy
(A company limited by guarantee)

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Knowle Church of England Primary Academy
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Reference and administrative details

Members	L Mackay H Morris P J Sidwell G Breatnach Rev G P Lanham (appointed 9 September 2019) J Carver (resigned 9 December 2019)
Governors (Trustees)	H Ager ¹ J Carver (resigned 9 December 2019) ¹ S Covington ¹ J Godsall ¹ P A Allen ¹ L Mackay, Chair of Govenors ¹ S Day ¹ C Harris ¹ S Harris D N Hillier ¹ H Fulker H S Morris P J Sidwell ¹ C D Welton ¹ H C Fitzgerald ¹ Rev G P Lanham (appointed 9 September 2019) ¹ C Bartley (appointed 12 March 2020) ¹ S Rankin (appointed 9 July 2020)

¹ Finance and General Purposes Committee

**Company registered
number** 08437300

Company name Knowle Church of England Primary Academy

**Principal and registered
office** Kixley Lane
Knowle
Solihull
West Midlands
B93 0JE

Knowle Church of England Primary Academy
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Reference and administrative details (continued)
for the year ended 31 August 2020

**Senior management
team**

J Godsall, Principal and Accounting Officer
E Clarke, Vice Principal
M Stonehill, Vice Principal
E Lynch, Business and Facilities Manager

Independent auditors

Dains LLP
Chartered Accountants
Statutory Auditors
15 Colmore Row
Birmingham
B3 2BH

Bankers

Lloyds Bank
Poplar Road
Solihull
West Midlands
B91 3AN

Knowle Church of England Primary Academy
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Trustees' report
for the year ended 31 August 2020

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

Knowle CE Primary Academy is a standalone academy trust. It serves the children and families of the village of Knowle and the surrounding area of Solihull. It offers education and childcare for children aged 3 – 11 years and currently has 497 pupils on roll.

Structure, governance and management

a. Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The Governors of Knowle Church of England Primary Academy are also the directors of the charitable company for the purposes of company law. The charitable company is known as Knowle Church of England Primary Academy.

Details of the Governors who served throughout the period except as noted are included in the Reference and Administrative Details on page 1.

b. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

Knowle Church of England Primary Academy
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Trustees' report (continued)
for the year ended 31 August 2020

Structure, governance and management (continued)

c. Method of recruitment and appointment or election of Governors

The management of the Academy is the responsibility of the Governors who are elected and co opted under the terms of the Articles of Association.

In accordance with the Articles of Association, the Academy's Governing Body comprises the following:

- Up to 3 Governors appointed by the members
- Up to 3 Foundation Governors, which shall comprise the Incumbent as an ex officio Governor and up to 2 Governors notified to the Academy by the Diocese and Knowle United Charities acting together
- A minimum of 2, and no more than 5, Parent Governors who are elected by parents of registered pupils at the Academy
- 3 Staff Governors
- 4 Community Governors
- The Principal, who is treated for all purposes as being an ex officio Governor

Governors are appointed for a four year period, except that this time limit does not apply to the Principal or the Incumbent. Subject to remaining eligible to be a particular type of Governor, any Governor may be re appointed or re elected.

When appointing new Governors, the Board will give consideration to the skills and experience mix of existing Governors in order to ensure that the Board has the necessary skills to contribute fully to the Academy's development.

Since becoming an academy, the Governors have regularly undertaken a full skills audit to determine any weakness in the range of expertise and experiences.

d. Policies and procedures adopted for the induction and training of Governors

The Board of Governors has devised an informal induction process to ensure that all Governors understand their roles and responsibilities. The training and induction provided for new Governors will depend on their experience but would always include an induction meeting with the Principal and the Chair of Governors, a tour of the Academy with the Chair of Governors, and a chance to meet staff and pupils. All Governors have access to policies, procedures, minutes, accounts and budgets and other documents they will need to undertake their role as Governors. Governors make regular use of the training packages offered by the National Governors Association and Solihull LA Governor Services; these activities are coordinated by the Clerk to the Governing Body. All Governors are subject to DBS checks.

e. Organisational structure

The Governing Body – Full Board

- Resources and Planning Committee
- Scrutiny and Standards Committee
- Pay Committee
- Curriculum and Collaborative Partnership Committee

Knowle Church of England Primary Academy
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Trustees' report (continued)
for the year ended 31 August 2020

Structure, governance and management (continued)

f. Arrangements for setting pay and remuneration of key management personnel

The academy has a Pay Policy which is reviewed annually by the Governors and is based on the locally agreed model policy, which is in turn based on the School Teachers' Pay and Conditions document. This covers all key management personnel who are qualified teachers. The policy for other key management personnel is based on the terms and conditions of the National Joint Council for local authority services and the Solihull MBC pay bands; this is also agreed by the Governors.

g. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	-
Full-time equivalent employee number	-

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	-
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time £

Total cost of facility time	-
Total pay bill	1,916,812
Percentage of total pay bill spent on facility time	- %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
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Objectives and activities

a. Objects and aims

The principal object and activity of the charitable company is the operation of Knowle Church of England Primary Academy to provide education for pupils aged 3 - 11, in particular without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum;

The main aims of the Academy during the period ending 31 August 2020 are summarised below;

Preparing Children for the Future

<u>Be Healthy</u> We aim to empower each child to become physically, mentally and emotionally healthy in order that they can learn effectively and choose a healthy lifestyle.	<u>Embrace Christian Values</u> We aim to empower each child to develop socially, morally, ethically and spiritually by experiencing and sharing in our Christian beliefs and values	<u>Stay Safe</u> We aim to develop and sustain a happy and secure environment in which children become self-confident, articulate, emotionally aware, socially adept, literate and numerate in order to make the right life choices and, therefore, be inherently safer.
<u>Make a Positive Contribution</u> We aim to empower children to actively engage in the planning of their learning experiences and have the confidence to express themselves in discussion and in writing in order that they will choose to engage positively in social and community roles, becoming global citizens.	<u>Enjoy and Achieve</u> We aim to empower each child to experience the joy of learning and to achieve success, developing their capacity to learn independently and interdependently in order that they choose to be engaged in lifelong learning.	<u>Achieve Economic Well-being</u> We aim to empower each child to develop a positive attitude, become self-motivated, and develop key academic and social skills, which enable them to think creatively and choose to impact on, influence and shape the world they live in.

Objectives and activities (continued)

b. Objectives, strategies and activities

The following key areas for development in 2019/20 were prioritised in the Academy Improvement Plan as follows:

To further revise and improve our curriculum to ensure that it is tailored to all our pupils' needs, addresses our concerns with regards to Health and Well-being (SMILE) and continues to provide experiences that enable genuine breadth and depth of learning for our pupils.

- Incorporate SMILE into the LTP for the academy's whole to enable pupils to better understand the complexity of the world they live in and the extent to which they can influence and shape their own future.
- To review the way our Curriculum Intent:
 - Supports pupil engagement
 - Is well-defined
 - Contains the right elements
 - Is based on a strong rationale
 - Is sequenced to maximise pupil progress
 - Is accessible to all
 - Supports pupils to experience 'Life in all its fullness'
 - Review and improve the MTP format based on the 5 Pillars of Curriculum Design
 - Improve the Governing Body's knowledge and understanding of the Academy's whole curriculum

To review and improve the way in which we teach reading across the school to ensure that when formally assessed, our pupils are attaining standards that are at least, in line with the individual's prior attainment and, by cohort, are better than both local and national age-related expectations with a particular focus on Middle Attainers.

- To further develop the Subject Leader's knowledge and understanding of the strengths and weaknesses of the current provision for the teaching of Reading.
- To improve the quality of teaching of comprehension skills in Y2-Y6.
- To improve the levels of 'fluency' in Reading for pupils in Y2 to Y6.

Improve the quality of teaching in Writing in those year groups where data and other forms of SSE have indicated that this is necessary.

- To improve teachers' understanding of the links between grammatical features and text level teaching; to ensure pupils receive a more varied diet across the school.
- To improve the quality of the teaching of Writing by providing more structure and guidance for teachers.

c. Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

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Trustees' report (continued)
for the year ended 31 August 2020

Strategic report

Achievements and performance

On March 23rd 2020, the normal functioning of schools in the UK was suspended as a result of the COVID-19 pandemic. Between September 2019 and March 2020 good progress had been made towards achieving the academy's identified areas for key development but after March 2020 this work was suspended in order to follow the Government's strategic plan to keep school open for children of key workers and those pupils deemed to be 'vulnerable'. This continued until June 2020 when schools were allowed to partially re-open for pupils in specified year groups. The academy remained partially open under strict government guidelines until the end of the academic year.

a. Key performance indicators

Due to the COVID-19 pandemic and the restrictions placed on schools by the Government, the Department for Education cancelled all statutory National Curriculum assessment for this academic year.

b. Going concern

The Governors assess whether the use of the going concern basis is appropriate and whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. After making appropriate enquiries, the Board of Governors has a reasonable expectation that the Academy has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Financial review

a. Review of financial performance

Most of the Academy's income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants from the DfE during the year ended 31 August 2020 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE and these are shown in the Statement of Financial Activities as Restricted Income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's accounting policies.

During the year ended 31 August 2020, total expenditure (excluding movements on the Fixed Asset Fund and movements on the pension reserve) of £2,317,558 was covered by recurrent grant funding from the DfE, together with other incoming resources of £2,283,562 and the use of £33,996 of the Academy's brought forward funds.

At 31 August 2020, the net book value of fixed assets was £5,716,192 and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

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Trustees' report (continued)
for the year ended 31 August 2020

b. Reserves policy

The Governors review the reserve levels of the Academy termly. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Governors take into consideration the future plans of the Academy, the uncertainty over future income streams and other key risks identified during the risk review. The Academy's policy is not to exceed a reserve of Restricted Funds in excess of 8% of its total budget.

The Academy's current level of unrestricted reserves is £271,509 (2019 - £268,711). The Governors plan to use these funds to further augment staffing to support the teaching of our 'Recovery Curriculum'; to provide training and support for Subject Leaders as they review and improve the curriculum; to make necessary improvements to the outdoor learning environment, make large scale improvements to the site entrances and offset the losses to income related our Extended Services provision which occurred as a consequence of this being closed from March to July of 2020. It will also be used to supplement the budget in the future as forecasts indicate that this will be necessary. The Academy's current level of free reserves is £276,941 (2019 - £339,183).

c. Investment policy

The Governors have reviewed the academy's policy in the light of the impact of the COVID pandemic on investment opportunities. When the £250,000 one year fixed term savings account ended in May 2020 it was not possible to find a suitable alternative so it was decided to discontinue investing at this time. This decision will be reviewed annually.

d. Financial risk management objectives and policies

Whilst the Academy has an adequate intake of pupils, risks to revenue funding from a falling roll are small. The changes to the way in which the Government funds education, i.e. the National Funding Formula has had a positive impact on the academy, which has been historically less well funded than similar schools in other areas however, increasing employment and premises costs mean that budgets will be increasingly tight in coming years.

The Governors examine the financial health formally every term, reviewing performance against budgets and overall expenditure by means of regular update reports at all full Governors' and Finance and General Purposes Committee meetings.

At the year end, the Academy had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on liquidity.

The Governors recognise that the defined benefit scheme deficit (Local Government Pension Scheme) which is set out in Note 20 to the financial statements represents a significant potential liability. However, as the Governors consider that the Academy is able to meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

e. Principal risks and uncertainties

The principal risks and uncertainties facing the Academy are as follows:

- Financial considerable reliance on continued funding from ESFA
- Failures in Governance or Management
- Reputational
- Safeguarding and Child Protection
- Fraud and Mismanagement of Funds
- Staffing

f. Risk management

The Governors have assessed the major risks to which the Academy is exposed, in particular those relating to specific teaching, provision of facilities and other operational areas of the Academy. With regard to financial risk, the Governors have developed a system to assess risks i.e. The Risk Management Policy/Risk Register. This ensures that systems and internal financial controls are reviewed at least annually in order to minimise risk; all identified risks are reviewed again on at least an annual basis. Where significant financial risk still remains the Governors have ensured that they have adequate insurance cover.

Fundraising

Fundraising for the Academy is undertaken by the Parents' Association. They operate as a registered Charity in their own right and are organised and managed by an elected committee of parents. A member of the academy staff has a designated role to act as liaison and, as such, attends all committee meetings, providing feedback to the Principal which enables effective oversight. The Governors are confident that the Parents' Association fundraising activities conform to recognised standards. The nature of the fundraising i.e. parents are invited to attend fundraising events which may be chargeable or invite financial contribution ensures that the approach is not unreasonably intrusive or persistent and does not result in undue pressure to donate.

Plans for future periods

The focus for school improvement in 2020/21 is to:

Remain a safe, COVID secure place for pupils and staff to continue to engage in learning and teaching during the academic year for as long as this remains necessary. This will include responding appropriately to the Government and Public Health England's guidelines and strict adherence to required policy and procedures. Risk Assessments and operational plans will be regularly updated to address this.

Design and implement a 'Recovery Curriculum' for all pupils based on prior attainment, assessment of the 'gaps' in knowledge and understanding as a result of the loss of learning time. Further develop our 'Remote Learning' strategy so that we are able to respond to the requirements of self-isolation periods. Monitor the impact of the revised curriculum and the additional resources provided to support our 'catch up' programme and adjust the curriculum and delivery accordingly. Aim to have returned to the full depth and breadth of our curriculum by the end of the academic year.

Disclosure of information to auditors

Each of the persons who are Governors at the time when this Governors' report is approved has confirmed that:

- so far as that Governor is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Governor has taken all the steps that ought to have been taken as a Governor in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

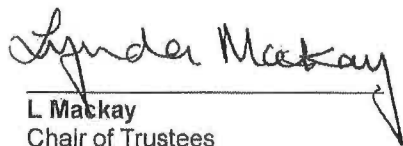
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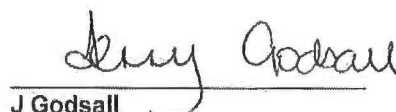
Trustees' report (continued)
for the year ended 31 August 2020

Auditors

The auditors, Dains LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 7 December 2020 and signed on its behalf by:


L Mackay
Chair of Trustees


J Godsall
Principal and Accounting Officer

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Governance Statement

Scope of responsibility

As Governors, we acknowledge we have overall responsibility for ensuring that Knowle Church of England Primary Academy has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

As Governors, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Board of Governors has delegated the day to day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Knowle Church of England Primary Academy and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' report and in the statement of trustees' responsibilities and in the Statement of Governors' responsibilities. The board of Governors has formally met 3 times during the year.

Attendance during the year at meetings of the board of Governors was as follows:

Trustee	Meetings attended	Out of a possible
H Ager	3	3
P A Allen	3	3
C Bartley	2	2
J Carver	1	1
S Covington	3	3
S Day	2	3
H C Fitzgerald	3	3
H Fulker	2	3
J Godsall	3	3
C Harris	1	3
S Harris	3	3
D N Hillier	3	3
Rev G P Lanham	3	3
L Mackay, Chair of Govenors	3	3
H S Morris	3	3
P J Sidwell	3	3
C D Welton	2	3
S Rankin	0	0

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Governance Statement (continued)

Governance (continued)

In order to comply with the requirements of The Academies Handbook 2019, with regard to the numbers of times the Board should meet and how it maintained effective oversight of funds during this period, the following arrangements were put in place:

- Management Accounts to be produced every month and to be shared with the Chair of the Resources & Planning Committee at a monthly meeting held with The Accounting Officer, The Business and Facilities Manager and the Finance Manager.
- The most up-to-date Management Accounts to be presented to the Resources and Planning Committee once per term and subsequently reported back to the Full Board each term.
- In the intervening months between committee meetings, the Management Accounts to be securely emailed to all Governors, including the Chair of Governors, who will be asked to comment and raise questions, which will then be considered by the Finance Manager and a response provided.

These arrangements were partially implemented due to the following:

There was a delay in producing the September 2019 – January 2020 Management Accounts whilst we awaited a verified opening balance position from our end of year audited accounts. Combined Management Accounts were produced in February 2020 and again in March 2020. In the future, this situation will not occur as we have implemented an additional step in our arrangements with our accountants to enable this information to be available at the beginning of the academic/financial year. From 20th March 2020, the school was closed as part of the national response to the COVID-19 pandemic. From this date, the school operated a reduced service under the emergency guidance produced by the Government. Only a skeleton staff were allowed to work on the premises on a rotational basis, and the school administrative team had to develop a home-working strategy from scratch with less than two weeks' notice. Accurate financial information was not always available, due to emergency measures, and as a result it was not possible to produce accurate monthly Management Accounts. Face-to-face meetings in schools for staff and Governors were not allowed and a new process for conducting meetings was developed over the period. There were significant additional duties and restrictions placed on the administration of the school by the Government which required the health and safety of employees and pupils to be prioritised and this inevitably led to some aspects of the normal day-to-day running of the business to be postponed. As a consequence, Management Accounts covering the period March 2020 to May 2020 were not available until June 2020 at which point they were received and discussed by the Resources and Planning Committee and subsequently reported to the Full Board.

Governance reviews:

During this academic year there have been the following changes to the composition of the Board of Governors: Rev G P Lanham was appointed as a Member of the Board and as a Governor to coincide with his appointment as the new incumbent of Knowle Parish Church. Judith Carver retired as both a Member and a Governor. C A Bartley was co-opted on to the Board as a Governor to enhance the Board's knowledge of the teaching of English in the early years. S H Rankin was also co-opted on to the Board to improve the level of financial expertise and advice available to the Board.

The Scrutiny and Standards Committee is a sub-committee of the main Board of Governors. As part of its remit members scrutinise data provided by the Senior Leadership of the Academy, the local authority and national data sets provided by the DfE and the STA (Standards and Testing Agency). The committee is able to compare and contrast the information provided via these different sources and is therefore confident that they have an accurate picture of the academic performance of the school.

As a result, the Board continues to function effectively, discharging all duties as required by the DfE in the 'Governance Handbook' – 2017, the 'Competence Framework for Governors' – 2017 and the 'Academies Financial Handbook 2019'.

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Governance Statement (continued)

Governance (continued)

The Finance and General Purposes Committee (Resources and Planning) is a sub committee of the main Board of Governors. Its purpose is to:

- Monitor, evaluate and review policy and performance in relation to financial management
- Ensure compliance with reporting and regulatory requirements
- Set targets to measure financial and other performance
- Receive and act upon reports from the Responsible Officer
- Draft the annual budget
- Ensure delegation of authority and segregation of duties
- Identify and manage risks

Attendance during the year at meetings was as follows:

Due to the COVID-19 pandemic the usual three meetings scheduled to take place were restructured to accommodate in-depth criteria-led discussion using 'virtual' technology. The Spring term meeting had to be cancelled. Up until the enforced school closure in March the Committee meetings were supplemented by a monthly face-to-face meeting between the Accounting Officer, Finance Manager, Business & Facilities Manager and the Chair and Vice Chair of the Resources & Planning Committee.

Trustee	Meetings attended	Out of a possible
H Ager	4	4
P A Allen	4	4
C Bartley	2	3
J Carver	1	1
S Covington	4	4
S Day	4	4
H C Fitzgerald	2	4
J Godsall	4	4
C Harris	1	4
D N Hillier	4	4
Rev G P Lanham	3	4
L Mackay	4	4
P J Sidwell	4	4
C Welton	4	4

Review of value for money

As Accounting Officer, the Principal has responsibility for ensuring that the Academy delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The Accounting Officer considers how the Academy's use of its resources has provided good value for money during each academic year, and reports to the Board of Governors where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Academy has delivered improved value for money during the year by:

As Accounting Officer, the Principal has ensured the best possible educational and wider societal outcomes through the economic, efficient and effective use of all the resources in the trust's charge, the avoidance of waste and extravagance, and prudent and economical administration. This has been achieved by strict adherence to all agreed policies and procedures, open and transparent decisions about the recruitment, retention and deployment of staff, robust monitoring of all aspects of the Academy's work including monthly finance monitoring meetings and a full programme of Academy self evaluation processes. Providers of all goods and services are regularly reviewed for value for money and quality assurance purposes. Governors were kept informed and up to date throughout the academic year via the appropriate committee meetings.

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Governance Statement (continued)

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Knowle Church of England Primary Academy for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Governors has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Governors is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks, that has been in place for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Governors.

The risk and control framework

The Academy's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of Governors
- regular reviews by the Finance and General Purposes Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties
- identification and management of risks

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Governors have appointed Dains LLP, the external auditors, to perform additional checks.

The external auditors' role includes giving advice on financial matters and performing a range of checks on the Academy's financial and other systems. In particular, the checks carried out in the current period included:

- testing of payroll systems
- testing of purchases systems
- testing of petty cash and expense claim systems
- testing of income systems
- testing on bank reconciliations
- testing on fixed assets
- testing on month end procedures and journals

On an annual basis, the auditor's report to the Board of Governors on the operation of the systems of control and on the discharge of the Board of Governors' financial responsibilities. Dains LLP has carried out their schedule of work as planned and has not identified any material control issues.

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Governance Statement (continued)

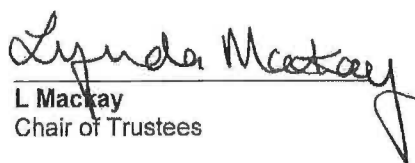
Review of effectiveness

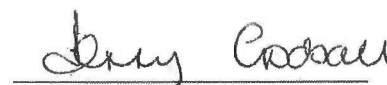
As accounting officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the external auditors;
- the work of the internal scrutiny (Risk Review)
- the financial management and governance self-assessment process
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and General Purposes Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 7 December 2020 and signed on their behalf by:


L Mackay
Chair of Trustees


J Godsall
Accounting Officer

Knowle Church of England Primary Academy
(A company limited by guarantee)

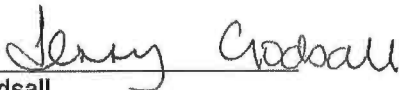
Statement on Regularity, Propriety and Compliance

As accounting officer of Knowle Church of England Primary Academy I have considered my responsibility to notify the academy board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy, under the funding agreement in place between the academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the academy board of Trustees are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial Handbook 2019.

I confirm that the following instances of material irregularity, impropriety or funding non-compliance discovered to date have been notified to the board of Trustees and ESFA. If any instances are identified after the date of this statement, these will be notified to the board of Trustees and ESFA:

- There was a delay in producing the September 2019 - January 2020 Management Accounts whilst awaiting verification of the opening balance position from our end of year audited accounts. These were subsequently provided in February and March 2020. Action was taken to ensure this delay does not reoccur in the future. During the period from March 2020 to June 2020, it was not possible to produce monthly Management Accounts due to the operational restrictions placed on schools during the COVID-19 pandemic. Cumulative Management Accounts for the period were prepared in June 2020 and reviewed by Governors at the Resources and Planning Committee meeting which subsequently reported to the Full Board.


J Godsall
Accounting Officer
Date: 7 December 2020

Knowle Church of England Primary Academy
(A company limited by guarantee)

Statement of Governors' responsibilities
for the year ended 31 August 2020

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Academies Accounts Direction published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

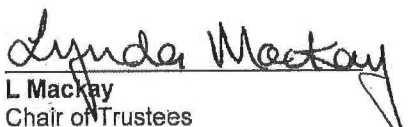
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from ESFA/DfE have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the Board of Trustees on 7 December 2020 and signed on its behalf by:


L Mackay
Chair of Trustees

Knowle Church of England Primary Academy
(A company limited by guarantee)

Independent auditors' Report on the financial statements to the Members of Knowle Church of England Primary Academy

Opinion

We have audited the financial statements of Knowle Church of England Primary Academy (the 'academy') for the year ended 31 August 2020 which comprise the Statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the academy's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Knowle Church of England Primary Academy
(A company limited by guarantee)

Independent auditors' Report on the financial statements to the Members of Knowle Church of England Primary Academy (continued)

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditors' report thereon. Other information includes the Reference and administrative details, the Trustees' report including the Strategic report, and the Governance statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report and the Strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report including the Strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Knowle Church of England Primary Academy
(A company limited by guarantee)

Independent auditors' Report on the financial statements to the Members of Knowle Church of England Primary Academy (continued)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the Trustees (who are also the directors of the academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the academy or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of our report

This report is made solely to the academy's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the academy's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Andrew Morris FCA (senior statutory auditor)

for and on behalf of
Dains LLP

Chartered Accountants
Statutory Auditors

Birmingham

7 December 2020

Knowle Church of England Primary Academy
(A company limited by guarantee)

Independent Reporting Accountant's Assurance Report on Regularity to Knowle Church of England Primary Academy and the Education & Skills Funding Agency

In accordance with the terms of our engagement letter dated 24 August 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Knowle Church of England Primary Academy during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Knowle Church of England Primary Academy and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Knowle Church of England Primary Academy and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Knowle Church of England Primary Academy and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Knowle Church of England Primary Academy's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Knowle Church of England Primary Academy's funding agreement with the Secretary of State for Education dated 28 March 2013 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy's income and expenditure.

Knowle Church of England Primary Academy
(A company limited by guarantee)

**Independent Reporting Accountant's Assurance Report on Regularity to Knowle Church of England
Primary Academy and the Education & Skills Funding Agency (continued)**

Conclusion

In the course of our work, except for the matters listed below nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

- There was a delay in producing the September 2019 - January 2020 Management Accounts whilst awaiting verification of the opening balance position from our end of year audited accounts. These were subsequently provided in February and March 2020. Action was taken to ensure this delay does not reoccur in the future. During the period from March 2020 to June 2020, it was not possible to produce monthly Management Accounts due to the operational restrictions placed on schools during the COVID-19 pandemic. Cumulative Management Accounts for the period were prepared in June 2020 and reviewed by Governors at the Resources and Planning Committee meeting which subsequently reported to the Full Board.



Dains LLP
Chartered Accountants
Statutory Auditors

Birmingham

Date: 7 December 2020

Knowle Church of England Primary Academy
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
for the year ended 31 August 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants	3	19,202	-	15,241	34,443	83,138
Charitable activities:						
Funding for the Academy's educational operations	4	178,167	2,078,631	-	2,256,798	2,261,123
Other trading activities	5	4,512	-	-	4,512	11,609
Investments	6	3,050	-	-	3,050	171
		<u>204,931</u>	<u>2,078,631</u>	<u>15,241</u>	<u>2,298,803</u>	<u>2,356,041</u>
Total income						
Expenditure on:						
Raising funds	7	202,133	-	-	202,133	232,995
Charitable activities	7,8	-	2,211,425	168,878	2,380,303	2,280,465
		<u>202,133</u>	<u>2,211,425</u>	<u>168,878</u>	<u>2,582,436</u>	<u>2,513,460</u>
Total expenditure						
		<u>2,798</u>	<u>(132,794)</u>	<u>(153,637)</u>	<u>(283,633)</u>	<u>(157,419)</u>
Net income/(expenditure)						
Transfers between funds	16	-	(28,246)	28,246	-	-
Net movement in funds before other recognised gains/(losses)		<u>2,798</u>	<u>(161,040)</u>	<u>(125,391)</u>	<u>(283,633)</u>	<u>(157,419)</u>
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	22	-	(361,000)	-	(361,000)	(233,000)
		<u>2,798</u>	<u>(522,040)</u>	<u>(125,391)</u>	<u>(644,633)</u>	<u>(390,419)</u>
Net movement in funds						
Reconciliation of funds:						
Total funds brought forward		268,711	(1,509,528)	5,841,583	4,600,766	4,991,185
Net movement in funds		2,798	(522,040)	(125,391)	(644,633)	(390,419)
		<u>271,509</u>	<u>(2,031,568)</u>	<u>5,716,192</u>	<u>3,956,133</u>	<u>4,600,766</u>
Total funds carried forward						

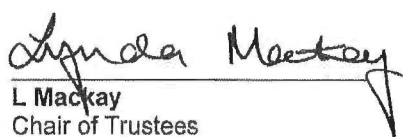
The notes on pages 27 to 55 form part of these financial statements.

Knowle Church of England Primary Academy
(A company limited by guarantee)
Registered number: 08437300

Balance sheet
for the year ended 31 August 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	13	5,716,192	5,798,776
Current assets			
Debtors	14	97,231	41,799
Cash at bank and in hand	20	448,487	621,022
		<u>545,718</u>	<u>662,821</u>
Creditors: amounts falling due within one year	15	(268,777)	(280,831)
Net current assets		<u>276,941</u>	<u>381,990</u>
Total assets less current liabilities		<u>5,993,133</u>	<u>6,180,766</u>
Defined benefit pension scheme liability	22	(2,037,000)	(1,580,000)
Total net assets		<u><u>3,956,133</u></u>	<u><u>4,600,766</u></u>
Funds of the academy			
Restricted funds:			
Fixed asset funds	16	5,716,192	5,841,583
Restricted income funds	16	5,432	70,472
		<u>5,721,624</u>	<u>5,912,055</u>
Restricted funds excluding pension asset	16		
Pension reserve	16	(2,037,000)	(1,580,000)
Total restricted funds	16	<u>3,684,624</u>	<u>4,332,055</u>
Unrestricted income funds			
General funds	16	271,509	268,711
Total funds		<u><u>3,956,133</u></u>	<u><u>4,600,766</u></u>

The financial statements on pages 24 to 55 were approved by the Trustees, and authorised for issue on 07 December 2020 and are signed on their behalf, by:


L. Mackay
 Chair of Trustees

The notes on pages 27 to 55 form part of these financial statements.

Knowle Church of England Primary Academy
(A company limited by guarantee)

Statement of cash flows
for the year ended 31 August 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	18	(104,532)	550,636
Cash flows from investing activities	19	(68,003)	1,945
Change in cash and cash equivalents in the year		(172,535)	552,581
Cash and cash equivalents at the beginning of the year		621,022	68,441
Cash and cash equivalents at the end of the year	20, 21	448,487	621,022

The notes on pages 27 to 55 form part of these financial statements

Knowle Church of England Primary Academy
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 August 2020

1. Accounting policies

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgments and key sources of estimation uncertainty, is set out below.

1.1 Basis of preparation of financial statements

The financial statements of the academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Knowle Church of England Primary Academy meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the academy to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Notes to the financial statements
for the year ended 31 August 2020

1. Accounting policies (continued)

1.3 Income

All incoming resources are recognised when the academy has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

- **Grants**

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the statement of financial activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

Capital grants are recognised in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the balance sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

- **Donations**

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

- **Other income**

Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the academy has provided the goods or services.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

- **Expenditure on raising funds**

This includes all expenditure incurred by the academy to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

- **Charitable activities**

These are costs incurred on the academy's educational operations, including support costs and costs relating to the governance of the academy apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

1. Accounting policies (continued)

1.5 Tangible fixed assets

Assets costing £500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Depreciation is provided on the following bases:

Long Term Leasehold Property	- 2% straight line
Long Term Leasehold Land	- Over period of lease
Furniture and fixtures	- 10% straight line
Computer equipment	- 25% straight line
Catering equipment	- 10% straight line

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the statement of financial activities.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the academy; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Notes to the financial statements
for the year ended 31 August 2020

1. Accounting policies (continued)

1.10 Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.11 Provisions

Provisions are recognised when the academy has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.12 Financial instruments

The academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy and their measurement bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

1.13 Taxation

The academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1. Accounting policies (continued)

1.14 Pensions

Retirement benefits to employees of the academy are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the academy in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

1.15 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy at the discretion of the Trustees.

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Department for Education Group.

Investment income, gains and losses are allocated to the appropriate fund.

Notes to the financial statements
for the year ended 31 August 2020

2. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The academy trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment:

Tangible fixed assets are depreciated over the useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors.

3. Income from donations and capital grants

	Unrestricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Trip income	12,652	-	12,652
Capital grants	-	15,241	15,241
Other donations	6,550	-	6,550
Total 2020	19,202	15,241	34,443

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3. Income from donations and capital grants (continued)

	Unrestricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Trip income	36,344	-	36,344
Capital grants	-	27,876	27,876
Other donations	376	18,542	18,918
Total 2019	36,720	46,418	83,138

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4. Funding for the academy's educational operations

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
DfE/ESFA grants			
General annual grant (GAG)	-	1,556,454	1,556,454
Pupil premium	-	65,606	65,606
Rates funding	-	6,350	6,350
PE sports grant	-	19,890	19,890
Universal infant free school meals grant	-	77,747	77,747
Teachers pay and pension grant	-	91,424	91,424
	-	1,817,471	1,817,471
Other government grants			
Nursery funding	-	175,706	175,706
SEN income	-	28,750	28,750
	-	204,456	204,456
Other funding			
Absence and maternity insurance claims	-	1,482	1,482
Outreach and training income	-	685	685
Catering income	-	50,019	50,019
Department sales income	840	-	840
Extended services income	160,231	-	160,231
Swimming fees	756	-	756
	161,827	52,186	214,013
Exceptional government funding			
Coronavirus exceptional support	-	4,518	4,518
Coronavirus Job Retention Scheme grant	16,340	-	16,340
	16,340	4,518	20,858
Total 2020	178,167	2,078,631	2,256,798

Notes to the financial statements
for the year ended 31 August 2020

4. Funding for the academy's educational operations (continued)

The Multi Academy Trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "Exceptional Government Funding"

The funding received for coronavirus exceptional support covers £4,518 of cleaning costs. These costs are included in note 9 below as appropriate.

The Multi Academy Trust furloughed some of its before and after school club staff under the government's Coronavirus Job Retention Scheme. The funding received of £16,340 relates to staff costs in respect of before and after school club staff which are included within note 11 below as appropriate.

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
DfE/ESFA grants			
General annual grant (GAG)	-	1,487,321	1,487,321
Pupil premium	-	59,640	59,640
Rates funding	-	2,961	2,961
PE sports grant	-	19,880	19,880
Universal infant free school meals grant	-	88,795	88,795
Teachers pay grant	-	15,525	15,525
	-	1,674,122	1,674,122
Other government grants			
Nursery funding	-	197,613	197,613
SEN income	-	16,505	16,505
	-	214,118	214,118
Other funding			
Absence and maternity insurance claims	-	7,534	7,534
Outreach and training income	-	477	477
Catering income	-	69,627	69,627
Department sales income	2,138	-	2,138
Extended services income	292,215	-	292,215
Swimming fees	892	-	892
	295,245	77,638	372,883
Total 2019	295,245	1,965,878	2,261,123

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5. Income from other trading activities

	Unrestricted funds 2020 £	Total funds 2020 £
Hire of facilities	3,564	3,564
Photo commission	948	948
Total 2020	<u>4,512</u>	<u>4,512</u>

	Unrestricted funds 2019 £	Total funds 2019 £
Hire of facilities	10,471	10,471
Photo commission	1,138	1,138
Total 2019	<u>11,609</u>	<u>11,609</u>

6. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £
Bank interest receivable	<u>3,050</u>	<u>3,050</u>

	Unrestricted funds 2019 £	Total funds 2019 £
Bank interest receivable	<u>171</u>	<u>171</u>

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7. Expenditure

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £
Expenditure on raising voluntary income:				
Direct costs	188,766	-	13,367	202,133
Academy's educational operations:				
Direct costs	1,500,978	111,248	209,587	1,821,813
Support costs	227,068	113,973	217,449	558,490
Total 2020	1,916,812	225,221	440,403	2,582,436

	Staff Costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £
Expenditure on raising voluntary income:				
Direct costs	214,837	-	18,158	232,995
Academy's educational operations:				
Direct costs	1,382,111	110,397	240,418	1,732,926
Support costs	228,087	88,035	231,418	547,540
Total 2019	1,825,035	198,432	489,994	2,513,461

8. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Educational operations	1,821,813	558,490	2,380,303

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8. Analysis of expenditure by activities (continued)

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £
Educational operations	1,732,926	547,540	2,280,466

Analysis of direct costs

	Activities 2020 £	Total funds 2020 £
LGPS finance costs	27,000	27,000
Staff costs	1,500,978	1,500,978
Depreciation	111,248	111,248
Educational supplies	36,683	36,683
Technology costs	8,654	8,654
Educational consultancy	12,383	12,383
Supply teacher insurance	390	390
Catering	124,477	124,477
Total 2020	1,821,813	1,821,813

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8. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Activities 2019 £	Total funds 2019 £
Pension finance costs	31,000	31,000
Staff costs	1,382,111	1,382,111
Depreciation	110,397	110,397
Educational supplies	36,036	36,036
Technology costs	11,025	11,025
Educational consultancy	14,858	14,858
Supply teacher insurance	14,883	14,883
Catering	132,616	132,616
Total 2019	1,732,926	1,732,926

Analysis of support costs

	Activities 2020 £	Total funds 2020 £
Staff costs	227,068	227,068
Depreciation	57,630	57,630
Staff development	10,709	10,709
Technology costs	29,028	29,028
Other support costs	35,101	35,101
Recruitment and support	388	388
Maintenance of premises	48,124	48,124
Maintenance of equipment	15,886	15,886
Cleaning	9,648	9,648
Photocopying	9,864	9,864
Rates	6,802	6,802
Water rates	6,364	6,364
Energy	23,802	23,802
Insurance	19,233	19,233
Other occupancy costs	34,873	34,873
Governance costs	23,970	23,970
Total 2020	558,490	558,490

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8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Activities 2019 £	Total funds 2019 £
Staff costs	228,087	228,087
Depreciation	53,859	53,859
Staff development	12,590	12,590
Technology costs	32,476	32,476
Other support costs	55,745	55,745
Recruitment and support	1,486	1,486
Maintenance of premises	26,154	26,154
Maintenance of equipment	3,453	3,453
Cleaning	8,735	8,735
Photocopying	21,099	21,099
Rates	6,716	6,716
Water rates	9,993	9,993
Energy	23,456	23,456
Insurance	12,981	12,981
Other occupancy costs	40,955	40,955
Governance costs	9,755	9,755
Total 2019	547,540	547,540

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2020 £	2019 £
Operating lease rentals	5,819	5,244
Depreciation of tangible fixed assets	168,878	164,256
Fees paid to auditors for:		
- audit	6,400	6,200
- other services	2,475	5,220

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10. Staff

a. Staff costs

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	1,392,917	1,364,216
Social security costs	111,270	103,296
Pension costs	412,625	357,523
	<u>1,916,812</u>	<u>1,825,035</u>

b. Staff numbers

The average number of persons employed by the academy during the year was as follows:

	2020 No.	2019 No.
Teachers	19	23
Administration and support	36	38
Management	4	4
Extended services	14	15
	<u>73</u>	<u>80</u>

c. Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2020 No.	2019 No.
In the band £80,001 - £90,000	<u>1</u>	<u>1</u>

d. Key management personnel

The key management personnel of the academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy was £306,815 (2019 - £282,296).

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11. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the academy. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2020	2019
		£000's	£000's
J Godsall	Remuneration	85-90	80-85
	Pension contributions paid	20-25	10-15
H Fulker	Remuneration	35-40	30-35
	Pension contributions paid	5-10	5-10
C Harris	Remuneration	15-20	5-10
	Pension contributions paid	0-5	0-5
P A Allen	Remuneration	10-15	10-15
	Pension contributions paid	0-5	0-5

During the year ended 31 August 2020, no Trustee expenses have been incurred (2019 - £NIL).

12. Trustees' and Officers' insurance

The academy has opted into the Department of Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.

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13. Tangible fixed assets

	Longterm leasehold land and buildings £	Furniture and fixtures £	Computer equipment £	Catering equipment £	Total £
Cost or valuation					
At 1 September 2019	6,260,731	382,019	121,306	74,700	6,838,756
Additions	71,108	6,006	9,180	-	86,294
Disposals	-	-	(5,600)	-	(5,600)
At 31 August 2020	<u>6,331,839</u>	<u>388,025</u>	<u>124,886</u>	<u>74,700</u>	<u>6,919,450</u>
Depreciation					
At 1 September 2019	697,207	200,784	94,056	47,933	1,039,980
Charge for the year	111,248	38,432	11,728	7,470	168,878
On disposals	-	-	(5,600)	-	(5,600)
At 31 August 2020	<u>808,455</u>	<u>239,216</u>	<u>100,184</u>	<u>55,403</u>	<u>1,203,258</u>
Net book value					
At 31 August 2020	<u>5,523,384</u>	<u>148,809</u>	<u>24,702</u>	<u>19,297</u>	<u>5,716,192</u>
At 31 August 2019	<u>5,563,524</u>	<u>181,235</u>	<u>27,250</u>	<u>26,767</u>	<u>5,798,776</u>

14. Debtors

	2020 £	2019 £
Due within one year		
VAT repayable	38,875	12,069
Other debtors	14	14
Prepayments and accrued income	58,342	29,716
	<u>97,231</u>	<u>41,799</u>

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Notes to the financial statements
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15. Creditors: Amounts falling due within one year

	2020	2019
	£	£
Trade creditors	122,309	131,363
Other taxation and social security	25,060	25,761
Other creditors	34,838	30,104
Accruals and deferred income	86,570	93,603
	<u>268,777</u>	<u>280,831</u>
	2020	2019
	£	£
Deferred income at 1 September 2019	60,135	72,517
Resources deferred during the year	50,961	60,135
Amounts released from previous periods	(60,135)	(72,517)
	<u>50,961</u>	<u>60,135</u>

Included within deferred income are monies received in advance from the ESFA for free school meals and income received in advance for before and after school clubs.

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Notes to the financial statements
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16. Statement of funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
General Funds	268,711	204,931	(202,133)	-	-	271,509
Restricted funds						
General Annual Grant (GAG)	70,472	1,556,454	(1,593,248)	(28,246)	-	5,432
Other DfE/ESFA and government grants	-	469,991	(469,991)	-	-	-
Other restricted income	-	2,167	(2,167)	-	-	-
Catering	-	50,019	(50,019)	-	-	-
Pension reserve	(1,580,000)	-	(96,000)	-	(361,000)	(2,037,000)
	<u>(1,509,528)</u>	<u>2,078,631</u>	<u>(2,211,425)</u>	<u>(28,246)</u>	<u>(361,000)</u>	<u>(2,031,568)</u>
Restricted fixed asset funds						
Assets funded from GAG	20,489	-	(2,490)	28,246	-	46,245
Assets inherited on conversion	5,418,115	-	(114,949)	-	-	5,303,166
Devolved capital grant	39,356	15,241	(2,551)	-	-	52,046
Donations for capital assets	69,941	-	(13,925)	-	-	56,016
Capital maintenance fund	199,466	-	(32,775)	-	-	166,691
Local authority capital funding	94,216	-	(2,188)	-	-	92,028
	<u>5,841,583</u>	<u>15,241</u>	<u>(168,878)</u>	<u>28,246</u>	<u>-</u>	<u>5,716,192</u>
Total Restricted funds	<u>4,332,055</u>	<u>2,093,872</u>	<u>(2,380,303)</u>	<u>-</u>	<u>(361,000)</u>	<u>3,684,624</u>
Total funds	<u>4,600,766</u>	<u>2,298,803</u>	<u>(2,582,436)</u>	<u>-</u>	<u>(361,000)</u>	<u>3,956,133</u>

16. Statement of funds (continued)

The specific purposes for which the funds are to be applied are as follows:

Unrestricted funds

Unrestricted funds represent those resources which may be used towards meeting any of the charitable objects of the Academy at the discretion of the Governors.

Restricted general fund

This fund represents grants and other income received for the Academy's operational activities and development.

Pension reserve

The pension reserve included within restricted general funds represents the Academy's share of the pension liability arising on the LGPS pension fund.

Restricted fixed asset fund

This fund represents grants received from the DfE, ESFA, Local Authority, the Parents' Association and other donations to carry out works of a capital nature.

Transfers between funds

Transfers include the transfer of GAG to fund capital purchases.

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.

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16. Statement of funds (continued)

Comparative information in respect of the preceding year is as follows:

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds						
General Funds	206,641	343,745	(281,675)	-	-	268,711
Restricted funds						
General Annual Grant (GAG)	-	1,487,321	(1,489,662)	72,813	-	70,472
Other DfE/ESFA and government grants	-	400,918	(283,585)	(117,333)	-	-
Other restricted income	-	8,012	(27,666)	19,654	-	-
Catering	38,123	69,627	(132,616)	24,866	-	-
Pension reserve	(1,213,000)	-	(134,000)	-	(233,000)	(1,580,000)
	<u>(1,174,877)</u>	<u>1,965,878</u>	<u>(2,067,529)</u>	<u>-</u>	<u>(233,000)</u>	<u>(1,509,528)</u>
Restricted fixed asset funds						
Assets funded from GAG	20,489	-	-	-	-	20,489
Assets inherited on conversion	5,533,064	-	(114,949)	-	-	5,418,115
Devolved capital grant	16,239	27,876	(4,759)	-	-	39,356
Donations for capital assets	61,403	18,542	(10,004)	-	-	69,941
Capital maintenance fund	232,241	-	(32,775)	-	-	199,466
Local authority capital funding	95,985	-	(1,769)	-	-	94,216
	<u>5,959,421</u>	<u>46,418</u>	<u>(164,256)</u>	<u>-</u>	<u>-</u>	<u>5,841,583</u>
Total Restricted funds	<u>4,784,544</u>	<u>2,012,296</u>	<u>(2,231,785)</u>	<u>-</u>	<u>(233,000)</u>	<u>4,332,055</u>
Total funds	<u>4,991,185</u>	<u>2,356,041</u>	<u>(2,513,460)</u>	<u>-</u>	<u>(233,000)</u>	<u>4,600,766</u>

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17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	5,716,192	5,716,192
Current assets	271,509	251,901	22,308	545,718
Creditors due within one year	-	(246,469)	(22,308)	(268,777)
Provisions for liabilities and charges	-	(2,037,000)	-	(2,037,000)
Total	271,509	(2,031,568)	5,716,192	3,956,133

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	5,798,776	5,798,776
Current assets	268,711	328,649	65,461	662,821
Creditors due within one year	-	(258,177)	(22,654)	(280,831)
Provisions for liabilities and charges	-	(1,580,000)	-	(1,580,000)
Total	268,711	(1,509,528)	5,841,583	4,600,766

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18. Reconciliation of net expenditure to net cash flow from operating activities

	2020 £	2019 £
Net expenditure for the period (as per statement of financial activities)	(283,633)	(157,419)
Adjustments for:		
Depreciation	168,878	164,256
Capital grants from DfE and other capital income	(15,241)	(46,418)
Interest receivable	(3,050)	(171)
Defined benefit pension scheme cost less contributions payable	96,000	134,000
(Increase)/decrease in debtors	(55,432)	466,196
Decrease in creditors	(12,054)	(9,808)
Net cash (used in)/provided by operating activities	(104,532)	550,636

19. Cash flows from investing activities

	2020 £	2019 £
Interest receivable	3,050	171
Purchase of tangible fixed assets	(86,294)	(44,644)
Capital grants from DfE Group	15,241	27,876
Capital funding received from sponsors and others	-	18,542
Net cash (used in)/provided by investing activities	(68,003)	1,945

20. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	448,487	621,022
Total cash and cash equivalents	448,487	621,022

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Notes to the financial statements
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21. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	621,022	(172,535)	448,487
	<u>621,022</u>	<u>(172,535)</u>	<u>448,487</u>

22. Pension commitments

The academy's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by West Midlands Pension Fund. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £33,935 were payable to the schemes at 31 August 2020 (2019 - £28,972) and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

22. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the year amounted to £184,000 (2019 - £124,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £189,000 (2019 - £143,000), of which employer's contributions totalled £157,000 (2019 - £112,000) and employees' contributions totalled £ 32,000 (2019 - £31,000). The agreed contribution rates for future years are 22.2 per cent for employers and 5.5 - 12.5 per cent for employees.

As described in note 22 the LGPS obligation relates to the employees of the academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

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22. Pension commitments (continued)

Principal actuarial assumptions

	2020	2019
	%	%
Rate of increase in salaries	3.30	3.75
Rate of increase for pensions in payment/inflation	2.30	2.25
Discount rate for scheme liabilities	1.60	1.85

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	2020	2019
	Years	Years
Retiring today		
Males	21.9	20.9
Females	24.1	23.2
Retiring in 20 years		
Males	23.8	22.6
Females	26.0	25.1

Sensitivity analysis

	2020	2019
	£000	£000
Discount rate +0.1%	(85)	(64)
Discount rate -0.1%	87	65
Salary increase rate +0.1%	10	8
Salary increase rate -0.1%	(10)	(8)
Pension increase rate +0.1%	75	57
Pension increase rate -0.1%	(74)	(55)

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22. Pension commitments (continued)

Share of scheme assets

The academy's share of the assets in the scheme was:

	2020 £	2019 £
Equities	1,028,000	937,000
Gilts	199,000	148,000
Other bonds	71,000	59,000
Property	138,000	127,000
Cash	121,000	56,000
Other	273,000	232,000
Total market value of assets	1,830,000	1,559,000

The actual return on scheme assets was £158,000 (2019 - £91,000).

The amounts recognised in the Statement of financial activities are as follows:

	2020 £	2019 £
Current service cost	(225,000)	(187,000)
Past service cost	-	(27,000)
Net interest cost	(27,000)	(31,000)
Administrative expenses	(1,000)	(1,000)
Total amount recognised in the Statement of financial activities	(253,000)	(246,000)

Changes in the present value of the defined benefit obligations were as follows:

	2020 £	2019 £
At 1 September	3,139,000	2,545,000
Current service cost	225,000	187,000
Interest cost	58,000	68,000
Employee contributions	32,000	31,000
Benefits paid	(7,000)	(6,000)
Past service costs	-	27,000
Actuarial (gains)/ losses	420,000	287,000
At 31 August	3,867,000	3,139,000

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22. Pension commitments (continued)

Changes in the fair value of the academy's share of scheme assets were as follows:

	2020 £	2019 £
At 1 September	1,559,000	1,332,000
Return on plan assets (excluding net interest on the net defined pension liability)	127,000	54,000
Interest income	31,000	37,000
Employee contributions	32,000	31,000
Employer contributions	157,000	112,000
Benefits paid	(7,000)	(6,000)
Administration expenses	(1,000)	(1,000)
Actuarial losses	(68,000)	-
At 31 August	1,830,000	1,559,000

23. Operating lease commitments

At 31 August 2020 the academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than 1 year	4,212	5,819
Later than 1 year and not later than 5 years	4,212	8,424
	8,424	14,243

24. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

25. Related party transactions

Owing to the nature of the academy and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy's financial regulations and normal procurement procedures relating to connected and related party transactions.

During the year, the trust made purchases of £86 (2019 - £372) from a company which a trustee has a directorship. At the balance sheet date nil (2019 - £288) was owed to the company.