

**RUGBY HIGH SCHOOL ACADEMY TRUST**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED**  
**31 AUGUST 2021**

*Company Limited by Guarantee*  
*Registration Number: 07521636*  
*(England & Wales)*

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## REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, TRUSTEES AND ADVISORS

<b>Members</b>	C J Marten A Marley P S Reaney Dr A Canale-Parola
<b>Trustees</b>	P S Reaney, Chair of Trustees* A D Alonzi A S Pophali* Dr A Canale-Parola J Gilbert A Marley M J Moran* J King* S Chettle-Gibrat* M Grady* C D Goodier <i>* Finance Committee</i>
<b>Senior Management Team</b>	M Grady, Headteacher P Cartmell, Business Manager J Grimes, Deputy Headteacher Y Grogan, Senior Assistant Headteacher O Dermott-Bond, Assistant Headteacher S Quinn, Assistant Headteacher
<b>Principal and Registered Office</b>	Rugby High School Longrood Road Rugby Warwickshire CV22 7RE
<b>Company name</b>	Rugby High School Academy Trust
<b>Company Registration Number</b>	07521636
<b>Independent Auditor</b>	UHY Hacker Young (Birmingham) LLP 9-11 Vittoria Street Birmingham B1 3ND

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021**

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Academy Trust operates an Academy for students (girls) aged 11-16 and a mixed (girls and boys) sixth form serving East Warwickshire and an area centered on Rugby Water Tower with a radius of 10 miles. It has a pupil capacity of 600 in the Main School Years 7-11 and up to 300 in the Sixth Form. The Academy Trust had a roll of 592 (2020:596) in the Main School and 311 (2020:299) in the Sixth Form in the school census on 20 May 2021.

**STRUCTURE, GOVERNANCE AND MANAGEMENT****Constitution**

The Academy Trust is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum of Association is the primary governing document of the Academy Trust.

The Trustees of Rugby High School Academy Trust are also the directors of the charitable company for the purposes of company law.

The charitable company operates as Rugby High School Academy Trust (also known as Rugby High School). The school converted to Academy status on 8 March 2011 when its operations, assets and liabilities were transferred from the Local Authority.

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on page 1.

**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.

**Trustees' indemnities**

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

**Method of recruitment and appointment or election of Trustees**

The Governing Body consists of 18 Trustees, with 11 posts currently occupied. There is one Membership Governor elected by the other Governors. There is an LA Governor nominated by Warwickshire County Council. There are three community Governors and three Partnership Governors. The Community and Partnership Governors are appointed by the Governing Body. There are three Staff Governors including the Headteacher who is appointed by virtue of office. The remaining Staff Governors are elected by the staff, one to represent the teaching staff and one to represent the support staff. Seven of the Governors are parents of students who attend the school elected by the parent body to serve for a period of four years. Parents are notified via the school's newsletter that a vacancy has arisen and details of the election process. Expressions of interest are invited. Potential candidates are issued with an information pack that includes a nomination form. Ballot forms are issued on the basis of one form per parent/carer. Parents are asked to return forms to the Clerk to the Governors at the school.

**Policies adopted for the induction and training of Trustees**

An induction pack is given to all newly appointed Governors. The induction pack describes their role as a Governor and gives some basic information about the school and the Governing Body (organisational structures, finance, personnel). The induction of Governors is managed by the Chair of Governors. Governors are encouraged to identify their training needs which the school endeavors to meet either through mentoring, bespoke training or generic training.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021****Policies adopted for the induction and training of Trustees (cont'd)**

The school subscribes to Warwickshire Governor Services through which Governors are able to access face to face training. Governors are able to access safer recruitment and safeguarding training courses organised by the Warwickshire Safeguarding. The school also subscribes to online Governor safeguarding training through its recruitment consultant – Hays PLC.

**Organisational structure**

As specified in the Articles of Association, the business of the Academy Trust is managed by the Governors who exercise all the powers of the Academy Trust. In exercising their responsibilities, Governors consider the advice given by the Headteacher and other Executive Officers. Governors are responsible for setting policies, planning and budget setting and making senior staff appointments. The Governors are responsible for monitoring the performance of the Headteacher on a regular basis.

The Senior Leadership Team controls the Academy at an executive level implementing the policies laid down by the Governors and reporting back to them. As a group, the Senior Leadership Team are responsible for the authorisation of spending within agreed budgets and limits and for the appointment of staff with the exception of Senior Leadership Team members. The Headteacher is the Academy's Accounting Officer and serves as a Trustee. The current Headteacher was appointed on the 1 September 2019. The Internal Auditor function was carried out by the Chair of the Finance Subcommittee during 2020/21. The Trust are currently seeking to appoint an independent Internal Auditor.

**Arrangements for setting pay and remuneration of key management personnel**

The arrangements for setting the pay and remuneration of the Academy Trust's key management personnel are those set out in the School Teachers' Pay and Conditions Document (STPCD) 2017. The school is categorised at a Group 6 school according to Section 6 of the STPCD. The Headteacher's salary is benchmarked against that of other local secondary Headteachers. The salary arrangements for the Deputy Headteacher and the Assistant Headteacher are compliant with paragraph 9.4 of the STPCD.

**Trade union facility time****Number of employees****Relevant union officials**

Number of employees who were relevant union officials during the year

Full-time equivalent employee number

**Percentage of time spent on facility time****Percentage of time**

0%

1%-50%

51%-99%

100%

**Percentage of pay bill spent on facility time**

Total cost of facility time

Total pay bill

4,135,266

Percentage of total pay bill spent on facility time

0%

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours

0%

**Related parties and other connected charities and organisations**

The school has a connected charity which was established for the purpose of supporting the school in a manner as determined by its own independent board. These funds are under the control of this independent board, not the Academy. In line with the Academies Accounts Direction 2020 to 2021 (SORP 2019) some summary details of this charity's activities are included in note 29 to the financial statements.

**OBJECTIVES AND ACTIVITIES****Objects and aims**

The Academy Trust's object is specifically restricted to advance for the public benefit education in the United Kingdom, by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum ("the Academy")

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021****Objects and aims (cont'd)**

The school provides an academic secondary education to the young people of Rugby and the surrounding area. In line with its funding agreement, although it offers a broad curriculum for young women and men up to the age of nineteen, it places a special emphasis on science and languages.

**OBJECTIVES, STRATEGIES AND ACTIVITIES****Core Target 1:**

To focus the Rugby High School Community on the importance of wellbeing, supporting all individuals in self-care and embedding understanding of how to be a responsible, happy and successful global citizen.

**Core Target 2:**

To review the curriculum offered at Rugby High School from years 7 to 13, including key transition points so that all students progress through a rich and structured curriculum that is appropriately challenging at all stages, resulting in the very best outcomes for all.

**Core Target 3:**

To reflect on and develop teaching and learning best practice, sharing and celebrating diversity of pedagogy, content and skills, enhancing teaching at all levels to nurture curiosity, resilience and outstanding learning habits for all students.

Strategies employed to achieve these aims included:

- A detailed Curriculum review led by the Deputy Head Teacher, working closely with the Heads of Departments (HODS).
- The use of the Teaching and Learning group to develop and share a variety of good practice around assessment and differentiation in addressing SEN needs and the needs of all students.
- A review of and implementation of a new Behaviour system designed to support and praise positive behaviour choices.
- The continued use of SISRA Analytic's new Expected Attainment Pathway (EAP) function to track student progress over time and to challenge and hold staff to account.
- A diverse provision including many opportunities for students to learn outside the classroom as well as from visiting experts.
- Partnership and collaborative work with other primary, secondary and special schools.
- An increased focus on Staff-training and development
- More involvement from students at every level in responsibility posts – new roles in the sixth form in particular allowing students to lead on current affairs and diversity

The activities that resulted from the strategies indicated above included:

- Provision of a broad and balanced curriculum to students in Years 7-13.
- Delivery of a series of externally determined award schemes e.g. the Crest Scheme, Go4Set and the Duke of Edinburgh Award Scheme.
- A series of learning walks and observations led by senior leaders to monitor and evaluate classroom practice.
- All students now part of the "reporting process" their own reflections on their attainment and progress now forming an official part of the reporting document.
- The use of INSET time to conduct a whole school planning morning reflecting on reporting and also in some detail on positive mental health
- Reflection in meetings at all levels on lessons learned from the Teacher Assessed Grade work of Summer 2021
- Increased staff training in remote learning throughout the lockdown
- Staff attendance at training events organised by public examination boards, Warwickshire County Council and the school designed to develop knowledge, understanding and effective professional practice.
- The Head Teacher serves as a member of AQA's Appeal Hearings Panel, and is an elected member of ASCL's Council

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021****Covid Statement:**

Rugby High School "locked down" as directed by Government through 2020/21. The ensuing weeks (and months) saw a remarkable effort from the Senior Team in ensuring that the school continued in spirit. The Head Teacher's direction to all staff was that the school has two key aspects: the safeguarding of our students and staff, and their continued education so that they can make progress through the curriculum. Focusing on two core elements ensured that day to day the progress of students was prioritised. Teams worked efficiently to ensure that parents, students and staff felt informed, connected and above all supported by the school, however remote seemed.

In January 2021 the Trust appointed a new Assistant Headteacher with a significant part of their new role to include oversight of the impact of Covid on Student progress and the operational management of the Testing regime the Government forced upon the school. The School was required to put in place physical provision and staffing capacity to carry out Covid Lateral Flow tests on all students every week. At short notice this was significantly reduced to just TWO tests per student. The poor notice and planning by the Government causing significant additional stress to the organization in the lead up to the new Academic year.

The Head Teacher wrote to all students and all staff daily throughout the lockdowns with the Deputy Head Teacher filling this role in his absence and a key aspect of staff and student wellbeing was addressed in this constant communication and connection.

For the second year running no formal GCSE or A Level Exams were held nationally. The Head Teacher, following his use of contacts with OFQUAL led the process by which Teacher Assessed Grades (TAGs) were awarded, ensuring integrity of the whole approach. Although the school received some appeals, not a single appeal against marking was upheld, confirming the success and rigor of the process.

The senior team were given autonomy, as were middle leaders to lead their teams how best they saw fit, with regular online meetings to ensure that information was gathered and shared throughout.

Deputy Head Teacher led curriculum reflections, and parental and student surveys to manage student and staff workload, and the Head Teacher directed staff to work flexibly, ensuring that remote learning happened and was effective, but that it did not overwhelm either the workforce or the students.

The use of "catch-up" funding has focused on pastoral support and specifically targeted academic support. A provision map is now firmly embedded in KS£ and rolling out to KS4 and 5. Curriculum leaders have a very clear sense of the adaptations that they need to make to the curriculum to ensure progress for all students and groups of students.

The leadership team complied with Government Guidelines throughout the Pandemic. By utilizing a system by which students remained largely in one classroom throughout the pandemic period they minimized the transmission of the virus within the school. Trustees and parents complimented the leadership of the school during this exceptional time.

As an organisation we ensured sound financial running throughout the lockdown, with trustees meeting towards the end of the lockdown to review procedures for reopening.

This has been an incredibly hard year for the whole school community. We have not only survived it, but delivered continued education, safeguarding and maintained the ethos of Rugby High School throughout.

**Public benefit**

Rugby High School Academy Trust is a charitable trust which seeks to benefit the public throughout the pursuit of its stated aims.

The Trustees have complied with their duty to have due regard to the guidance on public benefit published by the charity commission in exercising their powers or duties

**Strategic report****Achievements and performance****Key performance indicators**

Standards of learning are measured quantitatively by results in GCSE and A Level examinations. Although comparison is made in the section on Key Performance Indicators to 2019 data, it should be remembered that in many cases these were reformed (i.e. new) qualifications designed to be rather more challenging than the unreformed qualifications that they replaced. Equally, all grades mentioned in the report are as a result of Teacher-Assessed Grades and not public examinations.



**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021****Key performance indicators (cont'd)**

The school reviews its performance in relation to that of students in other Warwickshire schools and in relation to schools nationally. Again, such comparative measures will not be possible this year, and as the DFE is not publishing school performance data this year, or applying accountability measures, the school used its own past performance to make judgements about performance this year.

The total number of students on roll for the year ended 31 August 2021 was 903. This is an increase of 8 students on the same period in 2020. The main school remains full to capacity and continues to be heavily oversubscribed for entry into Year 7. Recruitment into the Sixth Form in September 2020 was stronger than in 2019, and is seemingly becoming a little more consistent. It is difficult to predict numbers moving forward. This is a function partly of increased competition from other local Sixth Forms and a drop in attainment in two local feeder schools which meant that fewer prospective applicants met the entry criteria for the Sixth Form. The school has formed very positive relationships with an 11-16 feeder school, and this year some 30% of joining students came from this school. Expansion has created some financial strain because of the lagged funding mechanism and this has been compounded by the imposition of a cap in gains (part of the Minimum Funding Guarantee). However, the Trustees continue to remain confident that in the long term the gains that will result from a larger number of students progressing into the Sixth Form from the main school will offset this.

Student attainment was outstanding (remembering again that these are TAGs). In Year 13, there was a good level of consistency in results. The A\* B pass rate was 78.8% (2020:79.5%). The A\* C pass rate was 91.6% (2020:97.9%). Over 50% of Year 13 students took up an offer of a place at a Russell Group University. 3 students accepted places at Oxford or Cambridge University. 77% of students who wanted to attend university took up their first choice place. 97% of students gained at least an offer. An incredible achievement in such a disrupted year.

In Year 11 the average grade in 2021 was an 8C, the highest average grade since reformed qualifications began. Using last 2019's progress measure, the Progress 8 score for the school was 0.48 (well above average) (0.9 in 2020, 0.61 in 2019 and 0.7 in 2018 – so pleasingly consistent).

Creative writing continues to be a strength of the school. Students who attend the school won prizes in competitions organised by the University of Lancaster, the Chaucer Heritage Trust and Rugby School and their work was commended by Corpus Christi College, Cambridge (the Christopher Marlowe Essay Competition) and Foyles (Foyles Young Poet Competition).

We were also invited to attend a reception at Downing Street with a Poetry by Heart winner in October 2021.

**Going concern**

The ability of the Trust to continue as a going concern is under constant review as the Trust forecasts the year end results on a termly basis and produces an annual budget and three year forecast. The latest three year forecast which was produced in June 2021 shows the school predicting reserves of £550k at 31 August 2022.

The budget was prepared with the information known at the time and any major risks identified. The major risk identified was the cost of a "cost of living" increase in Teachers pay and this was identified on the final authorised budget and the financial impact calculated and reported.

When reviewing going concern we look at the projected outturn in future years, the level of reserves the Trust holds and the cashflow position. The current reserves position and the predicted cashflow means that I am confident that the Trust will continue to operate as a going concern for the foreseeable future.

**Financial review**

The Academy had a net decrease in funds for the year ended 31 August 2021 of £146,000 (2020: £54,108) including fixed assets movements but excluding pension reserve movements. As at 31 August 2021 the Academy held £166,000 (2020: £166,512) of unrestricted reserves plus £339,000 (2020: £267,637) of unspent (non fixed asset) restricted funds. The Academy therefore held combined unrestricted and non fixed asset restricted funds, being its available reserves of £505,000 (2020: £434,149).



**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021**

The Academy Trust had a pension deficit on their Local Government Pension Scheme of £2,540,000 at 31 August 2021 (2020: £2,023,000) and a fixed asset reserve of £5,727,000 (2020: £5,943,870) being the book value of past purchases plus unspent capital grants.

Despite the global pandemic, there are no significant factors going forward that are expected to impact on the normal continuing operation of the Academy, as core funding from both the Government and Local Authorities is currently expected to continue. The principal financial management policies adopted in the period are included in the Academy's internal financial policies and are typical for an Academy Trust of this size and type. There were no unusual significant events worthy of comment during the year other than the aforementioned pandemic.

The principal sources of funding for the academy are the General Annual Grant (GAG) and other DfE Group grants, such as Pupil Premium. This funding has been used to support the key educational objectives of the Academy Trust, subject to any remaining reserves.

The Academy's investment policy is only to hold cash reserves on deposit with major holding banks so as to minimise risk.

**Reserves policy**

The Trustees have developed a reserves policy for the school which is reviewed at least annually. The academy needs to hold reserves to allow for contingencies such as unfunded building repairs, unexpected staffing costs and to allow for some uncertainty in future government funding. The Trustees have determined that the appropriate level of free reserves, which it considers to be unrestricted funds plus unspent General Annual Grant (GAG), should be approximately 3.3% of the annual budget, being approximately £150,000.

Actual free reserves plus unspent GAG as at 31 August 2021 were £257,000 (2020: £338,290), being £107,000 (2020: £188,290) higher than the target level set by the Trustees. The excess will be used to address overdue maintenance on the site and assist the leadership team with their plans in 2021/22. The academy also held other available restricted funds at the year end of £19,000 (2020: £Nil) relating to Pupil Premium, £28,000 (2020: £Nil) unspent Covid-19 Catch-Up Premium, £201,000 School Fund reserves, £Nil (2020: £91,132) in relation to the Sports Hall improvements, £Nil (2020: £3,370) of unspent club funding and £Nil (2020: £1,357) in catering income. Total available reserves, being the above figures at 31 August 2021 were £505,000 (2020: £434,149). Cash at bank at 31 August 2021 was £151,000 (2020: £74,465) higher than total available reserves due principally to PAYE/NI and pension costs for August 2021 being paid over in September 2021 and some income received in advance of 2021/22.

At 31 August 2021 the Academy's fixed asset reserve of £5,727,000 (2020: £5,943,870) represented £5,727,000 (2020: £5,942,119) of funds which could only be realised if the assets were sold, plus £Nil (2020: £1,751) of unspent devolved formula capital.

The only reserve in deficit at the year end was the pension reserve (deficit of £2,540,000) which will be addressed via contribution rates decided on from time to time by the pension scheme actuaries. This deficit has arisen, as with many other schemes of this type, mainly due to increased life expectancies and reduced investment returns.

**Investment policy**

The school holds no investments other than its cash balance at the Yorkshire and Clydesdale Bank (Virgin Money). Because of the tight operating margin, Governors are trying to increase the size of the reserve. Reserve funds are used to maintain the school buildings and enhance students' learning experience.

**Principal risks and uncertainties**

The principal risks to the Academy are financial and are associated with increasing support staff and Teachers pay and pensions. Teachers' pension costs increased significantly in the last few years. The government has part funded the increase for the school with some uncertainty that increases will be supported on an ongoing basis. The Academy retains its policy of trying to build reserves in an attempt to mitigate against these risks.

The Government increased funding in KS3/4 funding in September 2020 in their attempt to offer £5,000 per pupil funding across the country. The increased income has been used in part to widen the curriculum offer in KS4, assist with overdue maintenance of the site and allow plans to enhance the wider leadership team. The increase is however still insufficient overall and fails to address the full additional needs brought on by the Coronavirus Pandemic despite the Government's late contribution of "catch up" funding.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021**

A further risk to the school is that although capital items are depreciated, no proper strategy is in place to replace them because there are no funds to fund it. There are times during the course of the school year when the school has to be very careful about the timing of payments because the cash flow is at a critical point. In addition there are the usual risks associated with fraud, damage to reputation, and failure to maintain academic standards.

**Fundraising**

Fundraising in 2020/21 was largely halted due to the Coronavirus Pandemic. The small amount of funds raised in the first term will be paid across in full to the nominated charities. The school engages in limited fundraising to fund its own activities. At the beginning of each year, it invites parents to contribute to its school fund which subsidises trips and visits and other activities which enhance the curriculum. The school's fundraising conforms to recognised standards. Fundraising is monitored by the Internal Auditor. The Complaints Policy would be used to investigate and address any complaints in relation to fundraising. The school has received no complaints in relation to fundraising. The school acknowledges its duty to protect the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches, and from undue pressure to donate. Former students are asked to give their consent to their data being used to inform them about fundraising initiatives. If this consent has not been given, they are not approached.

The school is not currently working with any professional fundraisers.

The school has a Parent Teacher Association (PTA) which participates in some school events and organises others. The PTA funds items of expenditure that might otherwise not be met.

**Plans for future periods**

The Trustees remain committed to forming a co operative MAT, although their original partner is unable to proceed. Identifying other suitable partners is high on the agenda for the school's new leadership and the new Head Teacher is in support of this. A MAT would increase the stability of the school and make it less vulnerable in a period of change and enhance its capacity to successfully bid for new provision. The school recognises that there are financial savings that can be realised from collaborating with other local schools, especially in support services. There is still capacity to expand the Sixth Form and maintaining the increase in Sixth Form numbers is crucial in terms of increasing income and reducing costs. There are no plans for further expansion of the school. However, there are plans to continue to improve the condition of the building. The Trust board undertook an NGA review in December 2019 that has given some key recommendations, and has resulted in the trust proposing to adopt DfE recommended Funding agreement and articles of association.

**Funds held as custodian on behalf of others**

The school holds no funds on behalf of others as a Custodian Trustee.

**Disclosure of information to auditors**

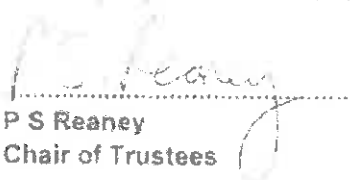
Insofar as the Trustees are aware:

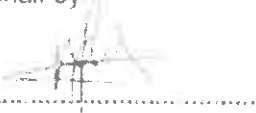
- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**Auditors**

The auditors, UHY Hacker Young (Birmingham) LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 7 December 2021 and signed on its behalf by

  
P S Reaney  
Chair of Trustees

  
M Grady  
Accounting Officer

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2021****Scope of Responsibility**

As trustees, we acknowledge we have overall responsibility for ensuring that Rugby High School Academy Trust 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 trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Board of Trustees has delegated the day-to-day responsibility to the Headteacher 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 Rugby High School Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the trustees' report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 4 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of a Possible</b>
P S Reaney, Chair of Trustees	4	4
A D Alonzi	4	4
A S Pophali	3	4
Dr A Canale-Parola	4	4
J Gilbert	3	4
A Marley	4	4
M J Moran	4	4
J King	4	4
S Chettle-Gibrat	4	4
M Grady	4	4
C D Goodier	4	4

**Governance Review**

The full Board meets four times per year with the Academy's financial status as a recurring agenda item. The board have appointed Finance and Personnel subcommittees of Trustees who meet a further three times per year and also have a standing agenda item to review the financial position in more detail. The schedule for these meetings are in different months to the full board meetings. The Business Manager is invited to present the current status at all of these meetings and the Accounting Officer serves on both committees. The Trustees believe this gives them sufficient oversight of Academy finances and that it jointly exceeds the directive for the Board to meet six times per year.

In undertaking its duties, the Board has had access to independent data about performance this includes data from public examination results, Fischer Family Trust data on performance, the government's school comparison tool and it employed an external quality assurance advisor to review the school's own evaluation of its performance. These data sources are objective and reliable. In reviewing the school's financial performance the board has access to reports generated directly from the school's finance system. The accounting officer has access to other data including the school's bank statements.

The Board completed a formal review of Governance that commenced in 2019/20 which included an independent review of Governance within the Trust. The professional review by the National Governance Association commenced in October 2019 and its formal findings and recommendations were shared with Members, Trustees and the Senior Leadership Team in December 2019. The Trustees are currently finalising their review of the new Articles which will be ratified by the Members in the first half of 2021/22.

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)****Finance and Premises Committee**

The purpose of the Finance and Premises Committee is to provide strategic leadership in relation to finance and premises issues. The major issues that the Committee has dealt with this year were ensuring the school was able to accommodate and afford all the changes required to safely open the school in July and again in September throughout the Coronavirus Pandemic.

Attendance during the year at meetings was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of a Possible</b>
P S Reaney	4	4
M J Moran	4	4
A S Pophali	4	4
S Chettle-Gibrat	3	4
J King	4	4
M Grady	4	4

**Personnel Committee**

The purpose of the Personnel Committee is to provide strategic leadership and monitoring in relation to personnel issues.

Attendance during the year at meetings was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of a Possible</b>
A Marley	2	2
P S Reaney	2	2
J Gilbert	2	2
J King	1	1
M Grady	2	2

**Quality Assurance Committee**

The purpose of the Quality Assurance and Curriculum Committee is to provide strategic leadership and monitoring in relation to self-evaluation, planning, curriculum and associated policies. The major issue that the Committee have dealt with this year was the implementation of Teacher Assessed Grades in lieu of formal GCSE and A Level examinations throughout the latest period of the Covid 19 Pandemic.

Attendance during the year at meetings was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of a Possible</b>
A D Alonzi	2	2
C D Goodier	1	2
Dr A Canale-Parola	2	2
M Grady	2	2
P S Reaney	2	2

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)****Review of Value for Money**

As accounting officer, the Headteacher has responsibility for ensuring that the Academy Trust 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 Trustees 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:

- ensuring that specific funding intended for supporting students through the pandemic has been effectively deployed
- ensuring that tenders for all significant projects were cost effective.
- streamlining and adapting the delivery of the curriculum during the pandemic to provide a balanced education for the students while ensuring they are challenged and well prepared for life after school.
- The Accounting Officer, Governors and Senior Leadership Team continue to monitor budgets and direct resources to provide the best educational and pastoral outcomes for students within a constrained financial

**The Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy Trust 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 Rugby High School Academy Trust for the year ended 31 August 2021 and up to the date of approval of the annual report and financial statements.

**Capacity to Handle Risk**

The board of Trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

**The Risk and Control Framework**

The academy trust'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 Trustees
- regular reviews by the Finance and Premises Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties
- identification and management of risks

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**

The Board of Trustees were unable to appoint an internal auditor for 2020/21. However, the Trustees have appointed M Moran, a Trustee, to carry out a programme of internal checks.

The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the academy trust's financial and other systems. In particular, the checks carried out in the current period were focussed on the Governance Review process. The Members and Trustees wanted assurance that the Governance Review was being executed in a timely manner considering the inevitable impact of the Coronavirus Pandemic.

M Moran, as the internal auditor, with M Grady as Accounting Officer carried out a lengthy review of progress of each element of the Governance Review programme previously agreed by Trustees, specifically assessing the adherence to the timelines and highlighting any and all associated risks, commenting on completion or progress towards completion. Each point was risk assessed low/medium/high. This internal review was conducted in July 2021. No high risks were identified. The report was presented to the Finance subcommittee, before being shared with the full board.

The latest internal audit visit was August 2020. No material control issues were identified as a result of the internal auditor's review work.

The Trustees are conscious that utilizing the skills of a Trustee for internal auditor processes is not best practice and will commence the appointment process for a professional third party internal auditor as soon as possible in 2021/22.

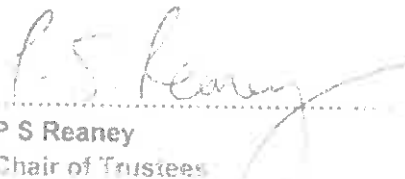
**Review of Effectiveness**


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

- the financial and premises committee discharging their financial decisions to help the board of trustees consider actions and assess year on year progress
- the work of the reviewer;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy trust 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 Premises Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on 7 December 2021 and signed on its behalf by:

  
P S Reaney  
Chair of Trustees

  
M Grady  
Accounting Officer



**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2021**

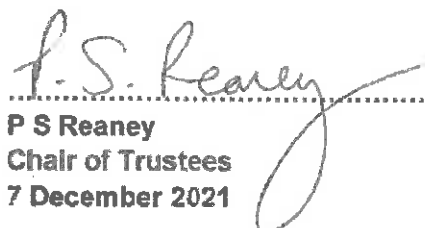
As accounting officer of Rugby High School Academy Trust I have considered my responsibility to notify the academy trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust 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 2020.

I confirm that I and the academy trust board of Trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2020.

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

**Financial Issues**

- £53k write off required for Bring Your Own Device (BYOD) scheme which has resulted in an irrecoverable debtor of £53k. This is above the threshold of £45k in which the ESFA should be notified.
- The Teachers Pensions Certificate for 2020/21 has not been prepared and will be completed during 2021/22.

  
P S Reaney  
Chair of Trustees  
7 December 2021

**STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2021**

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards FRS102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the academy will continue in business.

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

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

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

Approved by order of the members of the board of trustees on 7 December 2021 and signed on its behalf by:

  
P S Reaney  
Chair of Trustees

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RUGBY HIGH SCHOOL ACADEMY TRUST FOR THE YEAR ENDED 31 AUGUST 2021****Opinion**

We have audited the financial statements of Rugby High School Academy Trust (the charitable company) for the year ended 31 August 2021 which comprise Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows and notes to the financial statement, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 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 Rugby High School Academy Trust's affairs as at 31 August 2021 and of its incoming resources and application of resources, including 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 2020 to 2021

**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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC'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**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statement is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Rugby High School Academy Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the financial statements. 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.

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 course of 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.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RUGBY HIGH SCHOOL ACADEMY TRUST FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)****Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report (incorporating the Strategic Report, and the Trustees Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing Rugby High School Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of Rugby High School Academy Trust and the industry in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by Rugby High School Academy Trust, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities SORP 2019 and Academies Accounts Direction 2020 to 2021. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and Rugby High School Academy Trust's net income for the year.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RUGBY HIGH SCHOOL ACADEMY TRUST FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**

Audit procedures performed included: review of the financial statement disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, including correspondence with the Education and Skills Funding Agency review of correspondence with legal advisors, enquiries of management and review of internal audit reports in so far as they related to the financial statements, and testing of journals and evaluating whether there was evidence of bias by the trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the academy trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the academy trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

**Use of our report**

This report is made solely to the Rugby High School Academy Trust'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 Rugby High School Academy Trust'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 Rugby High School Academy Trust's and the Rugby High School Academy Trust's members as a body, for our audit work, for this report, or for the opinions we have formed



Malcolm Winston

Senior Statutory Auditor

UHY Hacker Young (Birmingham) LLP, Statutory Auditor

9-11 Vittoria Street

Birmingham

B1 3ND

7 December 2021



**INDEPENDENT REPORTING ACCOUNTANT'S AUDITOR'S ASSURANCE REPORT ON REGULARITY TO RUGBY HIGH SCHOOL ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2021**

In accordance with the terms of our engagement letter dated 20 August 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2020 to 2021 we have carried out an engagement to obtain limited assurance about whether, the expenditure disbursed and income received by the Academy Trust during the period 1 September 2020 to 31 August 2021 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 Rugby High School Academy Trust and the ESFA in accordance with our engagement letter. Our review has been undertaken so that we might state to the governing body and the ESFA those matters we are required to state to it 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 Rugby High School Academy Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Rugby High School Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Rugby High School Academy Trust funding agreement with the Secretary of State for Education dated 24 March 2011, and the Academies Financial Handbook extant from 1 September 2020 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 2020 to 2021. 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 period 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

**Approach**

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountants issued by the 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 Trust's income and expenditure.



**INDEPENDENT REPORTING ACCOUNTANT'S AUDITOR'S ASSURANCE REPORT ON  
REGULARITY TO RUGBY HIGH SCHOOL ACADEMY TRUST AND THE EDUCATION AND  
SKILLS FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)**

**Approach (con't)**

Summary of the work undertaken was as follows:

- Analytical review of the Academy Trust's general activities are within the Academy Trusts framework of authorities;
- Consideration of the evidence supporting the accounting officers statement on regularity, propriety and compliance;
- Review of the general control environment for the Academy Trust on financial statements and on regularity;
- Sample testing of expenditure transactions to ensure the activity is permissible within the Academy Trust's framework of authority;
- Confirmation that a sample of expenditure has been appropriately authorised in accordance with the Academy Trust's delegated authorities;
- Formal representations obtained from the board of trustees and the accounting officer acknowledging the responsibilities including disclosing all non compliance with laws and regulations specific to the authorising framework;
- Confirmation that any extra contractual payments such as severance and compensation payments have been appropriately authorised;
- Review of credit card expenditure for any indication of personal use by staff, principal or trustees;
- Review of specific terms of grant funding within the funding agreement;
- Review of related party transactions for connections with the principal/finance manager or trustees;
- Review of income received in accordance with the activities permitted within the Academy Trust's charitable objectives.

**Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

• £53k write off required for Bring Your Own Device (BYOD) scheme which has resulted in an irrecoverable debtor of £53k. This is above the threshold of £45k in which the ESFA should be notified.

• The Teachers Pensions Certificate for 2020/21 has not been prepared and will be completed during 2021/22

*UHY Hacker Young (Birmingham) LLP*

Reporting Accountant  
UHY Hacker Young (Birmingham) LLP  
9-11 Vittoria Street  
Birmingham  
B1 3ND  
7 December 2021

**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2021**  
**(Including Income and Expenditure Account)**


		Unrestricted	Restricted	Restricted	Total	Total
	Note	Funds	General	Fixed	2021	2020
		£'000	£'000	Asset	£'000	£'000
				Funds		
<b>Income from:</b>						
Donations and capital grants	3	2	11	6	19	49
Charitable activities:						
- Funding for the Academy Trust's educational operations	4	-	4,848	-	4,848	4,518
Other trading activities	5	7	59	-	66	121
Investment income	6	-	-	-	-	1
<b>Total</b>		<b>9</b>	<b>4,918</b>	<b>6</b>	<b>4,933</b>	<b>4,689</b>
<b>Expenditure on:</b>						
Raising funds	7	9	-	-	9	23
Charitable activities:						
- Academy Trust's educational operations	7 & 8	-	5,003	246	5,249	4,898
<b>Total</b>	<b>7</b>	<b>9</b>	<b>5,003</b>	<b>246</b>	<b>5,258</b>	<b>4,921</b>
<b>Net income/(expenditure)</b>		<b>-</b>	<b>(85)</b>	<b>(240)</b>	<b>(325)</b>	<b>(232)</b>
Transfers between funds	16	-	(23)	23	-	-
<b>Other recognised gains and losses</b>						
Actuarial loss on defined benefit pension schemes	27	-	(338)	-	(338)	(147)
<b>Net movement in funds</b>		<b>-</b>	<b>(446)</b>	<b>(217)</b>	<b>(663)</b>	<b>(379)</b>
<b>Reconciliation of funds</b>						
<b>Total funds brought forward</b>		<b>166</b>	<b>(1,755)</b>	<b>5,944</b>	<b>4,355</b>	<b>4,734</b>
<b>Total funds carried forward</b>	<b>16</b>	<b>166</b>	<b>(2,201)</b>	<b>5,727</b>	<b>3,692</b>	<b>4,355</b>

All of the academy trust's activities derive from acquisitions and continuing operations during the above two financial periods.

## BALANCE SHEET AS AT 31 AUGUST 2021

	Note	2021 £'000	2020 £'000
<b>Fixed assets</b>			
Tangible assets	13	<u>5,727</u>	<u>5,942</u>
		<u>5,727</u>	<u>5,942</u>
<b>Current assets</b>			
Stock		-	3
Debtors	14	90	201
Cash at bank and in hand		<u>656</u>	<u>509</u>
		<u>746</u>	<u>713</u>
<b>Current liabilities</b>			
Creditors: Amounts falling due within one year	15	<u>(241)</u>	<u>(277)</u>
		<u>(241)</u>	<u>(277)</u>
<b>Net current assets</b>		<b>505</b>	<b>436</b>
<b>Total assets less current liabilities</b>		<u><b>6,232</b></u>	<u><b>6,378</b></u>
Defined benefit pension scheme liability	27	(2,540)	(2,023)
<b>Total Net Assets</b>		<u><u><b>3,692</b></u></u>	<u><u><b>4,355</b></u></u>
<b>Funds of the Academy:</b>			
<b>Restricted funds</b>			
- Fixed asset fund	16	5,727	5,944
- Restricted income fund	16	339	268
- Pension reserve	27	<u>(2,540)</u>	<u>(2,023)</u>
<b>Total restricted funds</b>		<u><b>3,526</b></u>	<u><b>4,189</b></u>
<b>Unrestricted income fund</b>	16	<u>166</u>	<u>166</u>
<b>Total unrestricted funds</b>		<u><b>166</b></u>	<u><b>166</b></u>
<b>Total Funds</b>		<u><u><b>3,692</b></u></u>	<u><u><b>4,355</b></u></u>

The financial statements on pages 22 to 44 were approved by the trustees and authorised for issue on 7 December 2021 and signed on their behalf by:

  
 P S Reaney  
 Chair of Trustees

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £'000	2020 £'000
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	20	180	201
Cash flows from investing activities	21	(33)	3
Cash flows from financing activities	22	-	-
<b>Change in cash and cash equivalents in the reporting period</b>		<b>147</b>	<b>204</b>
Cash and cash equivalents at 1 September	23 & 24	509	305
Cash and cash equivalents at 31 August	23 & 24	<u>656</u>	<u>509</u>

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021****1 Statement of Accounting Policies**

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

**Basis of Preparation**

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical 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 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Rugby High School Academy Trust meets the definition of a public benefit entity under FRS 102.

**Going Concern**

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

**Income**

All incoming resources are recognised when the Academy Trust 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 entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance sheet in the restricted fixed asset fund.

- **Sponsorship income**

Sponsorship income provided to the Academy Trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable, where receipt is probable and it can be measured reliably.

- **Donations**

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured.

- **Other income**

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

- **Donated goods, facilities and services**

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)****• Donated goods, facilities and services (cont'd)**

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

**Expenditure**

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

**• Expenditure on Raising Funds**

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

**• Charitable Activities**

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

All resources expended are inclusive of irrecoverable VAT.

**Tangible Fixed Assets**

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

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

**Depreciation Policy**

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

Depreciation is provided on the following bases:

Freehold property	2% to 10% on cost
Furniture and fixtures	10% on cost
Plant and machinery	15% on cost
Computer equipment	33% on cost

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.

**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.

**Stock**

Unsold uniforms and catering stocks are valued at the lower of cost or net realisable value.



**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)****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.

**Current 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. Current liabilities are recognised at the amount that the academy trust 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.

**Provisions**

Provisions are recognised when the academy trust 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.

**Financial Instruments**

The academy trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy trust 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 trust'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 trust's wholly owned subsidiary are held at face value less any impairment.

**Operating leases**

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

**Taxation**

The academy trust 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 trust 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 2021 (cont'd)****Pensions Benefits**

Retirement benefits to employees of the Academy Trust 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 Trust 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 a multi employer scheme with no underlying assets to assign between employers. Consequently the TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a multi funded employer scheme and the assets are held separately from those of the academy trust 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 net income/expenditure are the current service costs and the costs of the 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.

**Fund Accounting**

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Academy Trust at the discretion of the trustees. Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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 Education and Skills Funding Agency/Department for Education.

**Critical accounting estimates and areas of judgement**

Estimates and judgements 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 (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, 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 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. 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 2021 (cont'd)****Critical areas of judgement**

The critical judgements that the Trustees have made in the process of applying the Academy Trust's accounting policies that have the most significant effect on the amounts recognised in the statutory financial statements are discussed below:

The critical areas of judgement are accounting for government grants, accounting for the write down of assets through depreciation and accounting for the pension liability. Government grants are accounted for as restricted funds. The pension liability is assessed by an independent actuarial valuation. Depreciation rates are based on the expected life of the asset.

In assessing whether there have been any indicators of impairment assets, the Trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience of recoverability. There have been no indicators of impairments identified during the current financial year.

**Agency Arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. In accordance with ESFA guidelines the trust is permitted to use up to 5% of the bursary funds allocation towards its own administration costs. The funds received and paid and any balances held are disclosed in note 31.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

**2 GENERAL ANNUAL GRANT (GAG)**

Under the funding agreement with the Secretary of State the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2021 (See note 16).

**3 DONATIONS AND CAPITAL GRANTS**

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000	Total 2020 £'000
Donations	2	11	13	11
Capital grants	-	(2)	(2)	38
Fixed asset donations	-	8	8	-
	2	17	19	49

The income from donations and capital grants was £19,000 (2020 : £49,090) of which £2,000 (2020 : £7,646) was unrestricted, £11,000 (2020 : £2,965) restricted and £6,000 (2020 : £38,479) restricted fixed assets.

**4 FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS**

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000	Total 2020 £'000
<b>DfE/ESFA grants</b>				
General annual grant (GAG) (note 2)	-	4,277	4,277	3,988
Rates relief	-	27	27	-
Pupil Premium	-	39	39	40
Free school meals	-	1	1	-
Teachers pension grant	-	176	176	138
Teachers pay grant	-	62	62	93
	-	4,582	4,582	4,259
<b>Other Government grants</b>				
Special Educational Needs	-	7	7	-
	-	7	7	-
<b>COVID-19 DfE/ESFA additional funding</b>				
Catch up premium	-	47	47	-
Other DfE/ESFA COVID-19 funding	-	31	31	-
	-	78	78	-
<b>Other income from the academy trust's educational operations</b>				
Catering income	-	140	140	165
School visits income	-	41	41	92
Other income	-	-	-	2
	-	181	181	259
	-	4,848	4,848	4,518

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

## 4 FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS (cont'd)

## COVID-19 DfE/ESFA additional funding

The academy received £47,280 of funding for catch up premium. Costs incurred in respect of this funding totalled £47,280.

Other DfE/ESFA COVID-19 funding has been received under "exceptional government funding". The funding received for Coronavirus exceptional support covers £30,780 of mass testing, premises, free school meals and additional cleaning costs. These costs are included within notes 7 and 8.

The income from the Academy Trusts's educational operations was £4,848,000 (2020:£4,518,447) of which £Nil (2020:£4,862) was unrestricted and £4,848,000 (2020:£4,513,585) was restricted.

## 5 OTHER TRADING ACTIVITIES

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000	Total 2020 £'000
Transport income	-	59	59	47
Hire of facilities	7	-	7	19
Consultancy income	-	-	-	19
Student activities income	-	-	-	22
Other income	-	-	-	14
	<u>7</u>	<u>59</u>	<u>66</u>	<u>121</u>

The income from other trading activities was £66,000 (2020:£120,556) of which £7,000 (2020:£41,894) was unrestricted and £59,000 (2020:£78,662) was restricted.

## 6 INVESTMENT INCOME

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2021 £'000	Total 2020 £'000
Bank interest received	-	-	-	1
	<u>-</u>	<u>-</u>	<u>-</u>	<u>1</u>

The income from the Academy Trusts's investment income was unrestricted.

## 7 EXPENDITURE

	Non Pay Expenditure			Total 2021 £'000	Total 2020 £'000
	Staff Costs £'000	Premises £'000	Other Costs £'000		
<b>Expenditure on raising funds</b>					
- Direct costs	-	-	-	-	-
- Allocated support costs	-	-	9	9	23
<b>Academy's educational operations</b>					
- Direct costs	3,147	-	268	3,415	3,446
- Allocated support costs	988	434	412	1,834	1,452
	<u>4,135</u>	<u>434</u>	<u>680</u>	<u>5,249</u>	<u>4,898</u>
	<u>4,135</u>	<u>434</u>	<u>689</u>	<u>5,258</u>	<u>4,921</u>

The expenditure was £5,258,000 (2020 : £4,921,160) of which £9,000 (2020 : £23,547) unrestricted. £5,003,000 (2020 : £4,626,548) restricted and £246,000 (2020 : £270,965) restricted fixed assets.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

<b>7 EXPENDITURE (cont'd)</b>	<b>Total 2021 £'000</b>	<b>Total 2020 £'000</b>
<b>Net income/(expenditure) for the year includes:</b>		
Operating lease rentals	19	25
Bad debts	53	-
Depreciation	246	271
Fees payable to auditor for:		
- audit	8	8
- other services	2	7
	<u>2</u>	<u>7</u>

Included within expenditure is £53,306 of unrecoverable debts associated with school laptops leased out to students under a finance agreement for which some of the finance payments have not been fully recovered.

<b>8 CHARITABLE ACTIVITIES</b>	<b>Total 2021 £'000</b>	<b>Total 2020 £'000</b>
Direct costs - educational operations	3,415	3,446
Support costs - educational operations	<u>1,834</u>	<u>1,452</u>
	<u>5,249</u>	<u>4,898</u>
 <b>Analysis of Support Costs</b>		
Support staff costs	988	571
Depreciation	246	271
Technology costs	125	113
Premises costs	188	164
Other support costs	232	318
Governance costs	55	15
	<u>1,834</u>	<u>1,452</u>



## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

## 9 STAFF COSTS

	Total 2021 £'000	Total 2020 £'000
a Staff costs during the year were:		
Wages and salaries	2,932	2,684
Social security costs	284	252
Pension costs	868	779
	<u>4,084</u>	<u>3,715</u>
Agency staff costs	37	48
Staff restructuring costs	14	-
	<u>4,135</u>	<u>3,763</u>
Staff restructuring costs comprise:		
Redundancy payments	14	-
Severance payments	-	-
Other restructuring costs	-	-
	<u>14</u>	<u>-</u>

## b Staff severance payments

Included in staff restructuring costs are £Nil (2020 : £Nil) non-statutory/non-contractual severance payments. Individually these payments were £Nil

## c Staff numbers

The average number of persons (including senior management team) employed by the academy during the year ended 31 August 2021 expressed as whole persons was as follows:

	Total 2021 £'000	Total 2020 £'000
<b>Charitable Activities</b>	No	No
Teachers	60	60
Administration and support	104	117
Management	5	5
	<u>169</u>	<u>182</u>

## d Higher paid staff

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

	2021 No	2020 No
£60,001 - £70,000	1	1
£70,001 - £80,000	1	1
£90,001 - £100,000	1	-
	<u>3</u>	<u>2</u>

## e Key management personnel

The key management of the Academy Trust comprise the trustees and the senior management team as listed on page 3. 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 Trust was £467,343 (2020 : £548,208).

## 10 RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

**10 RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES (cont'd)**

The value of Trustees' remuneration and other benefits was as follows:

	2021	2020
<i>M Grady (Head Teacher and Trustee from 1 September 2019)</i>		
Remuneration	(£90,000 - £95,000)	(£90,000 - £95,000)
Employer's pension contributions	(£20,000 - £25,000)	(£20,000 - £25,000)
<i>G Walters (Staff Trustee)</i>		
Remuneration	(£Nil)	(£25,000 - £30,000)
Employer's pension contributions	(£Nil)	(£5,000 - £10,000)
<i>A D Alonzi (Staff Trustee)</i>		
Remuneration	(£50,000 - £55,000)	(£50,000 - £55,000)
Employer's pension contributions	(£10,000 - £15,000)	(£10,000 - £15,000)

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

**11 TRUSTEES' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice the academy has purchased insurance to protect trustees' and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim. The cost of this insurance is included in the total insurance cost of the ESFA's RPA scheme.

	2021	2020
	£'000	£'000
Classroom and other materials	-	3

**13 TANGIBLE FIXED ASSETS**

	Leasehold Land & Buildings £'000	Furniture & Equipment £'000	Computer Equipment £'000	Plant & Machinery £'000	Total £'000
<b>Cost</b>					
At 1 September 2020	7,090	311	455	100	7,956
Additions	-	18	11	2	31
Disposals	-	-	-	-	-
At 31 August 2021	7,090	329	466	102	7,987
<b>Depreciation</b>					
At 1 September 2020	1,352	155	420	87	2,014
Charged in year	171	49	24	2	246
Disposals	-	-	-	-	-
At 31 August 2021	1,523	204	444	89	2,260
<b>Net book value</b>					
At 31 August 2021	5,567	125	22	13	5,727
At 31 August 2020	5,738	156	35	13	5,942

	2021	2020
	£'000	£'000
<b>14 DEBTORS</b>		
Trade debtors	11	5
Other debtors	4	51
VAT recoverable	18	114
Prepayments and accrued income	57	31
	90	201

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

## 15 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£'000	£'000
Trade creditors	30	54
Other taxation and social security	77	60
Other creditors	30	65
Accruals and deferred income	104	98
	<u>241</u>	<u>277</u>
<b>Deferred Income</b>	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Deferred income at 1 September 2020	86	76
Resources deferred in the year	91	75
Amounts released from previous years	(86)	(65)
Deferred income at 31 August 2021	<u>91</u>	<u>86</u>

At the balance sheet date the academy was holding funds received in advance for 2021/22 for school trips £73,289 (2020: £74,445), charitable donations £199 (2020: £4,404), parental contributions £2,877 (2020: £Nil), rates relief £14,933 (2020: £Nil) and capital funding £Nil (2020: £6,853).

## 16 FUNDS

The income funds of the academy comprise the following balances of grants to be applied for specific purposes:

	Balance at 1 September 2020	Incoming Resources	Resources Expended	Gains, Losses & Transfers	Balance at 31 August 2021
	£'000	£'000	£'000	£'000	£'000
<b>Restricted general funds</b>					
General annual grant (GAG) (note i)	172	4,277	(4,218)	(140)	91
Pupil premium grant (note ii)	-	39	(20)	-	19
Teachers pension (note iii)	-	176	(176)	-	-
Teachers pay (note iv)	-	62	(62)	-	-
School fund (note v)	96	52	(64)	117	201
Rates relief	-	27	(27)	-	-
Free school meals (note vi)	-	-	(1)	-	-
Catch up premium	-	47	(19)	-	28
Other DfE/ESFA COVID-19 funding	-	31	(31)	-	-
Other restricted	-	206	(206)	-	-
	<u>268</u>	<u>4,918</u>	<u>(4,824)</u>	<u>(23)</u>	<u>339</u>
<b>Restricted fixed asset funds</b>					
Fixed assets donation (note vii)	2,041	-	(96)	-	1,945
Capital donations	9	8	(8)	-	9
Capital expenditure from GAG (note viii)	92	-	(18)	-	74
DfE/ESFA capital grants (note ix)	3,802	(2)	(124)	23	3,699
	<u>5,944</u>	<u>6</u>	<u>(246)</u>	<u>23</u>	<u>5,727</u>
<b>Restricted pension scheme liability</b>					
Pension reserve (note x)	(2,023)	0	(179)	(338)	(2,540)
	<u>(2,023)</u>	<u>0</u>	<u>(179)</u>	<u>(338)</u>	<u>(2,540)</u>
<b>Total restricted funds</b>	<b>4,189</b>	<b>4,924</b>	<b>(5,249)</b>	<b>(338)</b>	<b>3,526</b>
<b>Unrestricted funds</b>					
Unrestricted funds	166	9	(9)	-	166
<b>Total unrestricted funds</b>	<b>166</b>	<b>9</b>	<b>(9)</b>	<b>-</b>	<b>166</b>
<b>Total funds</b>	<b>4,355</b>	<b>4,933</b>	<b>(5,258)</b>	<b>(338)</b>	<b>3,692</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

## 16 FUNDS (cont'd)

## Notes

- i) General Annual Grant must be used for the normal running costs of the School. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it would carry forward at 31 August 2021. (see note 2)
- ii) Pupil Premium grant has been used to support children from low income families placed at the School.
- iii) Teachers pension grant has been used to pay teachers pensions
- iv) Teachers pay grant has been used to pay the increase to teachers pay
- v) School fund comprises school visits income and donations.
- vi) Free school meals grant provided free meals to students during the year.
- vii) Land and buildings were gifted to the Academy Trust upon conversion from Rugby Borough Council.
- viii) The gross transfer from the restricted general fund to the restricted fixed asset fund of £23,000 (2020 : £Nil) represents the total capital expenditure from GAG during the year.
- ix) Restricted fixed assets were funded by government grants.
- x) The pension reserve represents the deficit on the Local Government Pension Scheme (see note 27).

	Balance at 1 September 2019	Incoming Resources	Resources Expended	Gains, Losses & Transfers	Balance at 31 August 2020
	£'000	£'000	£'000	£'000	£'000
<b>Restricted general funds</b>					
General annual grant (GAG) (note i)	32	3,988	(3,848)	-	172
Pupil premium grant (note ii)	-	40	(40)	-	-
Teachers pension (note iii)	-	138	(138)	-	-
Teachers pay (note iv)	-	93	(93)	-	-
Other educational income (note v)	89	334	(327)	-	96
Donations (note vi)	-	3	(3)	-	-
	<u>121</u>	<u>4,596</u>	<u>(4,449)</u>	<u>-</u>	<u>268</u>
<b>Restricted fixed asset funds</b>					
Fixed assets donation (note vii)	2,201	-	(160)	-	2,041
Other donations	9	-	-	-	9
Capital expenditure from GAG (note viii)	203	-	(111)	-	92
DFE/ESFA capital grants (note ix)	3,764	38	-	-	3,802
	<u>6,177</u>	<u>38</u>	<u>(271)</u>	<u>-</u>	<u>5,944</u>
<b>Restricted pension scheme liability</b>					
Pension reserve (note x)	(1,698)	-	(178)	(147)	(2,023)
	<u>(1,698)</u>	<u>-</u>	<u>(178)</u>	<u>(147)</u>	<u>(2,023)</u>
<b>Total restricted funds</b>	<b>4,600</b>	<b>4,634</b>	<b>(4,898)</b>	<b>(147)</b>	<b>4,189</b>
<b>Unrestricted funds</b>					
Unrestricted funds	134	55	(23)	-	166
<b>Total unrestricted funds</b>	<u>134</u>	<u>55</u>	<u>(23)</u>	<u>-</u>	<u>166</u>
<b>Total funds</b>	<u><b>4,734</b></u>	<u><b>4,689</b></u>	<u><b>(4,921)</b></u>	<u><b>(147)</b></u>	<u><b>4,355</b></u>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

## 17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2021 are represented by:

	Unrestricted Funds £'000	Pension Restricted Funds £'000	General Restricted Funds £'000	Fixed Assets Restricted Funds £'000	Total £'000
Tangible fixed assets	-	-	-	5,727	5,727
Current assets	166	-	580	-	746
Current liabilities	-	-	(241)	-	(241)
Pension scheme liability	-	(2,540)	-	-	(2,540)
	<u>166</u>	<u>(2,540)</u>	<u>339</u>	<u>5,727</u>	<u>3,692</u>

Comparative information in respect of the previous period is as follows

Fund balances at 31 August 2020 are represented by:

	Unrestricted Funds £'000	Pension Restricted Funds £'000	General Restricted Funds £'000	Fixed Assets Restricted Funds £'000	Total £'000
Tangible fixed assets	-	-	-	5,942	5,942
Current assets	166	-	545	2	713
Current liabilities	-	-	(277)	-	(277)
Pension scheme liability	-	(2,023)	-	-	(2,023)
	<u>166</u>	<u>(2,023)</u>	<u>268</u>	<u>5,944</u>	<u>4,355</u>

## 18 CAPITAL COMMITMENTS

	2021 £'000	2020 £'000
Contracted for, but not provided in the financial statements	Nil	15
Authorised by trustees, but not yet contracted	<u>Nil</u>	<u>Nil</u>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

**19 COMMITMENTS UNDER OPERATING LEASES****Operating leases**

At 31 August 2021 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2021	2020
	Other	Other
	£'000	£'000
Operating leases which expire:		
- Within one year	12	19
- Within two to five years	21	7
	<u>33</u>	<u>26</u>

**20 RECONCILIATION OF NET DEFICIT TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2021	2020
	£'000	£'000
Net deficit for the reporting period (as per the statement of financial activities)	(325)	(232)
Adjusted for:		
Depreciation (note 13)	246	271
Capital grants from DfE and other capital income	2	(38)
Interest receivable	-	(1)
Defined benefit pension scheme cost less contributions payable (note 27)	143	146
Defined benefit pension scheme finance cost (note 27)	36	32
Decrease/(increase) in stock	3	(3)
Decrease/(increase) in debtors	111	(30)
(Decrease)/increase in creditors	(36)	56
<b>Net cash provided by operating activities</b>	<u>180</u>	<u>201</u>

**21 CASH FLOWS FROM INVESTING ACTIVITIES**

	2021	2020
	£'000	£'000
Interest received	-	1
Purchase of tangible fixed assets	(31)	(36)
Capital grants from DfE/ESFA	(2)	38
Receipts from sale of tangible fixed assets	-	-
<b>Net cash (used in)/provided by investing activities</b>	<u>(33)</u>	<u>3</u>

**22 CASH FLOWS FROM FINANCING ACTIVITIES**

	2021	2020
	£'000	£'000
Repayments of borrowing	-	-
Cash inflows from new borrowing	-	-
<b>Net cash provided by financing activities</b>	<u>-</u>	<u>-</u>

**23 ANALYSIS OF CASH AND CASH EQUIVALENTS**

	At 31 Aug	At 31 Aug
	2021	2020
	£'000	£'000
Cash in hand and at bank	656	509
<b>Total cash and cash equivalents</b>	<u>656</u>	<u>509</u>

**24 ANALYSIS OF CHANGES IN NET DEBT**

	At 1 September	Cash	At 31 Aug
	2020	Flows	2021
	£'000	£'000	£'000
Cash at bank	509	147	656
Overdraft	-	-	-
	<u>509</u>	<u>147</u>	<u>656</u>
Loans within one year	-	-	-
Loans within more than one year	-	-	-
	<u>509</u>	<u>147</u>	<u>656</u>



**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)****25 CONTINGENT LIABILITIES**

During the period of the Funding Agreement, in the event of the sale or disposal by other means of any asset for which a Government capital grant was received, the academy is required either to re-invest the proceeds or to repay to the Secretary of State for Education the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the Funding Agreement, whether as a result of the Secretary of State or the academy serving notice, the academy shall repay to the Secretary of State sums determined by reference to :

- a) the value at that time of the academy's site and premises and other assets held for the purpose of the academy; and
- b) the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the Funding Agreement.

**26 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.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

**27 PENSION AND SIMILAR OBLIGATIONS**

The academy trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) and Local Government Pension Scheme (LGPS). The total pension cost to the Academy during the year ended 31 August 2021 was £868,000 (2020 : £778,806) of which £532,000 (2020 : £460,806) relates to the TPS and £336,000 (2020 : £318,000) relates to the LGPS. The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £78,038 were payable to the schemes at 31 August 2021 and are included within other creditors.

**Teachers' Pension Scheme****introduction**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Scheme Regulations 2014. Membership is automatic for 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.

**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 lev
- 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 costs paid to TPS in the period amounted to £532,000 (2020: £460,806).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

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

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

**27 PENSION AND SIMILAR OBLIGATIONS (cont'd)****Local Government Pension Scheme**

The LGPS is a funded defined benefit scheme, with the assets held in separate trustee administered funds. The total contributions made for the year ended 31 August 2021 was £198,000 (2020: £178,000) of which employers contributions totalled £157,000 (2020: £140,000) and employees contributions totalled £41,000 (2020: £38,000). The agreed contributions for future years are 25.4% to 26.4% (2020 : 25.4% to 26.4%) for employers and 5.5% to 12.5% (2020 : 5.5% to 12.5%) for employees.

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 liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

**Principal Actuarial Assumptions**

The major assumptions used by the actuary were:

	At 31 August 2021	At 31 August 2020
	% per annum	% per annum
Discount rate	1.7	1.7
Salary increases	3.7	2.9
Pension increase	2.9	2.2

Sensitivity analysis for the principal assumptions used to measure the scheme liabilities were as follows:

	At 31 August 2021		At 31 August 2020	
	Approx % Increase to employers liability	Approx £'000	Approx % Increase to employers liability	Approx £'000
Discount rate reduced by 0.5% per annum	12%	650	12%	520
Assumed pension increased by 0.5% per annum	11%	595	11%	471
Salary growth increased by 0.5% per annum	1%	45	1%	41

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

	2021 years	2020 years
Longevity at age 65 retiring today		
- Men	21.8	21.6
- Women	24.2	23.8
Longevity at age 65 retiring in 20 years		
- Men	23.0	22.5
- Women	26.1	25.4

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

## 27 PENSION AND SIMILAR OBLIGATIONS (cont'd)

## Local Government Pension Scheme (cont'd)

The Academy Trust's share of the assets in the scheme were:

	Fair value at 31 August 2021 £'000	Fair value at 31 August 2020 £'000
Equity instruments	1,844	1,346
Debt instruments	714	561
Property	327	292
Cash	89	45
<b>Total market value of assets</b>	<b>2,974</b>	<b>2,244</b>
<b>Present value of scheme liabilities</b>		
- Funded	(2,974)	(2,244)
- Unfunded	(2,540)	(2,023)
<b>Total liabilities</b>	<b>(5,514)</b>	<b>(4,267)</b>
<b>Deficit in the scheme</b>	<b>(2,540)</b>	<b>(2,023)</b>

The actual return on the scheme assets in the year was £576,000 (2020: Deficit £25,000).

## Amounts recognised in the Statement of Financial Activities

	2021 £'000	2020 £'000
Current service cost	300	286
Interest income	(39)	(40)
Interest cost	75	72
<b>Total operating charge</b>	<b>336</b>	<b>318</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

## 27 PENSION AND SIMILAR OBLIGATIONS (cont'd)

	2021 £'000	2020 £'000
<b>Movement in deficit during the period</b>		
Deficit in the scheme at 1 September 2020	2,023	1,698
Movement in year:		
- Employer service cost (net of employee contributions)	300	286
- Past service cost	0	-
- Employer contributions	(157)	(140)
- Expected return on scheme assets	(39)	(40)
- Interest cost	75	72
- Actuarial losses	338	147
<b>Deficit in the scheme at 31 August 2021</b>	<b>2,540</b>	<b>2,023</b>

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

	2021 £'000	2020 £'000
Scheme liabilities at 1 September 2020	4,267	3,818
Current service cost	300	286
Past service cost	0	0
Interest cost	75	72
Contributions by scheme participants	41	38
Benefits paid	(44)	(29)
Actuarial losses	875	82
<b>Scheme liabilities at 31 August 2021</b>	<b>5,514</b>	<b>4,267</b>

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

	2021 £'000	2020 £'000
Fair value of scheme assets at 1 September 2020	2,244	2,120
Expected return on scheme assets	39	40
Actuarial gains/(losses)	537	(65)
Contributions by employer	157	140
Benefits paid	(44)	(29)
Contributions by scheme participants	41	38
<b>Fair value of scheme assets at 31 August 2021</b>	<b>2,974</b>	<b>2,244</b>

The estimated value of employers contributions for the year ended 31 August 2022 is £157,000 (2021 : £140,000).

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (cont'd)

**29 RELATED PARTY TRANSACTIONS**

Owing to the nature of the academy trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of trustees may have an interest. All transactions involving such organisations are conducted at arm's length and 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 trust's financial regulations and normal procurement procedures relating to connected and related party transactions. During the period ended 31 August 2021 there were no such transactions.

In entering into the transactions the trust has complied with the requirements of the Academies Financial Handbook 2020.

No related party transactions took place in the period of account, other than a certain trustee's remuneration and expenses already disclosed in note 11.

**30 CONNECTED CHARITIES**

The Parent Teacher Association raises money for the school and then, in line with its own board decisions, donates funds for particular projects, or assets for the benefit of the school. The charity's net assets/reserves at the 31 August 2021 were £6,484 (2020: £4,976). The charity's gross income for the year to 31 August 2021 was £4,933 (2020: £3,221), its expenditure was £3,424 (2020: £1,318) and its surplus for the year was £1,509 (2020: £1,903).

**31 AGENCY ARRANGEMENTS**

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2021 the trust received £13,162 (2020: £11,969) and disbursed £10,764 (2020: £8,301) from the fund. An amount of £25,638 (2020: £23,260) is included in other creditors relating to the undistributed funds that is repayable to the ESFA.

**32 EVENTS AFTER THE END OF THE REPORTING PERIOD**

There are no material adjusting or non adjusting events arising after the balance sheet date.