

ST MICHAEL'S CATHOLIC COLLEGE
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

ST MICHAEL'S CATHOLIC COLLEGE
(A Company Limited by Guarantee)

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ST MICHAEL'S CATHOLIC COLLEGE
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REFERENCE AND ADMINISTRATIVE DETAILS

Members and Governors Ms Marjorie Bannister, Chair of Governors and Member, Chair of Trustees
Monsignor Matthew John Dickens, Member
Mr Paul McCallum, Member
Ms Janice Babb, Governor
Mr Anthony Boakye-Ansah, Governor (resigned 31 October 2020)
Ms Catherine Bryan, Governor
Mr Bassey Bassey, Governor
Mr Ben Ogden, Governor
Ms Tania Rughooputh, Staff Governor
Mrs Ilaria English, Governor
Ms Veronica Quinn, Governor (resigned 16 March 2020)
Mrs Benedicte Gercke, Governor
Ms Anne Luckman, Governor
Ms Felicity Corcoran, Governor, Principal and Accounting Officer
Miss Mina Golkari Hagh, Governor
Mr Peter McCarthy, Staff Governor
Grainne Bellenie, Governor
Sister Pauline Clark, Governor (resigned 1 August 2020)

**Company registered
number**

08160034

Company name

St Michael's Catholic College

**Principal and registered
office**

Llewellyn Street
London
SE16 4UN

Company secretary

Samantha Jane Dossetter

**Senior management
team**

Ms Felicity Corcoran, Principal
Ms Charlotte Sayed, Vice Principal
Ms Kathleen Sorrell, Vice Principal
Mr Joel Arda, Assistant Principal
Lisa Casey, Assistant Principal
Mr Allan Daly, Assistant Principal
Miss Jo Nottage, Assistant Principal
Ms Tania Rughooputh, Assistant Principal
Mr Gary Smith, Assistant Principal
Mr Stephen Kelly, Assistant Principal (appointed 1 September 2019)

Independent auditor

MHA MacIntyre Hudson
Chartered Accountants
Statutory Auditors
2 London Wall Place
London
EC2Y 5AU

ST MICHAEL'S CATHOLIC COLLEGE
(A Company Limited by Guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Governors present their annual report together with the financial statements and auditor's report of the charitable company for the 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Governors' report and a Directors' report under company law.

The Trust operates an Academy for pupils aged 11 to 18 serving catchment area in Southwark. It had a roll of 930 in the school census on 1 October 2020. The capacity was recently increased to 750 in the age range of 11 to 16 years plus a sixth form of 250 - 300 places to reflect the expansion plans.

Structure, governance and management

a. Constitution

The Academy is a charitable company limited by guarantee and an exempt charity. The charitable company's Trust deed is the primary governing document of the academy.

The Governors of St Michael's Catholic College are also the directors of the charitable company for the purposes of company law. The charitable company is known as St Michael's Catholic College.

Details of the Governors who served during the year, and to the date these accounts are approved 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.

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 Academy deed. The Governors are directors of the charitable company for the purposes of the Companies Act 2006 and Governors for the purposes of charity legislation.

The Governing Body may appoint up to 16 Governors, whose term of office shall be four years, save that this time limit shall not apply to the Principal who shall be treated for all purposes as being an ex officio Governor. Subject to remaining eligible to be a particular type of Governor, any Governor may be re-appointed or re-elected. The Governors who were in office at 31 August 2020 and who served during the year are listed on page 1 of this report.

d. Policies adopted for the induction and training of Governors

The training and induction procedures for new Governors will depend on their existing experience. Where necessary induction will include training on educational, legal and financial and safeguarding matters. All new Governors will be given the opportunity of a tour of the school, have the chance to meet with staff and students and are provided with copies of key documents, such as policies, procedures, accounts, budgets, plans and other documents they need to adequately to fulfil their role as Governors. As there is expected to be only a small number of new Governors each year, induction will be carried out informally and will be tailored specifically to the individual. All Governors are required to have a DBS enhanced disclosure.

GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

e. Organisational structure

The Academy's organisational structure consists of three levels: the Members, the Governors, and the Senior Leadership Team (SLT).

The Members meet on an annual basis to receive the annual accounts, note any Governor appointments or re-appointments, and review the overall operation of the Academy.

The Governors are responsible for setting general policy, adopting an annual plan and budget, monitoring its financial and operational performance and making strategic decisions about the direction of the Academy, approving major items of expenditure and making senior staff appointments. There is an extensive committee structure reporting into the main Governing Body. This includes Curriculum, Finance and Resources and Welfare committees, which meet in a cycle normally at least three times a year. All have approved terms of reference set out in the Governing Body Standing Orders.

During the year in question the full Governing Body met on 4 occasions which is fewer than usual due to the Covid-19 pandemic.

The SLT controls the Academy at an executive level, implements the policies laid down by the Governors and reports back to them. Members of the SLT are responsible for developing and implementing College plans which seek to deliver the best possible education for its students within the agreed budget and scheme of delegation approved by the Governing Body. They are responsible for managing the day to day operation of the Academy, specifically staff, facilities and students.

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

The Academy has a pay policy that specifically details Principal and leadership pay scale arrangements. All pay decisions are a reflection of a performance review.

ST MICHAEL'S CATHOLIC COLLEGE
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

g. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	4
Full-time equivalent employee number	4

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	3
1%-50%	1
51%-99%	-
100%	-

Percentage of pay bill spent on facility time £

Total cost of facility time	1,081
Total pay bill	6,299,505
Percentage of total pay bill spent on facility time	0.02 %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
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h. Related parties and other connected charities and organisations

The College is a strategic partner in the Catholic Teaching Alliance and this includes a group of Primary and Secondary Schools, Sixth Form Colleges in South East London and Kent, and St Mary's University College. The Alliance is key in transforming CPD, research and initial teacher training. The schools are in Southwark, Lewisham, Kent and London. The College also works in partnership with the Southwark Diocese.

The College is part of Southwark Schools Learning Partnership (SSLP), a collaboration between local maintained and independent schools based in the London Borough of Southwark, to exchange ideas and good practice and to bring pupils of different schools together to enhance their learning.

The College is also on the board of the Elephant Group which is made up of a group of schools in London and representatives from Oxford, Cambridge and Russell Group universities. The focus is to increase applications and offers of places at these universities to the top 1/3 of students in each school through a widening participation programme.

GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

Objectives and activities

a. Objects and aims

The Academy's objective is set out in its Articles of Association. This is to establish, maintain, manage and develop a school offering a broad curriculum with an emphasis on, but in no way limited to, the Humanities. St Michael's Catholic College converted to an Academy on 1 November 2012 and occupies premises formerly owned by the London Borough of Southwark.

In accordance with the Articles of Association the Academy has adopted a Funding Agreement approved by the Secretary of State for Education. The Funding Agreement specifies, amongst other things, the basis for admitting students to the Academy, the catchment area from which students are drawn and that the curriculum should comply with the substance of the National Curriculum.

b. Objectives, strategies and activities

At St Michael's we recognise that there are no limits to a child's potential and our aim is simple; to facilitate academic and personal success by bringing each person to the fullness of life through education within a culture or environment that embraces Gospel and Salesian values - of serving others, respect, tolerance, consistent discipline, loving kindness, reflection, forgiveness and the celebration of success. It is our belief therefore that students grow into mature and responsible adults through following the Salesian principles of RUAH:

- Respect: Recognising and respecting the presence of Christ in every person
- Understanding: Being committed to learning and striving for academic excellence
- Affection: Sustaining high quality relationships as a result of loving kindness and consistent discipline
- Humour: Developing resilience by maintaining a balanced and optimistic approach to life

Our team of well-qualified, dedicated staff work creatively and professionally to ensure that all students flourish and achieve our goal of academic excellence.

We have a progressive approach to developing and delivering our curriculum while we tailor our learning environment to meet the needs of students; providing extra challenge for those who are intellectually gifted and offering learning support for those in need. St Michael's new build facilitates 21st century learning and has excellent facilities and resources to benefit the whole community.

Priorities for 2020-21:

Standards: To ensure the recovery and catch up curriculum is fully implemented and supports students with the return to school following Covid-19

Curriculum: To ensure that curriculum intent and implementation result in outstanding outcomes for students and fully embody the ethos of the college

Personal Development: To embed RUAH in every aspect of the College (RUAH - Respect, Understanding, Affection, Humour)

Staff Development: To ensure that all staff development fosters a culture of ambition for all at St Michael's

GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Objectives and activities (continued)

c. Public benefit

In setting objectives and planning for activities, the Governors 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)'.

Achievements and performance

a. Key performance indicators

2020 data has been calculated using the highest results from either the Centre Assessed Grades or the Exam Board Grades in line with the latest government guidance uploaded by schools who participated in the 2020 FFT Result Services.

This year's results analysis should also be treated with additional care, especially when comparing to data from previous years. For 2020 the Pupil progress numbers have been replaced by N/A as there are no performance measures this year.

Students study a broad curriculum and Key Stage 4 results are detailed below and summarise the Academy's achievements.

FFT aspire 2020 Key Stage 4 Performance summary

KS4	Actual results			Pupil progress		
	2018	2019	2020	2018	2019	2020
Number of Pupils / % Matched	120	128	134	97%	98%	N/A
Attainment / Progress 8 (Overall)	5.4	5.3	5.8	0.22	0.52	N/A
Attainment / Progress 8 (English)	5.8	5.9	5.8	0.31	0.74	N/A
Attainment / Progress 8 (Maths)	5.1	4.9	5.4	-0.07	0.19	N/A
Attainment / Progress 8 (Ebacc)	5.6	5.4	6.0	0.53	0.73	N/A
Attainment / Progress 8 (Open)	5.2	5.3	5.7	0.01	0.39	N/A
% English & Maths (Grade 4+)	80%	72%	86%	8%	6%	N/A
% English & Maths (Grade 5+)	56%	53%	62%	3%	7%	N/A
% Ebacc (Grade 4+)	61%	56%	69%	32%	31%	N/A
% Ebacc (Grade 5+)	35%	38%	52%	13%	20%	N/A
% 5+ GCSEs (Grade 7+)	25%	21%	30%	2%	5%	N/A
Average entries per pupil	8.3	8.4	8.1	-0.3	0.1	N/A
Average entries per pupil (GCSE only)	8.3	8.4	8.1	0.1	0.7	N/A
% pupils taking 3 single sciences	15%	18%	15%	-21%	-10%	N/A

GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Achievements and performance (continued)

a. Key performance indicators (continued)

Key Stage 5 results are detailed below and summarise the Academy's achievement.
FFT aspire 2020 Key Stage 5 Performance summary

KS5	Actual results			Pupil progress		
	2018	2019	2020	2018	2019	2020
Number of Pupils / % Matched	85	73	67	100%	99%	N/A
Average Points Score (A-level)	31.9	31.3	37.6	-1.1	0.9	N/A
Average Grade (A-level)	C+	C	B-	-0.1	-0.1	N/A
%A*-A (A-level)	15%	16%	26%	-2%	2%	N/A
%A*-B (A-level)	41%	35%	59%	-3%	-6%	N/A
%A*-C (A-level)	73%	68%	86%	0%	-0.6%	N/A
%A*-E (A-level)	97%	99%	100%	-2%	1%	N/A
Average Point Score (best 3 A levels)	32.7	30.7	36.7	1.8	0.8	N/A
% A levels AAB or higher (2+ facilitating subjects)	9%	4%	12%	0%	-3%	N/A
% 3 A Levels A*-A or higher	4%	2%	6%	-3%	-3%	N/A
% 3 A Levels AAB or higher	14%	11%	22%	1%	1%	N/A

In addition to the examination results listed above the following statistics are considered to be the Academy's key performance indicators.

School Absence*

	Number of pupils	% Authorised absence	% Unauthorised absence	% Total absence
All pupils	819	1.75	1.06	2.33%

*2 terms only. Attendance not required to be recorded by the DfE during lockdown and not part of the census so there is no record.

b. 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 they continue 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.

GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Financial review

a. Reserves policy

At 31 August 2020 the total funds comprised restricted funds of £24,048,745 (2019 - £25,438,438) analysed into restricted fixed assets funds £25,404,156 (2019 - £26,041,945), GAG £868,589 (2019 - £1,038,493) and the pension reserve deficit of £2,224,000 (2019 - £1,642,000). Unrestricted reserves total £94,005 (2019 - £71,772).

The restricted funds will be spent in accordance with the terms of the particular funds. Unrestricted funds are the 'free reserves', for use on the general purposes of the Academy at the discretion of the Governors. The aim of the Governors is to utilise this reserve to meet future capital requirement and to work on identified projects that once implemented are self-sustaining.

The deficit on the pension reserve relates to the non-teaching staff, where, unlike the teachers' scheme, separate assets are held to fund future liabilities as discussed in note 23. This deficit can be met in the longer term from any combination of increased employer and employee contributions, increased government funding or changes to scheme benefits.

b. Investment policy

During the year the Academy held all its liquid funds in an interest bearing account at a major UK clearing bank with an A1, P1 short-term credit rating. There are no plans to generate a higher return on any future cash balances unless this can be achieved without increasing counterparty credit risk.

GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Financial review (continued)

c. Principal risks and uncertainties

As with all schools/providers of education, the principal risks facing the Academy are:

Reputational risk - mitigated by maintaining good relations with local stakeholders, improving standards in learning and behaviour, and providing a broad-based and relevant curriculum.

Performance risk - mitigated by monitoring each student's progress at each Key Stage and providing additional resources as necessary.

Financial risk - the principal risks here are a reduction in student numbers, reductions in central government funding, unbudgeted increases in teaching or support staff costs or unbudgeted major capital repairs. The risks here are mitigated by careful budget planning and monitoring and by holding sufficient reserves to cover challenging financial circumstances.

Risks associated with personnel - mitigated by ensuring that the school has correct recruitment and performance management procedures, and that all staff are supported, motivated and valued.

Risks associated with COVID-19.

Fundraising

Members of the Senior Leadership Team (SLT) with the Principal's approval organise and coordinate fundraising activities on behalf of selected charities. The Academy does not use professional fundraisers or involve commercial participators. There have been no complaints about fundraising activity this year.

All fundraising activities are overseen by the Senior Leadership Team (SLT) that ensures:

- 1) Fundraising activities for charities are communicated in advance to all parties.
- 2) They brief the fundraisers in advance to ensure compliance with the code of fundraising practice.
- 3) All funds raised for a particular cause will be used for that particular cause.
- 4) Protection of vulnerable people and others from unreasonable intrusion on a person's privacy, unreasonably persistent approaches or undue pressure to give, in the course of or in connection with fundraising.

The Academy also operates a Governors fund which is not part of the Academy budget but it helps towards school trips and educational activities both generally and for individual families. We ask for a contribution of £15 for each single student and £30 for two or more students in the same family within the school each year. The contribution is voluntarily and the payments are made electronically and would go directly to the Governors fund account.

GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Plans for future periods

The key strategic priorities for future years are:

- To maintain outstanding outcomes for all students.
- To sustain Outstanding at Ofsted and section 48 Inspection.
- To preserve all that is outstanding and authentically Catholic as the expansion of KS3 and the sixth form continues.
- To agree the final works outstanding in the main building with regard to the student entrance.
- To agree completion and agree final costs with the administrator.

Funds held as custodian on behalf of others

At the year end the Academy Trust was holding funds of £41,666 (2019 - £24,799) on behalf of the Catholic Teaching Alliance. These funds are included within other creditors.

Disclosure of information to auditor

Insofar as the Governors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware, and
- that Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Governors' Report was approved by order of the Board of Governors, as the company directors, on 12 January 2021 and signed on its behalf by:



Marjorie Bannister
Chair of Governors

GOVERNANCE STATEMENT

Scope of responsibility

As Governors, we acknowledge we have overall responsibility for ensuring that St Michael's Catholic College 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 St Michael's Catholic College 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 STATEMENT (CONTINUED)

Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities. The Board of Governors has formally met 4 times during the year.

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

Governors	Meetings attended	Out of a possible
Janice Babb	4	4
Marjorie Bannister	4	4
Bassey Bassey	3	4
Grainne Bellenie	3	4
Anthony Boakye-Ansah (resigned 31 October 2020)	0	4
Catherine Bryan	3	4
Felicity Corcoran	4	4
Sister Pauline Clark (resigned 1 August 2020)	4	4
Ilaria English	0	4
Mina Golkari Hagh	3	4
Benedicte Gercke	4	4
Anne Luckman	4	4
Peter McCarthy	3	4
Ben Ogden	2	4
Veronica Quinn (resigned 16 March 2020)	1	3
Tania Rughooputh	4	4

There were no significant changes in the composition of the Governors during the year. They had a broad coverage of work during the year which focused in particular on quality and curriculum issues.

The main change during 2019-20 was the resignation of the Finance and Resources Committee Chair in March, due to personal commitments. The former Chair took over the role and is continuing to perform it this year. Governor recruitment in Autumn 2020 has identified a new Foundation Governor with finance skills to look forward at succession planning.

The skills audit was last conducted in 2017-18. There has been a stable Governing body and it was felt that there was no need to repeat the skills audit at the current time.

In September 2019 a decision was taken to move from the NGA (National Governance Association) Code of Conduct to the CES (Catholic Education Service) Code of Conduct model to reflect the Catholicity of the School.

The Board has not yet carried out a self-evaluation. Focus in the latter part of the year has been supporting the School during the Covid-19 pandemic.

Governors have moved to remote meetings which are working well and effectively, with high attendance from governors. A remote governance plan was put into place very quickly following lockdown in March 2020 to enable governors to carry out their responsibilities and support the school. In accordance with guidance governors are still unable to visit the school site and meetings continue to take place via a virtual platform.

The Finance and Resources Committee is a sub-committee of the main board of Governors. Its purpose is to ensure that the Academy's finances and resources are managed responsibly, paying particular attention to planning, monitoring and financial probity.

This Committee contributes to the formulation of the School Development Plan through consideration of financial proposals and priorities within the stated and agreed aims and objectives of the Academy. The main

ST MICHAEL'S CATHOLIC COLLEGE
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

agenda items during the year included monitoring and evaluation of the revenue income and expenditure, review and monitoring of the building work and ongoing issues with heating and ventilation in the main building, consideration and approval of spending proposals from other Committees, review of contracts, consideration of Responsible Officer reports and endorsement of policy and process.

Attendance during the year at meetings was as follows:

Governors	Meetings attended	Out of a possible
Marjorie Bannister	4	4
Felicity Corcoran	4	4
Ilaria English	0	4
Benedicte Gercke	4	4
Ben Ogden	2	4
Veronica Quinn (resigned 16 March 2020)	1	3

GOVERNANCE STATEMENT (CONTINUED)

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 Trust'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 Trust has delivered improved value for money during the year by:

Improving educational results:

- St Michael's Academy regularly reviews its staffing structure on an annual basis to meet the needs of both the rapidly expanding sixth Form and years 7-11. It is heavily involved in capital funding for excellence.
- Overstaffing to meet the needs of the new GCSEs and A-levels.
- The increase of an additional class in years 7 to 9 has incurred increased staffing costs and all teaching appointments include fully qualified teachers.
- Throughout the year the Academy provides extra support for all students at KS4 and 5 through after school study clubs, all day Saturday Schools and revision classes for every holiday.
- The Academy was awarded the Transforming in Principled Curriculum accreditation by SSAT in November 2020. This recognises the work the college has done to ensure the curriculum is broad, balanced and supports students to raise their potential.
- The Academy has been judged outstanding twice, both in March 2011 and July 2013 and the inspectors thought the Academy provided outstanding value for money. An external review by a consultant put our sixth form on the cusp of outstanding too.
- To ensure our continued improvement the Academy organises external evaluation through working in Partnership with Bonus Pastor and St Ursula's schools and participants and undertakes peer reviews through the London South Teaching school Alliance.

New initiatives:

- Pupil premium monies have been allocated to optimal effect. See website.
- Partnerships with Grant Thornton, Ince and Co, Bloomberg, PWC, Prudential and Kings College are also used to drive up standards through a collaborative approach to education.
- The Academy's governance arrangements include regular monitoring by the Governing Body and its committees, including Finance and Resources, Curriculum Community and Standards Committee and Welfare Committee.
- Financial controls include the Governing Body approving a Scheme of Financial Delegation which clearly sets out the levels of delegated authority and requirements for the Finance Staff.
- The Finance and Resources Trustees and Accounting Officer meet regularly every half term to discuss financial procedures and protocols and value for money. Each meeting is provided with management accounts for monitoring purposes.
- The Accounting Officer is consistently held to account by the Academy trustees for financial decisions.
- MHA Macintyre Hudson has just completed a full financial audit and advises the Academy Business Manager on a regular basis.
- The Responsible Officer audit reviews key systems and procedures and presents a report to the Resources Committee.
- An annual budget is agreed by the Resources Committee which sets out clear lines of accountability. Budget holders receive regular budget monitoring reports.
- The College has clear budget headings and defined spending amounts. All services and contracts are negotiated and this ensures that fitness for purpose is obtained. We purchase good quality products in order that they have a longer time life but also consider overall value for money.
- The College Financial Procedures have clear guidelines outlining the way we select goods and services to display good value for money. Each member of staff is aware of the cost of the resources and the

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money (continued)

budget they are spending against. The College also views alternative purchasing options online to find best value for smaller purchases.

- Benchmarking has taken place with other Converter Academies that have a similar level of funding to compare Income per pupil, Staff Cost per pupil, Education costs per pupil and Premises cost per pupil.

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 on-going 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 St Michael's Catholic College 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 2019 to 31 August 2020 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 Resources 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
- identification and management of risks

The Board of Governors did not appoint an internal auditor for this year. However, the Governors have appointed MHA MacIntyre Hudson to carry out additional checks during this year.

The revised FRS ethical standard for auditors has affected the internal scrutiny arrangements therefore the board of Governors is on the process of appointing somebody else to carry out internal scrutiny.

The external auditor's role includes giving advice on financial and other matters and performing a range of checks on the Academy's financial systems.

On a semi-annual basis, the external auditor reports to the Board of Governors through the finance and general purposes committee on the operation of the systems of control and on the discharge of the Board of Governors financial responsibilities and annually prepares a short annual summary report to the committee outlining the

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The external auditor has delivered their schedule of work as planned, and no material internal control weaknesses were identified.

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:


- on discharge of the Board of Governors financial decisions to help the committee consider actions and assess year on year progress
- the work of the external auditor;
- 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 Governors on 12 January 2021 and signed on their behalf by:



Marjorie Bannister
Chair of Governors



Felicity Corcoran
Accounting Officer

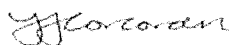
ST MICHAEL'S CATHOLIC COLLEGE
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of St Michael's Catholic College I have considered my responsibility to notify the Academy board of Governors 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 Governors 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 no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the board of Governors and ESFA.



Felicity Corcoran
Accounting Officer
Date: 12 January 2021

STATEMENT OF GOVERNORS' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

The Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Governors' 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 Governors to prepare financial statements for each financial year. Under company law, the Governors 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 Governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP and the Academies Accounts Direction 2019 to 2020;
- make judgements and 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 Governors 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 Governors 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 Governors 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 Governors on 12 January 2021 and signed on its behalf by:



Marjorie Bannister
Chair of Governors

ST MICHAEL'S CATHOLIC COLLEGE
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST MICHAEL'S CATHOLIC COLLEGE

Opinion

We have audited the financial statements of St Michael's Catholic College (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 Auditor's 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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Governors 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.

ST MICHAEL'S CATHOLIC COLLEGE
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST MICHAEL'S CATHOLIC COLLEGE (CONTINUED)

Other information

The Governors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's Report thereon. Other information includes the Reference and Administrative details, the Governors' Report incorporating the Strategic Report and the Directors Report, the Governance Statement, the Statement of Regularity, Propriety and Compliance and the Governors Responsibilities 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 Governors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' Report has 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 Governors' 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

ST MICHAEL'S CATHOLIC COLLEGE
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST MICHAEL'S CATHOLIC COLLEGE (CONTINUED)

Responsibilities of trustees

As explained more fully in the Governors' Responsibilities Statement, the Governors (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 Governors 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 Governors 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 Governors either intend to liquidate the Academy or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 Auditor's 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 Auditor's Report.

ST MICHAEL'S CATHOLIC COLLEGE
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST MICHAEL'S CATHOLIC COLLEGE (CONTINUED)

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 Auditor's 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.

MHA MacIntyre Hudson

Rakesh Shaunak (Senior Statutory Auditor)

for and on behalf of
MHA MacIntyre Hudson

Chartered Accountants
Statutory Auditors

2 London Wall Place

London

EC2Y 5AU

19 January 2021

ST MICHAEL'S CATHOLIC COLLEGE
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST
MICHAEL'S CATHOLIC COLLEGE AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 17 September 2019 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 St Michael's Catholic College 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 St Michael's Catholic College and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to St Michael's Catholic College 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 St Michael's Catholic College and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of St Michael's Catholic College's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of St Michael's Catholic College's funding agreement with the Secretary of State for Education dated 26 March 2019 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.

ST MICHAEL'S CATHOLIC COLLEGE
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST
MICHAEL'S CATHOLIC COLLEGE AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

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.

The work undertaken to draw to our conclusion includes:

- Reviewing the minutes of the meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity.
- Review of the objectives and activities of the Academy, with reference to the income streams and other information available to us as auditors of the Academy.
- Testing of a sample of payroll payments to staff.
- Testing of a sample of payments to suppliers and other third parties.
- Testing of a sample of grants received and other income streams.
- Consideration of governance issues.

Conclusion

In the course of our work, 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.



MHA MacIntyre Hudson
Chartered Accountants
Statutory Auditors

2 London Wall Place
London
EC2Y 5AU

Date: 19 January 2021

ST MICHAEL'S CATHOLIC COLLEGE
(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	11,425	-	19,446	30,871	272,497
Charitable activities	4	7,938	7,233,949	-	7,241,887	6,937,886
Investments	5	4,375	-	-	4,375	4,005
Total income		23,738	7,233,949	19,446	7,277,133	7,214,388
Expenditure on:						
Charitable activities	7	1,505	7,626,365	687,723	8,315,593	7,714,907
Total expenditure		1,505	7,626,365	687,723	8,315,593	7,714,907
Net income/(expenditure)		22,233	(392,416)	(668,277)	(1,038,460)	(500,519)
Transfers between funds	16	-	(30,488)	30,488	-	-
Total transfers		-	(30,488)	30,488	-	-
Net movement in funds before other recognised gains/(losses)		22,233	(422,904)	(637,789)	(1,038,460)	(500,519)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	23	-	(329,000)	-	(329,000)	(200,000)
Net movement in funds		22,233	(751,904)	(637,789)	(1,367,460)	(700,519)
Reconciliation of funds:						
Total funds brought forward		71,772	(603,507)	26,041,945	25,510,210	26,210,729
Net movement in funds		22,233	(751,904)	(637,789)	(1,367,460)	(700,519)
Total funds carried forward		94,005	(1,355,411)	25,404,156	24,142,750	25,510,210


The Statement of Financial Activities includes all gains and losses recognised in the year.

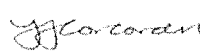
ST MICHAEL'S CATHOLIC COLLEGE
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08160034

BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	13	25,255,139	25,577,377
		25,255,139	25,577,377
Current assets			
Debtors	14	204,495	245,119
Cash at bank and in hand		1,248,384	1,879,527
		1,452,879	2,124,646
Creditors: amounts falling due within one year	15	(341,268)	(549,813)
Net current assets		1,111,611	1,574,833
Total assets less current liabilities		26,366,750	27,152,210
Net assets excluding pension liability		26,366,750	27,152,210
Defined benefit pension scheme liability	23	(2,224,000)	(1,642,000)
Total net assets		24,142,750	25,510,210
Funds of the Academy			
Restricted funds:			
Fixed asset funds	16	25,404,156	26,041,945
Restricted income funds	16	868,589	1,038,493
Restricted funds excluding pension asset	16	26,272,745	27,080,438
Pension reserve	16	(2,224,000)	(1,642,000)
Total restricted funds	16	24,048,745	25,438,438
Unrestricted income funds	16	94,005	71,772
Total funds		24,142,750	25,510,210

The financial statements on pages 25 to 53 were approved by the Governors, and authorised for issue on 12 January 2021 and are signed on their behalf, by:


Ms Marjorie Bannister
Chair of Governors


Felicity Corcoran
Principal

The notes on pages 28 to 53 form part of these financial statements.

ST MICHAEL'S CATHOLIC COLLEGE
(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 operating activities	18	(289,479)	(175,344)
Cash flows from investing activities	19	(341,664)	(61,178)
Change in cash and cash equivalents in the year		(631,143)	(236,522)
Cash and cash equivalents at the beginning of the year		1,879,527	2,116,049
Cash and cash equivalents at the end of the year	20, 21	1,248,384	1,879,527

The notes on pages 28 to 53 form part of these financial statements.

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.

St Michael's Catholic College meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The Governors 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 Governors 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.

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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

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.

- **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.

1.5 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.

1.6 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.7 Tangible fixed assets

Assets costing £1,000 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:

Long-term leasehold property	- 40 years straight line
Furniture and equipment	- 10 years straight line
Computer equipment	- 6 years 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.

1.8 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.

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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.13 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.

1.14 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 Governors.

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 23, 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

3. Income from donations and capital grants

	Unrestricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Donations	11,425	-	11,425
Capital grants	-	19,446	19,446
Total 2020	11,425	19,446	30,871
	Unrestricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Donations	6,258	-	6,258
Government grants	-	266,239	266,239
Total 2019	6,258	266,239	272,497

4. Funding for the academy's direct costs

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	6,187,660	6,187,660
Pupil premium	-	271,505	271,505
DfE/EFSA revenue grants	-	420,986	420,986
	-	6,880,151	6,880,151
Local authority income			
SEN funding	-	200,771	200,771
	-	200,771	200,771
Other income			
Trips and sundry income	7,938	153,027	160,965
Total 2020	7,938	7,233,949	7,241,887

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FOR THE YEAR ENDED 31 AUGUST 2020

4. Funding for the academy's direct costs (continued)

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	6,145,444	6,145,444
Pupil premium	-	296,668	296,668
DfE/EFSA revenue grants	-	142,108	142,108
	-	6,584,220	6,584,220
Local authority income			
SEN funding	-	135,381	135,381
	-	135,381	135,381
Other income			
Trips and sundry income	7,172	211,113	218,285
Total 2019	7,172	6,930,714	6,937,886

5. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £
Bank interest receivable	4,375	4,375

	Unrestricted funds 2019 £	Total funds 2019 £
Bank interest receivable	4,005	4,005

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6. Expenditure

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £
Educational Operations:				
Direct costs	5,587,096	-	412,657	5,999,753
Allocated support costs	955,248	254,251	1,106,341	2,315,840
Total 2020	6,542,344	254,251	1,518,998	8,315,593
	Staff Costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £
Educational Operations:				
Direct costs	4,918,914	-	487,703	5,406,617
Allocated support costs	862,289	266,455	1,179,546	2,308,290
Total 2019	5,781,203	266,455	1,667,249	7,714,907

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Direct costs - Educational Operations	1,505	8,314,088	8,315,593
	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Direct costs - Educational Operations	4,907	7,710,000	7,714,907

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

8. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Educational operations	5,999,753	2,315,840	8,315,593

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £
Educational operations	5,406,617	2,308,290	7,714,907

Analysis of support costs

	Activities 2020 £	Total funds 2020 £
Staff costs	955,248	955,248
Depreciation	687,723	687,723
Legal fees	10,616	10,616
Technology costs	128,215	128,215
Premises costs	254,251	254,251
Other support costs	265,927	265,927
Governance costs	13,860	13,860
Total 2020	2,315,840	2,315,840

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8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Activities 2019 £	Total funds 2019 £
Staff costs	862,289	862,289
Depreciation	756,668	756,668
Technology costs	114,945	114,945
Premises costs	266,455	266,455
Other support costs	296,208	296,208
Governance costs	11,725	11,725
Total 2019	<u>2,308,290</u>	<u>2,308,290</u>

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2020 £	2019 £
Operating lease rentals	11,142	14,257
Depreciation of tangible fixed assets	687,723	756,668
Fees paid to auditor for:		
- audit	9,450	9,200
- other services	2,500	2,525
	<u>700,815</u>	<u>772,650</u>

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10. Staff

a. Staff costs

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	4,791,328	4,455,790
Social security costs	529,573	479,172
Pension costs	1,201,603	820,460
	<u>6,522,504</u>	<u>5,755,422</u>
Agency staff costs	19,840	25,781
	<u>6,542,344</u>	<u>5,781,203</u>

b. Non-statutory/non-contractual staff severance payments

During the year there was a non-statutory staff severance payment amounting to £nil (2019: £12,060) and a statutory staff severance payment amounting to £nil (2019: £4,021).

c. Staff numbers

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

	2020 No.	2019 No.
Management	10	10
Teachers	74	72
Administration and support	35	35
	<u>119</u>	<u>117</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

10. Staff (continued)

d. Higher paid staff

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

	2020	2019
	No.	No.
In the band £60,001 - £70,000	3	5
In the band £70,001 - £80,000	4	3
In the band £80,001 - £90,000	1	-
In the band £90,001 - £100,000	-	1
In the band £100,001 - £110,000	1	-

The above employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2020, pension contributions to these staff amounted to £147,466 (2019 - £105,144).

e. Key management personnel

The key management personnel of the Academy comprise the Governors 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 £994,466 (2019 £882,256).

11. Governors' remuneration and expenses

One or more Governors has been paid remuneration or has received other benefits from an employment with the Academy. The principal and other staff Governors 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 Governors' remuneration and other benefits was as follows:

		2020	2019
		£	£
Felicity Corcoran (Principal and Accounting Officer)	Remuneration	90,000 -	85,000 -
		95,000	90,000
	Pension contributions paid	15,000 -	10,000 -
		20,000	15,000
Tania Rughooputh, Staff Governor	Remuneration	60,000 -	60,000 -
		65,000	65,000
	Pension contributions paid	10,000 -	10,000 -
		15,000	15,000
	Pension contributions paid		0 - 5,000
Peter McCarthy, Staff Governor	Remuneration	25,000 -	25,000 -
		30,000	30,000
	Pension contributions paid	0 - 5,000	0 - 5,000

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

NOTES TO THE FINANCIAL STATEMENTS
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12. Governors' and Officers' insurance

In accordance with normal commercial practice, the Academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £1,000,000 on any one claim and the cost for the year ended 31 August 2020 was £896 (2019 - £896). The cost of this insurance is included in the total insurance cost.

13. Tangible fixed assets

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2019	27,628,182	568,451	764,296	28,960,929
Additions	330,824	6,633	28,028	365,485
At 31 August 2020	27,959,006	575,084	792,324	29,326,414
Depreciation				
At 1 September 2019	2,665,657	287,803	430,092	3,383,552
Charge for the year	523,589	56,853	107,281	687,723
At 31 August 2020	3,189,246	344,656	537,373	4,071,275
Net book value				
At 31 August 2020	24,769,760	230,428	254,951	25,255,139
At 31 August 2019	24,962,525	280,648	334,204	25,577,377

14. Debtors

	2020 £	2019 £
Due within one year		
Other debtors	39,089	77,408
Prepayments and accrued income	165,406	167,711
	204,495	245,119

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15. Creditors: Amounts falling due within one year

	2020	2019
	£	£
Trade creditors	55,477	239,712
Other taxation and social security	130,255	119,626
Other creditors	41,717	139,053
Accruals and deferred income	113,819	51,422
	341,268	549,813
	2020	2019
	£	£
Deferred income at 1 September 2019	51,422	35,304
Resources deferred during the year	21,764	51,422
Amounts released from previous periods	(51,422)	(35,304)
	21,764	51,422

At the balance sheet date the Academy was holding funds in respect of funding received in advance of the 2020-21 academic year.

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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 - all funds	<u>71,772</u>	<u>23,738</u>	<u>(1,505)</u>	<u>-</u>	<u>-</u>	<u>94,005</u>
Restricted general funds						
Restricted Funds - all funds	<u>1,038,493</u>	<u>7,233,949</u>	<u>(7,373,365)</u>	<u>(30,488)</u>	<u>-</u>	<u>868,589</u>
Pension reserve	<u>(1,642,000)</u>	<u>-</u>	<u>(253,000)</u>	<u>-</u>	<u>(329,000)</u>	<u>(2,224,000)</u>
	<u>(603,507)</u>	<u>7,233,949</u>	<u>(7,626,365)</u>	<u>(30,488)</u>	<u>(329,000)</u>	<u>(1,355,411)</u>
Restricted fixed asset funds						
Class II Restricted Funds - all funds	<u>26,041,945</u>	<u>19,446</u>	<u>(687,723)</u>	<u>30,488</u>	<u>-</u>	<u>25,404,156</u>
Total Restricted funds	<u>25,438,438</u>	<u>7,253,395</u>	<u>(8,314,088)</u>	<u>-</u>	<u>(329,000)</u>	<u>24,048,745</u>
Total funds	<u><u>25,510,210</u></u>	<u><u>7,277,133</u></u>	<u><u>(8,315,593)</u></u>	<u><u>-</u></u>	<u><u>(329,000)</u></u>	<u><u>24,142,750</u></u>

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

Restricted Fixed Asset Fund - the land and buildings element relates to the asset transferred from Southwark LEA and which is being released in line with the depreciation charged on land and buildings. This fund represents the Trust's investment in fixed assets, net of any depreciation. Any unspent capital grants are held in this fund to be applied for the purpose intended by the grantor.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

16. Statement of funds (continued)

Restricted general funds will be used for educational purposes in line with the Academy's objects and its funding agreement with the ESFA. Restricted funds in respect of the defined benefit relate to the movement on the Local Government Pension Scheme liability. All grants in this category have been fully expended other than the General Annual Grant.

Unrestricted funds relate to donations and other income given without restriction to its purpose and can be used for the general purpose of the Academy Trust.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

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 - all funds	59,244	17,435	(4,907)	-	-	71,772
Restricted general funds						
Restricted Funds - all funds	969,940	6,930,714	(6,754,332)	(107,829)	-	1,038,493
Pension reserve	(1,243,000)	-	(199,000)	-	(200,000)	(1,642,000)
	<u>(273,060)</u>	<u>6,930,714</u>	<u>(6,953,332)</u>	<u>(107,829)</u>	<u>(200,000)</u>	<u>(603,507)</u>
Restricted fixed asset funds						
Fixed assets	26,002,999	-	(756,668)	331,046	-	25,577,377
Capital grants	421,546	266,239	-	(223,217)	-	464,568
	<u>26,424,545</u>	<u>266,239</u>	<u>(756,668)</u>	<u>107,829</u>	<u>-</u>	<u>26,041,945</u>
Total Restricted funds	<u>26,151,485</u>	<u>7,196,953</u>	<u>(7,710,000)</u>	<u>-</u>	<u>(200,000)</u>	<u>25,438,438</u>
Total funds	<u><u>26,210,729</u></u>	<u><u>7,214,388</u></u>	<u><u>(7,714,907)</u></u>	<u><u>-</u></u>	<u><u>(200,000)</u></u>	<u><u>25,510,210</u></u>

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NOTES TO THE FINANCIAL STATEMENTS
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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	-	-	25,255,139	25,255,139
Current assets	94,005	1,209,857	149,017	1,452,879
Creditors due within one year	-	(341,268)	-	(341,268)
Provisions for liabilities and charges	-	(2,224,000)	-	(2,224,000)
Total	94,005	(1,355,411)	25,404,156	24,142,750

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	-	-	25,577,377	25,577,377
Current assets	71,772	1,588,306	464,568	2,124,646
Creditors due within one year	-	(549,813)	-	(549,813)
Provisions for liabilities and charges	-	(1,642,000)	-	(1,642,000)
Total	71,772	(603,507)	26,041,945	25,510,210

NOTES TO THE FINANCIAL STATEMENTS
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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)	(1,038,460)	(500,519)
Adjustments for:		
Depreciation and loss on sale	687,723	757,042
Capital grants from DfE and other capital income	(19,446)	(266,239)
Interest receivable	(4,375)	(4,005)
Defined benefit pension scheme cost less contributions payable	223,000	167,000
Defined benefit pension scheme finance cost	30,000	32,000
Decrease in debtors	40,624	6,885
Decrease in creditors	(208,545)	(367,508)
Net cash used in operating activities	(289,479)	(175,344)

19. Cash flows from investing activities

	2020 £	2019 £
Dividends, interest and rents from investments	4,375	4,005
Purchase of tangible fixed assets	(365,485)	(331,422)
Capital grants from DfE Group	19,446	266,239
Net cash used in investing activities	(341,664)	(61,178)

20. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	1,248,384	1,879,527
Total cash and cash equivalents	1,248,384	1,879,527

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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	1,879,527	(631,143)	1,248,384
	<u>1,879,527</u>	<u>(631,143)</u>	<u>1,248,384</u>

22. Capital commitments

	2020 £	2019 £
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	<u>149,017</u>	<u>708,109</u>

23. 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 the London Pension Fund Authority. 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 2016.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

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.

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23. 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 £878,354 (2019 - £566,147).

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 £154,000 (2019 - £133,000), of which employer's contributions totalled £101,000 (2019 - £87,000) and employees' contributions totalled £ 53,000 (2019 - £46,000). The agreed contribution rates for future years are 12.8 per cent for employers and 5.5 to 12.5 per cent for employees.

As described in note 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.

NOTES TO THE FINANCIAL STATEMENTS
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23. Pension commitments (continued)

Principal actuarial assumptions

	2020	2019
	%	%
Rate of increase in salaries	2.00	2.00
Rate of increase for pensions in payment/inflation	2.30	2.20
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
<i>Retiring today</i>		
Males	21.3	20.6
Females	24.1	23.2
<i>Retiring in 20 years</i>		
Males	22.7	22.3
Females	25.6	25.1

Sensitivity analysis - projected increase/(reduction) in present value of liability

	2020	2019
	£000	£000
Discount rate +0.1%	5,108	4,324
Discount rate -0.1%	(5,343)	(4,512)
Mortality assumption - 1 year increase	5,399	4,574
Mortality assumption - 1 year decrease	(5,054)	(4,265)
CPI rate +0.1%	5,335	4,424
CPI rate -0.1%	(5,115)	(4,410)

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23. Pension commitments (continued)

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

	2020	2019
	£000	£000
Equities	1,648	1,545
Target return portfolio	683	682
Infrastructure	207	152
Property	278	252
Cash and other liquid assets	184	144
Total market value of assets	3,000	2,775

The actual return on scheme assets was £267,000 (2019 - £252,000).

The amounts recognised in the Statement of Financial Activities are as follows:

	2020	2019
	£	£
Current service cost	223,000	251,000
Interest cost	30,000	35,000
Total amount recognised in the Statement of Financial Activities	253,000	286,000

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

	2020	2019
	£	£
At 1 September	4,417,000	3,718,000
Current service cost	318,000	251,000
Interest cost	81,000	98,000
Employee contributions	52,000	46,000
Benefits paid	(170,000)	(82,000)
Actuarial losses	526,000	386,000
At 31 August	5,224,000	4,417,000

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NOTES TO THE FINANCIAL STATEMENTS
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23. Pension commitments (continued)

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

	2020 £	2019 £
At 1 September	2,775,000	2,475,000
Interest income	47,000	63,000
Employee contributions	52,000	46,000
Benefits paid	(170,000)	(82,000)
Actuarial gains	197,000	186,000
Employer contributions	99,000	87,000
At 31 August	3,000,000	2,775,000

24. 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	3,841	12,434
Later than 1 year and not later than 5 years	1,920	9,035
	5,761	21,469

25. 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.

26. Related party transactions

Owing to the nature of the Academy and the composition of the Board of Governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the governors 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.

NOTES TO THE FINANCIAL STATEMENTS
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27. Agency arrangements

The Academy Trust administers funds for the Catholic Teaching Alliance. A balance of £41,666 (2019 - £24,799) was held in respect of these funds as at the Balance Sheet date and is included within creditors.

The Academy Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the year ended 31 August 2020 the Academy Trust received £17,272 (2019: £19,525) and disbursed £17,272 (2019: £19,525) from the fund. There were no undistributed amounts at either year end.