

**PolyMAT**

**Annual Report and Financial  
Statements**

31 August 2019

Company Limited by Guarantee  
Registration Number  
09078530 (England and Wales)

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## Reference and administrative information

### Members

Patricia Freel  
Robert Janes  
Sylvia Perrins  
Lucy Webb (appointed 14/05/2019)  
Lynn Wainwright (appointed 16/07/2019)

### Directors (Trustees)

Robert Janes (Chair)  
Patricia Freel (Vice chair) (until 31/03/2019)  
Byron Parker (Co CEO)  
Sylvia Perrins (Chair of Finance Committee)  
Timothy Plumb (Co CEO)  
Traci Jenkins  
Tracy Russell (appointed 01/07/2019)  
Samuel Fitzpatrick (appointed 01/07/2019)  
Rebecca Lewis (appointed 01/07/2019)

### Company Secretary

Alexa Rendell

### Governors of Woolwich Polytechnic School for Boys (WPSfB) and Girls (WPSfG)

Sarabjit Bahra (Chair of Governors)  
Sulayman Bah (Parent governor)  
Robert Janes (Community governor)  
Sylvia Perrins (Community governor)  
Timothy Plumb (Head Teacher WPSfB and Accounting Officer)  
Subreena Kazmi (Head Teacher WPSfG)  
Julia Richardson (Community governor)  
Jane Woods (Staff governor)  
Jack Davies – (Staff governor)  
Susan Ikpefuran (Community governor)  
Ellen Halsted (Community governor)  
Tunde Odutola (Community governor)  
Sophie Taylor (Community governor)

All governors were appointed on 16 September 2019.

### Senior Management - Executive of the Trust

Co-CEO	T Plumb
Co-CEO	B Parker
Director of Business	A Rendell

## Reference and administrative information

<b>Registered address</b>	Woolwich Polytechnic School Hutchins Road Thamesmead London SE28 8AT
<b>Telephone</b>	020 8310 7000
<b>Website</b>	<a href="http://www.woolwichpoly.greenwich.sch.uk">www.woolwichpoly.greenwich.sch.uk</a>
<b>Company registration number</b>	09078530 (England and Wales)
<b>Auditor</b>	Buzzacott LLP 130 Wood Street London EC2V 6DL
<b>Bankers</b>	Lloyds Bank 130 The Broadway Bexleyheath Kent DA6 7DP
<b>Solicitors</b>	Judicium 72 Cannon Street London EC4N 6AE

## **Trustees' report** Year to 31 August 2019

The Trustees of PolyMAT ('the Academy Trust') present their annual report together with the financial statements and the auditor's reports of the charitable company for the year to 31 August 2019. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out on pages 33 to 38 of the attached financial statements and comply with the Trust's memorandum and articles of association, applicable laws and 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 United Kingdom and Republic of Ireland (FRS 102), effective from accounting periods commencing 1 January 2015 or later.

The trust operates two academies, Woolwich Polytechnic School for Boys (WPSfB) and Woolwich Polytechnic School for Girls (WPSfG). WPSfB is for boys aged 11-16 and co-educational aged 16-18 and WPSfG is for girls aged 11-16. Both academies serve a catchment area of Woolwich, Thamesmead, Plumstead and the nearby surrounding areas. The academies have a combined pupil capacity of 2,700 and had a roll of 1,762 in the September school census 2019. It should be noted that WPSfG opened in September 2019 with one year group (240 students).

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Trust. The trustees of PolyMAT are also directors of the charitable company for the purpose of company law. The charitable company operates as PolyMAT.

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

On 1 August 2014, Woolwich Polytechnic School for Boys converted to Academy Trust status under the Academies Act 2010 and all operations and assets and liabilities were transferred to PolyMAT from Royal Borough of Greenwich for £nil consideration.

#### **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.

## STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

### Trustees' indemnities

In accordance with normal commercial practice the trust has purchased insurance to protect Trustees, governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £2 million on any one claim.

### Trustees

The Articles of Association require the appointment of at least three Trustees (unless otherwise determined by ordinary resolution). The articles furthermore specify that the Trust shall have the following Trustees:

- ◆ up to 9 Trustees appointed by ordinary resolution by the Members;
- ◆ a minimum of 2 parent Trustees unless there are local governing bodies that include at least two parent members.

The Trustees are directors of the charitable company for the purposes of the Companies Act 2006. The following Trustees were in office at 31 August 2019 and served throughout the period except where shown. Three directors were the original members at incorporation of the company, another four Trustees were added on the conversion to an Academy Trust. All subsequent appointments have since resigned from the board.

Trustee	Appointed	Appointing Method
Robert Janes (Chair)	10 June 2014	Member resolution
Patricia Freel (Vice-chair)	10 June 2014	Member resolution (until 31/03/2019)
Sylvia Perrins	10 June 2014	Member resolution
Byron Parker	15 September 2014	Co-Chief Executive Officer
Tim Plumb	15 September 2014	Co-Chief Executive Officer
Traci Jenkins	1 October 2018	Member resolution
Tracy Russell	1 July 2019	Member resolution
Samuel Fitzpatrick	1 July 2019	Member resolution
Rebecca Lewis	1 July 2019	Member resolution

The Trustees delegate a number of functions to the Local Governing Board. The composition of the Local Governing Board is outlined on page 1.

### Induction and Training of Governors and Trustees

The training and induction provided for new Trustees and governors depends on their existing experience and skills. The Academy Trust purchases a comprehensive programme of training from the Royal Borough of Greenwich and Judicium. Trustees and governors can choose from a range of courses from a basic introduction to more specific training on charity, educational, legal and financial matters. All governors and Trustees are required to complete Keeping Children Safe in Education and Safer Recruitment training.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

### **Organisational structure**

The Board of Trustees is responsible for strategic management and direction of the Academy Trust, it is responsible for setting general policy, adopting an annual plan and budget, monitoring of the governing board and making major decisions in relation to strategic plans, capital expenditure and senior staff appointments.

The Local Governing Board is responsible for setting detailed policy and plans relating to the learning and achievement of both schools. The responsibility for the day to day management and operation of both schools is delegated to the Co-Chief Executive Officers.

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

The Pay Committee is made up of a minimum of two trustees. In the case of appeals, the Pay Appeals Committee consists of three trustees. The Pay Committee meets according to the Terms of Reference outlined in the MAT's Pay Policy. The Pay Committee sets key management personnel a set of performance targets which will be reviewed annually and remuneration agreed based on performance relative to the targets. The Pay Committee sets pay according to the MAT's Pay Policy.

**STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

**Trade union facility time**

*Relevant union officials*

Number of employees who were relevant union officials during the period	Full-time equivalent employee number
2	2

*Percentage of time spent on facility time*

Percentage of time	Number of employees
0%	–
1% - 50%	2
51% - 99%	–
100%	–

*Percentage of pay bill spent on facility time*

Total cost of facility time	£5,188.17
Total pay bill	£9,223,000
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.056%

*Paid trade union activities*

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	0.5 day for 39 weeks £90.79 x 39 = £3,540.81
	0.5 day for 39 weeks £42.24 x 39 = £1,647.36
	£5,188.17

**Related Parties and other connected charities and organisations**

Both schools within the Trust are members of Pixl (Partners in Excellence) and also work closely with the Greenwich Family of schools and local businesses including Peabody. Any interests of individuals within PolyMAT are kept on the Academy Trust's record of interests.



## OBJECTIVES AND ACTIVITIES

### Objects and aims

The aim of the Academy Trust is to provide an outstanding education for the young people in the local community. Our vision "Success for everyone" reflects the highest expectations of staff and the highest of aspirations for all students. PolyMAT is an outward looking organisation, sharing good practice through national initiatives and consistently looks to develop links with other schools. The focussed and determined drive on continuous improvement leads to ever-improving standards of teaching and when this is set alongside the holistic approach of the outstanding pastoral team, the result is an environment which promotes outstanding learning and achievement by all students.

### Objectives, strategies and activities

During the year, Ofsted inspected Woolwich Polytechnic School for Boys. The overall judgement was Good, with many delightful recognitions of the wonderful work that goes on in the school. Ofsted found that Behaviour is Outstanding, Leadership is Outstanding, Pastoral Care is Outstanding and The Sixth Form is Outstanding.

There has been a great deal to celebrate this year with results at both Key Stage 4 and Key Stage 5 above national averages. This is a good achievement considering the socio-economic profile of the school and the high levels of pupil mobility.

There has been an increased emphasis on staff well-being this year, through the formation of a staff well-being committee that meets monthly and various initiatives to reduce workloads. The use of Directed Time has been reduced considerably and the Trust has continued to be generous in its allocation of teaching loadings.

During this period, building work on Woolwich Polytechnic School for Girls was completed and the school opened in September 2019.

The Academy Trust has the following four key objectives:

*1. To provide all students with first class teaching and learning:*

- ◆ Recruitment, retention and deployment of outstanding staff will be achieved through a rigorous selection and interview process. In addition, we are part of the Bromley Schools Collegiate which allows us to develop our own trainee teachers;
- ◆ Forensic monitoring of the school's performance and the continual improvement of teaching and learning lies at the heart of our leadership work. High expectations of teaching and learning is achieved through a process of lesson observations and feedback, learning walks and Performance Management reviews;
- ◆ An excellent team of Lead Practitioners led by an Assistant Head Teacher;
- ◆ Teaching is always benchmarked against the Ofsted criteria for Outstanding with an expectation that many teachers exceed that standard;

**OBJECTIVES AND ACTIVITIES** (continued)

**Objectives, strategies and activities** (continued)

- ◆ Ongoing programmes of Continuous Professional Development and induction maintain the culture of high quality teaching and target individual areas of weakness.
2. *To provide a curriculum that maximises achievement, particularly in English, Maths and Science:*
- ◆ The curriculum provides high challenge and broad opportunities to all students;
  - ◆ The curriculum is individually targeted to students depending on their need. Year 7 students with low levels on entry are given an 'accelerated curriculum experience' (ACE) whilst the higher achieving students experience a grammar school intake (GSI) curriculum;
  - ◆ Emphasis is placed on English and Maths throughout the school to ensure all students achieve at least a standard or preferably a strong pass at GCSE and are able to progress to A Level study in the Sixth Form; and
  - ◆ The curriculum is responsive and flexible to the demands of society and the economy so that all students meet the requirements to progress to Higher Education.
3. *An outstanding pastoral system that underpins students' achievements and their development as confident and ambitious members of society:*
- ◆ This is achieved through highly skilled Heads of Year and their tutor teams who are dedicated to supporting the pastoral and academic welfare of their students;
  - ◆ Sustained promotion of equality of opportunity and self-esteem;
  - ◆ The pastoral team forge close links between parents, pupils and tutors to ensure that students understand the importance of good manners, excellent behaviour, respect and academic achievement;
  - ◆ British Values are reinforced at all opportunities and form the framework for behaviour and expectations; and
  - ◆ Pastoral care is anchored in a celebration of the school's achievements. This celebratory ethos inspires students to reach their potential by praising and rewarding their success.
4. *All students to make good or better levels of progress:*
- ◆ Forensic investigation and tracking of all data for all students;
  - ◆ Rigorous monitoring of all groups; and
  - ◆ Raising attainment and progress (RAP) meetings for all year groups.

## **OBJECTIVES AND ACTIVITIES** (continued)

### **Public Benefit**

In setting the Academy Trust's objectives and planning its activities, the Board of Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. The Trustees consider that the charitable company's aims are demonstrably to the public benefit.

### **Equal opportunities policy**

The aims and ethos of the Academy Trust supports the development of self-respect and self-esteem in all pupils, staff and the community it serves. We place a high value on diversity and treat every student as an individual. In this respect, we aim to meet the needs of all, taking account of gender, ethnicity, culture, religion, language, sexual orientation, age, ability, disability and social circumstances.

All staff are aware of the need for the curriculum to reflect cultural diversity and of the need to prepare pupils for life in a pluralist society. PolyMAT is opposed to all forms of prejudice and discrimination.

Our policy endorses the three principles of inclusion in the National Curriculum:

- ◆ setting suitable learning challenges;
- ◆ responding to pupils diverse learning needs;
- ◆ overcoming potential barriers to learning and assessment for individuals and groups of pupils.

### **Employee involvement and development**

The Academy Trust recognises that its employees are its most important asset and as such places a strong emphasis on staff involvement and development. There are weekly whole school staff briefings and individual departmental/team meetings. A team approach is taken to target support to individual pupils through RAP meetings, this enables colleagues to learn from each other's experiences to develop strategies to raise achievement.

Performance reviews are undertaken for both teaching and support staff to help support their career development. As part of this process individual developmental needs are identified and these inform a school wide Continual Professional Development (CPD) programme including school training days, external courses, mini-bite sessions and mentoring.

Retention of staff has been extremely high this year which is a strong reflection of the importance placed on staff welfare by the Academy Trust.

The senior staff continue to support many other schools as far afield as Wales. Collaboration meetings are regularly held at WPSfB for the core subjects and are open to a number of schools.

## **STRATEGIC REPORT**

### **Achievements and performance**

The GCSE results across the core subjects of English, Maths and Science are strong and these results are replicated across a range of foundation subjects.

Over 73% of pupils achieved grade 4+ in English and Maths, and 100% of pupils achieved grade 4+ in Physics.

54% of pupils achieved a strong pass (Grade 5+) in both Mathematics and English GCSEs. These figures show a 10-percentage point increase on last year's results.

Progress measures look set to be strong when national data is released in the autumn term. We expect to be in the top 10% of the country for progress for English, Maths, Science, Computing and Photography and the top 1% of the country for Physics and Economics.

The A-level results show the dedication and determination of students and staff with over half of the students graduating with A\*-B. This means that students have secured places at the universities of their choice, including places at Russell Group universities

There has been a drive on public space behaviour in WPSfB over the last year. This is being led by one of the Deputy Headteachers. Students are very clear on the expectations on them and the sanctions that may be implemented if they fall short of these expectations.

Safeguarding is the highest priority of the school with frequent updates and strong induction of new staff: leaders and managers have created a culture of vigilance where pupils' welfare is actively promoted. 'Be Safe' is at the heart of the school's practice: staff and governors have regular updates on 'Keeping Children safe in Education.' Staff are highly visible during the school day to ensure students are safe and behaviour is good.

The Trust has recently commissioned a School Resource Management Advisor (SRMA) visit to ensure 'best value' is being achieved in all aspects of financial management.

PolyMAT's consistently high-quality outcomes have been achieved by a never-wavering focus on school improvement. Our approach is data driven and student-focussed. Every year group in the school follows the same process and has the same structure as follows:

- A Raising Standards Leader (RSL) is appointed with the main purpose to raise achievement for the year group.
- The RSL works with the Data Managers to produce weekly priorities where key students are defined.
- The RSL leads a strategy meeting every week with the Head of Year and other senior leaders to ensure that resources are allocated to priorities each week.

## STRATEGIC REPORT (continued)

### Achievements and performance (continued)

PolyMAT is committed to enabling all our students to enjoy learning and to become independent learners, and well-rounded young people, through the provision of an exciting and stimulating curriculum, which extends beyond their timetabled lessons. We aim to ensure that students reach or exceed their potential through a broad and balanced curriculum provision.

### Financial review

#### *Financial report for the year*

The financial position of the Academy Trust at 31 August 2019 is shown in the financial statements on pages 29 to 30 and the accompanying notes. Most of the Academy Trust's income is received from the Education and Skills Funding Agency in the form of recurrent grants for the provision of education. These grants and the associated expenditure are shown as restricted funds in the consolidated statement of financial activities.

During the year, a surplus of £213,000 (2018 – £184,000) was achieved on the unrestricted general fund before transfers and a deficit of £500,000 (2018 – £467,000) on the restricted general fund before transfers. After transfers between funds and the actuarial loss on the defined benefit pension scheme the unrestricted general fund shows a carried forward surplus of £473,000 (2018 – £457,000) and the restricted general fund a deficit of £4,225,000 (2018 – £3,074,000). A further £27,897,000 (2018 – £27,837,000) is held within the restricted fixed asset funds.

The majority of the Academy Trust's income for the year to 31 August 2019 was obtained from the ESFA in the form of a general annual grant and other grants. This income totalled £9,664,000 (2018 – £9,533,000) and represents 84.1% (2018 – 91.2%) of the total income received in the year. Expenditure includes £11,844,000 (2018 – £11,524,000) on the School's educational operations.

The Academy Trust has also been successful in bidding for Condition Improvement Fund grants to finance capital works to replace the remaining roof and ensure the school is water tight. Total funding of £828,895 (2018 – £163,458) was approved during the year ending 31 August 2019. In accordance with the Charities Statement of Recommended Practice these grants are shown in the statement of financial activities as restricted income in the fixed asset fund. These funds provide the necessary cash flow for the works and depreciation charges will be made against these funds over the expected useful life of the asset.

One of the Academy Trusts key objectives is to maintain staffing levels during a period of instability and shortages across the teaching profession. The trust is committed to using a high percentage of its resources to secure outstanding teaching and learning in the classroom. This percentage currently stands at 82%, of which 11% accounts for Associate staff costs.

**STRATEGIC REPORT** (continued)

**Financial review** (continued)

***Financial report for the year*** (continued)

The Academy Trust has replaced the IT servers in WPSfB as these were over ten years old and there was a significant risk to the teaching and learning should these fail.

***Financial and risk management objectives and policies***

The Academy Trust has identified the following financial risks:

1. Uncertainty in the current economic climate and the associated risk to education funding going forward. The Academy Trust has little control over this risk but in order to minimise the impact of these risks, medium term budget forecasts are prepared and the budget is continually reviewed, examining the efficiency and effectiveness of the trust.
2. The burden of funding additional staffing costs. The increase in teachers' employer's pension contribution increased from 16.8% to 23.6%. Whilst the government has agreed to fund some of this increase in Year 1, it is based on a formula which means any shortfall will need to be applied for. It is still unclear how the Academy Trust goes about applying for this shortfall. For the second consecutive year, the Associate staff cost of living rise varied from 2% to 7% depending on the grade. The Academy Trust's regular financial meetings at a variety of levels ensures that these changes are effectively managed.
3. The Academy Trust manages its cash-flow to ensure that it has sufficient working capital to meet all of its operating needs without the use of short-term borrowing. Surplus cash is invested in short-term, low risk bonds that yield higher interest rates. As nearly all funding comes from central government credit risk is negligible and funding is received in advance of expected expenditure.

***Reserves policy***

The Trustees have determined that the target level of reserves not invested in tangible fixed assets or designated for specific projects should be between 3%-5% of General Annual Grant. The policy will be kept under review especially during this period of expansion by the Academy Trust with a view to possibly increasing this to level of one month's payroll.

WPSfB is currently contributing acceptable levels to the Trust's reserves. WPSfG will build reserves on a yearly basis so that it contributes an amount to the Trust's reserves which is also between 3-5% of GAG.

## STRATEGIC REPORT (continued)

### Financial review (continued)

#### *Reserves policy (continued)*

At 31 August 2019, unrestricted reserves stood at £473,000 (2018 – £457,000) which is in line with the policy stated above. There is a deficit of £4,225,000 (2018 – £3,074,000) on the restricted general fund, of which £4,247,000 (2018 – £3,110,000) relates to the Local Government Pension Scheme liability. This deficit represents the expected cost, in today's money, of paying for the Academy's obligation under this pension scheme. It is a long-term liability, and so does not directly impact the Academy's day to day cash requirements.

#### **Going concern**

At 31 August 2019 the Academy Trust had net current assets of £479,000 (2018 – £576,000). After making appropriate enquiries, the Trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it considers that the going concern basis of preparing the financial statements is appropriate.

#### *Investment policy*

Surplus income is invested in a rolling programme of short term, low risk bonds with a maximum investment of £450,000 (2018 – 450,000).

## PRINCIPAL RISKS AND UNCERTAINTIES

The trustees are responsible for identifying risks faced by the Academy Trust, assessing the likelihood of the risk occurring and its potential impact, and taking steps to mitigate and control these risks, and ensuring that employees are aware of any risk management procedures and of the implications of failing to implement them. They are satisfied that these procedures are consistent with guidelines issued by the Charity Commission.

The risks identified are recorded in the Academy Trust's Risk Register which is reviewed at every meeting of the Audit Committee. Risks are classified as strategic, financial or operational. The most significant, high impact risks are:

- ◆ Loss of funding and financial instability caused by short term national budget setting and formulae changes; this risk is mitigated by weekly finance meetings with the Head Teachers and regular effectiveness and efficiency meetings where potential savings are highlighted and discussed.
- ◆ Failure in governance; this risk is mitigated by regular governor meetings across Learning & Achievement, Premises and Finance and Personnel. Governors comply with the Academies Financial Handbook and are currently working towards the Governor Mark Award. The Trust has recently revised its governance structure to give greater stability and separation of powers. Further revisions are planned for 19/20.

**PRINCIPAL RISKS AND UNCERTAINTIES** (continued)

- ◆ Failure to adequately safeguard pupils in school; this risk is mitigated by regular staff safeguarding training, all staff reading and understanding the Keeping Children Safe in Education documentation and having access to CURA, (a safeguarding data management software tool) all staff having the duty to report any concerns and being aware of the designated safeguarding officer and the deputy.
- ◆ Failure to produce desired educational outcomes; this risk is mitigated by forensic monitoring of student performance, data tracking and additional support for students in the classroom.

All of these risks are currently classified as being adequately controlled.

**FUNDRAISING**

The Academy Trust has not engaged in any fundraising activities in the current year. There is now a parents/teacher association (PTA) that carries out fundraising on behalf of students through fayres and raffles. This PTA raised approximately £1,000.

**PLANS FOR FUTURE PERIODS**

The Academy Trust has plans for expansion over the coming years.

- Woolwich Polytechnic School for Girls opened in September 2019.
- PolyMAT is currently in talks with other local schools in a bid to join the MAT.

The Academy Trust will also continue to maintain and improve the levels of attainment of its students at all levels and for all groups. Even more students are expected to attend Russell Group universities. Enrichment opportunities will be increased for all students to enhance their practical and social skills.

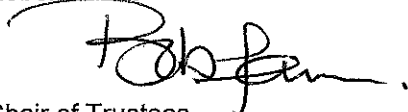
**AUDITOR**

In so far as the Trustees are aware:

- ◆ there is no relevant audit information of which the charitable company's auditor is unaware; and
- ◆ the 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 auditor is aware of that information.

Trustees' report, incorporating a strategic report, approved by order of the members of the board of Trustees on 9 December 2019 and signed on its behalf by:

Robert Janes



Chair of Trustees

Date: 13.12.19



**Scope of responsibility**

As Trustees, we acknowledge we have overall responsibility for ensuring that the 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.

The board of Trustees have 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 the Academy Trust and the Secretary of State for Education. The Headteacher is also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

Having reviewed and amended the Articles of Association, PolyMAT has undertaken a complete review of its governance structure as part of an on-going focus on effective governance. The number of Members and Trustees has increased and there is more defined segregation of roles as a result. Terms of reference have been reviewed and updated for each committee and these have all been approved. The governance structure is now fit-for-purpose for a Multi-School Model as PolyMAT has expanded to two schools. Further developments are planned in the coming years including the development of an Executive Board. These plans will be implemented as and when appropriate as the MAT grows, making sure that the Trust Board retains high quality individuals who can lead the strategic development of PolyMAT.

The Academy Trust works in close collaboration with its governors through school visits, training sessions and committee meetings. The Academy Trust continues to ensure that all governors have the necessary skills to:

- Ensure the quality of the education in the Academy Trust;
- Challenge and monitor the performance of the Academy Trust;
- Ensure good financial management and probity across the schools; and
- Support and provide challenge to the leadership.

Ultimately, governors should have a clear understanding of all aspects of their role and how to effectively hold each school to account.

## Governance statement Year to 31 August 2019

### Board of Trustees

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 11 times this year (3 full Trust Board, 5 Finance & Personnel, 3 Audit Committee). Attendance during the period at meetings of the Full Trust Board is shown below. Attendance at the Finance & Personnel Committee and the Audit Committee are shown later. As some Trustees were appointed at different times during this period, higher attendance was possible for some than for others.

#### Full Trust Board meetings attendance

Trustees	Meetings attended	Out of a possible
Robert Janes (Chair)	3	3
Patricia Freel (Vice Chair)(until 31/03/2019)	0	2
Sylvia Perrins	3	3
Byron Parker	3	3
Timothy Plumb	3	3
Traci Jenkins	2	3
Tracy Russell (appointed 01/07/2019)	1	1
Samuel Fitzpatrick (appointed 01/07/2019)	1	1
Rebecca Lewis (appointed 01/07/2019)	1	1

### The Finance and Personnel Committee

This committee is currently a sub-committee of the main board of Trustees. Its main purpose is to:

- ◆ Provide oversight of the day-to-day operation of the Academy Trust's Finances, with due regard to the requirements of the Academies Financial Handbook and the Academy Trust's Funding Agreement;
- ◆ to recommend for approval, to the Academy Trust board, the first formal budget plan of the year; and
- ◆ to monitor income and expenditure and to report the financial situation to the full Academy Trust board each term.

#### Finance & Personnel Committee attendance

This Committee operated as a sub-committee of the LGB for WPSfB during 2018/2019 as the finances of the Trust covered just the single school. For 2019/2020, this committee is now a sub-committee directly of the Trust Board as it deals with the finances of two schools.

Trustees	Meetings attended	Out of a possible
Robert Janes	5	5
Byron Parker	2	5
Tim Plumb	5	5
Sylvia Perrins (Chair)	5	5

### **Audit Committee**

The Audit Committee is also a sub-committee of the main board of Trustees. Its purpose is to:

- ◆ To achieve internal scrutiny which delivers objective and independent assurance. To ensure that there is a process for checking financial systems, controls, transactions and risks;
- ◆ To provide assurance to Trustees that risks are being adequately identified and managed by reviewing the risks to internal financial control at the Academy Trust and agreeing a programme of work to address, and provide assurance on, those risks; and
- ◆ To inform the governance statement that accompanies the annual accounts and, so far as is possible, provide assurance to the external auditors.

The work of the Audit Committee during the year ending 31 August 2019 has included review of the Risk Register, appointment of an internal auditor and acceptance of the internal control reports.

#### *Audit Committee attendance*

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Robert Janes	5	5
Sylvia Perrins (Chair)	5	5
Tim Plumb	5	5
Byron Parker	2	5

### **Review of value for Money**

As Accounting Officer, Mr T Plumb, Co-CEO, 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 the 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 and improved value for money during the year by ensuring that regular and continuous reviews of the budget are undertaken. These are formalised in weekly finance meetings, where an Efficiency and Effectiveness discussion is held. These cover every area of the budget and considers the level and impact of current spend and practices. Methodology/processes are challenged and innovative new approaches sought.

We have started to use integrated curriculum and financial planning (ICFP) which has led us to review the timetable and number of lessons taught. Further work will take place in the coming year.

### **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 the Academy Trust's 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 at the Academy Trust for the year ended 31 August 2019 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 ended 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of 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 general purposes committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- ◆ setting targets to measure financial and other performance;
- ◆ clearly defined purchasing (asset purchase or capital investment) guidelines;
- ◆ delegation of authority and segregation of duties;
- ◆ identification and management of risks.

The board of Trustees has considered the need for a specific internal audit function and has decided to appoint Amanda Peters as Responsible Officer and as an internal auditor.

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

- ◆ A review of internal key controls;

**The risk and control framework** (continued)

- ◆ An assets audit; and
- ◆ Compliance with the Academies Financial Handbook.

On a termly basis, the Responsible Officer reports to the board of Trustees, through the Finance Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

**Review of effectiveness**

As Accounting Officer, the Co-CEO has responsibility for reviewing the effectiveness of the system of internal control. During the period in question, the review has been informed by:

- ◆ the work of the responsible officer;
- ◆ the work of the external auditor;
- ◆ the financial management and governance self-assessment process;
- ◆ the work of the Senior Management Team 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 personnel committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the board of Trustees on 9 December 2019 and signed on their behalf by:



Robert Janes  
(Chair of Trustees)



Timothy Plumb  
(Accounting Officer)

Approved on:

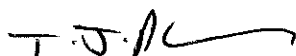
13.12.19

**Statement on regularity, propriety and compliance** Year to 31 August 2019

As Accounting Officer of PolyMAT, I have considered my responsibility to notify the board of Trustees and the Education and 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 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 2018.

I confirm that I and the board of Trustees are able to identify any material irregular or improper use of all funds by the Trust, or material non-compliance with the terms and conditions of funding under the Trust's funding agreement and the Academies Financial Handbook 2018.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the board of Trustees and ESFA.



Timothy Plumb

Accounting Officer

Date: 13.12.19

## Statement of Trustees' responsibilities Year to 31 August 2019

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

Company law requires the Trustees to prepare financial statements for each financial 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:

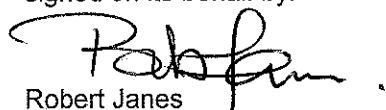
- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities' SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- ◆ make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards (FRS 102) 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 charitable company will continue in business.

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

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from 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 Trust'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 9 December 2019 and signed on its behalf by:



Robert Janes  
Chair of Trustees

**Independent auditor's report on the financial statements to the members of PolyMAT**

**Opinion**

We have audited the financial statements of PolyMAT (the 'charitable company') for the year ended 31 August 2019 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the related notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), 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) (the Charities SORP 2015) and the Academies Accounts Direction 2018 to 2019.

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the charitable company's affairs as at 31 August 2019 and of its income and expenditure for the year then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- ◆ have been prepared in accordance with the requirements of the Companies Act 2006; and
- ◆ have been prepared in accordance with the Charities SORP 2015 and Academies Accounts Direction 2018 to 2019.

**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**

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

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



**Other information (covers the reference and administrative details, the report of the trustees and strategic report and the governance statement)**

The Trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

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

- ◆ the information given in the Trustees' report which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the Trustees' report which is also the directors' report for the purposes of company law and includes the strategic 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 including the strategic report.

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

- ◆ adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- ◆ the financial statements are not in agreement with the accounting records or 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, the Trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company'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.

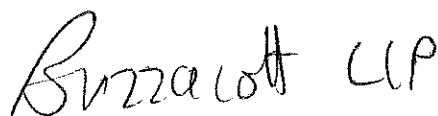
### Auditor's responsibilities for the audit of the financial statements

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.

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

### Use of our report

This report is made solely to the charitable company'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 charitable company'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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Hugh Swainson (Senior Statutory Auditor)  
for and on behalf of Buzzacott LLP, Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

17 December 2019

**Independent reporting auditor's assurance report on regularity to PolyMAT and the Education and Skills Funding Agency**

In accordance with the terms of our engagement letter dated 13 July 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Woolwich Polytechnic School during the period from 1 September 2018 to 31 August 2019 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 Woolwich Polytechnic School and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to PolyMAT and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than PolyMAT and the ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of PolyMAT's accounting officer and the reporting auditor**

The accounting officer is responsible, under the requirements of PolyMAT's funding agreement with the Secretary of State for Education and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. 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 from 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 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.

**Approach** (continued)

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

The work undertaken to draw to our conclusion includes:

- ◆ An assessment of the risk of material irregularity and impropriety across all of the Trust's activities;
- ◆ Further testing and review of the areas identified through the risk assessment including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and
- ◆ Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

**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 from 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Buzzacott LLP*

Buzzacott LLP  
Chartered Accountants  
130 Wood Street  
London  
EC2V 6DL

*17 December 2019*

**Statement of financial activities** Year to 31 August 2019  
(Incorporating the income and expenditure account)

	Notes	Restricted funds			2019 Total funds £'000	2018 Total funds £'000
		Unrestricted general funds £'000	Restricted general funds £'000	Fixed assets funds £'000		
<b>Income from:</b>						
Donations and capital grants	1	—	—	647	<b>647</b>	345
Other trading activities	2	114	—	—	<b>114</b>	147
Investments	3	3	—	—	<b>3</b>	2
Charitable activities						
. Funding for the Trust's educational operations	4	96	10,622	—	<b>10,718</b>	10,387
<b>Total income</b>		<b>213</b>	<b>10,622</b>	<b>647</b>	<b>11,482</b>	<b>10,881</b>
<b>Expenditure on:</b>						
Charitable activities						
. Trust's educational operations	5	—	11,122	722	<b>11,844</b>	11,524
<b>Total expenditure</b>		<b>—</b>	<b>11,122</b>	<b>722</b>	<b>11,844</b>	<b>11,524</b>
Net income/(expenditure) for the year		213	(500)	(75)	<b>(362)</b>	(643)
<b>Transfer between funds</b>	16	(197)	62	135	—	—
<b>Other recognised gains and losses</b>						
Actuarial (losses) gains on defined benefit pension scheme	19	—	(713)	—	<b>(713)</b>	652
<b>Net movement in funds</b>		<b>16</b>	<b>(1,151)</b>	<b>60</b>	<b>(1,075)</b>	<b>9</b>
<b>Reconciliation of funds</b>						
Total fund balances brought forward at 1 September 2018		457	(3,074)	27,837	<b>25,220</b>	25,211
<b>Total fund balances carried forward at 31 August 2019</b>		<b>473</b>	<b>(4,225)</b>	<b>27,897</b>	<b>24,145</b>	<b>25,220</b>

All of the Trust's activities derived from continuing operations during the above two financial periods.

All gains and losses are included in the Statement of Financial Activities.

**Balance sheet** 31 August 2019

	Notes	2019 £'000	2019 £'000	2018 £'000	2018 £'000
<b>Fixed assets</b>					
Intangible fixed assets	11		12		2
Tangible fixed assets	12		27,949		27,815
			<u>27,961</u>		<u>27,817</u>
<b>Current assets</b>					
Stock		7		6	
Debtors	13	219		212	
Cash at bank and in hand		1,388		885	
		<u>1,614</u>		<u>1,103</u>	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	14	(1,135)		(527)	
<b>Net current assets</b>			<u>479</u>		<u>576</u>
<b>Total assets less current liabilities</b>			<u>28,440</u>		<u>28,393</u>
<b>Creditors: amounts falling due after more than one year</b>	15		(48)		(63)
Pension scheme liability	19		(4,247)		(3,110)
<b>Total net assets</b>			<u>24,145</u>		<u>25,220</u>
<b>Funds of the Trust</b>					
Restricted income funds					
. Fixed assets fund	16		27,897		27,837
. General fund	16		22		36
. Pension reserve	16		(4,247)		(3,110)
			<u>23,672</u>		<u>24,763</u>
Unrestricted funds					
. General fund	16		473		457
<b>Total funds</b>			<u>24,145</u>		<u>25,220</u>

The financial statements on pages 27 to 56 were approved by the Trustees, and authorised for issue on 9 December 2019 and are signed on their behalf by:

Robert Janes  
Chair



PolyMAT  
Company Limited by Guarantee  
Registration Number: 09078530 (England and Wales)

Statement of cash flows Year to 31 August 2019

		2019 £'000	2018 £'000
<b>Net cash inflow from operating activities</b>			
Net cash provided by operating activities	A	734	226
<b>Cash flows from investing activities</b>			
	B	(216)	(59)
<b>Cash flows from financing activities</b>			
	C	(15)	78
<b>Change in cash and cash equivalents in the year</b>		<u>503</u>	<u>245</u>
<b>Reconciliation of net cash flow to movement in net funds:</b>			
<b>Cash and cash equivalents at 1 September 2018</b>		885	640
<b>Cash and cash equivalents at 31 August 2019</b>		<u>1,388</u>	<u>885</u>
<b>A Reconciliation of net expenditure to net cash flow provided by operating activities</b>			
		2019 £'000	2018 £'000
<b>Net expenditure for the year (as per the statement of financial activities)</b>			
		(362)	(643)
<b>Adjusted for:</b>			
Amortisation (note 11)		1	4
Depreciation (note 12)		721	701
Capital grants from DfE and other capital income		(647)	(345)
Interest receivable (note 3)		(3)	(2)
Defined benefit pension scheme net of contributions payable (note 19)		344	306
Defined benefit pension scheme finance cost (note 19)		80	85
(Increase) Decrease in stocks		(1)	4
(Increase) decrease in debtors		(7)	130
Increase (decrease) in creditors		608	(14)
<b>Net cash provided by operating activities</b>		<u>734</u>	<u>226</u>
<b>B Cash flows from investing activities</b>			
		2019 £'000	2018 £'000
Dividends, interest and rents from investments		3	2
Purchase of intangible fixed assets		(11)	—
Purchase of tangible fixed assets		(855)	(406)
Capital grants from DfE/ESFA		647	345
<b>Net cash used in investing activities</b>		<u>(216)</u>	<u>(59)</u>
<b>C Cash flows from financing activities</b>			
		2019 £'000	2018 £'000
Cash inflows from new borrowing		—	78
Loan repayment		(15)	—
<b>Net cash (used in) provided by financing activities</b>		<u>(15)</u>	<u>78</u>

**Statement of cash flows** Year to 31 August 2019

**D Analysis of cash and cash equivalents**

	<b>2019</b>	<b>2018</b>
	<b>£'000</b>	<b>£'000</b>
Cash in hand and at bank	<b>1,388</b>	<b>885</b>
<b>Total cash and cash equivalents</b>	<b>1,388</b>	<b>885</b>



### **Statement of accounting policies**

A summary of the 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 2018 to 2019 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006.

The financial statements are presented in pound sterling and are rounded to the nearest thousand pound.

### **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 income is 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.

The 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 period is deducted from income and recognised as a liability.

**Income** (continued)

Capital grants are recognised when there is 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 in the restricted fixed asset fund.

**Donations**

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

**Other income**

Other income, including the hire of facilities, is recognised in the 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'.

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.

**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 expenditure is stated net of recoverable VAT.

**Intangible fixed assets**

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment. Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

- ◆ Purchased computer software 33% per annum

**Tangible fixed assets**

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. 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 such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Trust's depreciation policy.

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

- ◆ Long leasehold buildings (Main School Building) 2% per annum
- ◆ Other buildings (Modular Timber-clad building) 4% per annum
- ◆ Furniture and equipment 20% per annum
- ◆ IT equipment 33% per annum

Depreciation is charged from the month of acquisition.

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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.

### **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 basis 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 13. Prepayments are not financial instruments. Amounts due to the charity'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.

*Financial liabilities* – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 14. 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 charity's wholly owned subsidiary are held at face value less any impairment.

### **Liabilities**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy 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.

### **Leased assets**

Rentals under operating leases are charged on a straight line basis over the lease term.

### **Stock**

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

### **Taxation**

The Academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 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.

### **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. As stated in note 19, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. 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 funded 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 operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

### **Fund accounting**

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education and Skills Funding Agency, Department for Education or other funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other grants received from the Education and Skills Funding Agency and the Department for Education.

Restricted other funds comprise all other restricted funds received and include grants from the Local Authority, The Royal Borough of Greenwich.

**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 19, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. 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 Year to 31 August 2019

**1 Donations and capital grants**

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000
Capital Grants	—	647	647
	—	647	647

	Unrestricted funds £'000	Restricted funds £'000	2018 Total funds £'000
Capital Grants	—	345	345
	—	345	345

**2 Other trading activities**

	Unrestricted funds	
	2019 £'000	2018 £'000
Hire of facilities/lettings income	5	9
Trip income	71	90
Miscellaneous income	38	48
	114	147

**3 Investment income**

	Unrestricted funds	
	2019 £'000	2018 £'000
Investment income	3	2
	3	2

**4 Funding for the Trust's educational operations**

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000
<b>DfE / ESFA grants</b>			
. General Annual Grant (GAG)	—	9,664	9,664
. Start Up Grants	—	195	195
. Other DfE / ESFA	—	608	608
	—	10,467	10,467
<b>Other Government grants</b>			
. Local authority grants	—	155	155
	—	155	155
Other income from the academy trust's educational operations	96	—	96
	96	10,622	10,718
<b>2018</b>			
	Unrestricted funds £'000	Restricted funds £'000	Total funds £'000
<b>DfE / ESFA grants</b>			
. General Annual Grant (GAG)	—	9,533	9,533
. Start Up Grants	—	105	105
. Other DfE / ESFA	—	590	590
	—	10,228	10,228
<b>Other Government grants</b>			
. Local authority grants	—	124	124
	—	124	124
Other income from the academy trust's educational operations	35	—	35
	35	10,352	10,387



**5 Expenditure**

	Staff costs £'000	Premises £'000	Other costs £'000	2019 Total funds £'000
Charitable activities:				
. Trust's educational operations				
.. Direct costs	7,930	722	812	<b>9,464</b>
.. Allocated support costs	1,293	575	512	<b>2,380</b>
	<b>9,223</b>	<b>1,297</b>	<b>1,324</b>	<b>11,844</b>

	Staff costs £'000	Premises £'000	Other costs £'000	2018 Total funds £'000
Charitable activities:				
. Trust's educational operations				
.. Direct costs	7,730	705	830	<b>9,265</b>
.. Allocated support costs	1,170	536	553	<b>2,259</b>
	<b>8,900</b>	<b>1,241</b>	<b>1,383</b>	<b>11,524</b>

Expenditure for the period includes:

	2019 Total funds £'000	2018 Total funds £'000
Operating lease rentals	42	37
Depreciation	721	701
Amortisation	1	4
Fees payable to auditor		
. Statutory audit	13	15
. Other services	2	3

**6 Charitable activities – Trust’s educational operations**

	2019 Total funds £'000	2018 Total funds £'000
Direct costs	9,464	9,265
Support costs	2,380	2,259
	<b>11,844</b>	<b>11,524</b>

	2019 Total funds £'000	2018 Total funds £'000
<b>Analysis of support costs</b>		
Support staff costs	1,293	1,170
Technology costs	57	52
Premises costs	575	536
Other support costs	439	483
Governance costs	16	18
<b>Total support costs</b>	<b>2,380</b>	<b>2,259</b>

**7 Comparative information**

Analysis of income and expenditure in the year ended 31 August 2018 between restricted and unrestricted funds:

	Unrestricted general funds £'000	Restricted funds		2018 Total funds £'000
		Restricted general funds £'000	Fixed assets funds £'000	
<b>Income from:</b>				
Donations and capital grants	—	—	345	345
Other trading activities	147	—	—	147
Investments	2	—	—	2
Charitable activities				
. Funding for the Trust's educational operations	35	10,352	—	10,387
<b>Total income</b>	<b>184</b>	<b>10,352</b>	<b>345</b>	<b>10,881</b>
<b>Expenditure on:</b>				
Charitable activities				
. Trust's educational operations	—	10,819	705	11,524
<b>Total expenditure</b>	<b>—</b>	<b>10,819</b>	<b>705</b>	<b>11,524</b>
Net income/(expenditure) for the year	184	(467)	(360)	(643)
<b>Transfer between funds</b>	<b>(132)</b>	<b>51</b>	<b>81</b>	<b>—</b>
<b>Other recognised gains and losses</b>				
Actuarial gains on defined benefit pension scheme	—	652	—	652
<b>Net movement in funds</b>	<b>52</b>	<b>236</b>	<b>(279)</b>	<b>9</b>
<b>Reconciliation of funds</b>				
Total fund balances brought forward at 1 September 2017	405	(3,310)	28,116	25,211
<b>Total fund balances carried forward at 31 August 2018</b>	<b>457</b>	<b>(3,074)</b>	<b>27,837</b>	<b>25,220</b>

## 8 Staff

### (a) Staff costs

Staff costs during the period were:

	2019 Total funds £'000	2018 Total funds £'000
Wages and salaries	6,962	6,858
Social security costs	761	747
Pension costs (includes FRS 102 charge of £344,000 (2018 – £306,000))	1,290	1,232
	<b>9,013</b>	<b>8,837</b>
Supply teacher costs	176	63
Staff restructuring costs	34	—
	<b>9,223</b>	<b>8,900</b>
	<b>2019</b>	<b>2018</b>
<b>Staff restructuring costs comprise</b>	<b>£'000</b>	<b>£'000</b>
Redundancy payments	19	—
Severance payments	15	—
	<b>34</b>	<b>—</b>

### (a) Staff severance payments

Non statutory severance payments were made to three individuals during the year ended 31 August 2019 (2018 – none). These amounted to £11,000, £2,000 and £2,000 respectively.

### (b) Staff numbers

The average number of persons (including the senior management team) employed by the charitable company during the year ended 31 August 2019 was as follows:

Charitable activities	2019 No.	2018 No.
Teachers	116	119
Administration and support	63	67
Management	3	3
	<b>182</b>	<b>189</b>

**8 Staff (continued)**

**(c) Higher paid staff**

The number of employees whose emoluments fell within the following bands was:

	2019 No.	2018 No.
£60,001 - £70,000	11	13
£70,001 - £80,000	2	—
£80,001 - £90,000	1	1
£90,001 - £100,000	—	1
£140,001 - £150,000	1	1

Thirteen of the above employees participated in the Teachers' Pension Scheme, one employee participated in the LGPS. One employee has opted out of the Teachers' Pension Scheme. The total employer pension contribution costs for the above employees was £157,000 (2018 – £143,000)

**(d) Key management personnel**

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer national insurance contributions and employer pension contributions) received by key management personnel for their services to the academy trust was £374,000 (2018 – £374,000).

**9 Trustees' remuneration and expenses**

Co-CEOs only receive remuneration in respect of services they provide undertaking the role of paid executives and not in respect of their services as Trustees. Other Trustees did not receive any payments, other than expenses, from the Trust in respect of their role as Trustees. The value of Trustees' remuneration was as follows:

	2019 £'000	2018 £'000
B Parker (Co-Chief Executive and Trustee)		
. Remuneration	80 – 90	90 – 100
. Employer's pension contributions	—	—
T Plumb (Co-Chief Executive and Trustee)		
. Remuneration	140 – 150	140 – 150
. Employer's pension contributions	20 – 25	20 – 25

During the period ended 31 August 2019, £446 travel and subsistence expenses were reimbursed to two Trustees (2018 – £1,032 to two Trustees).

## 10 Trustees' and Officers' insurance

In accordance with normal commercial practice the Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the year ended 31 August 2019 was £29,980 (2018 – £44,831). The reduction in payment between the two years is as a result of moving from Zurich to the DfE's RPA scheme.

## 11 Intangible fixed assets

	Computer software £'000	Total £'000
<b>Cost/valuation</b>		
At 1 September 2018	44	44
Additions	11	11
At 31 August 2019	55	55
<b>Amortisation</b>		
At 1 September 2018	42	42
Charge in year	1	1
At 31 August 2019	43	43
<b>Net book value</b>		
At 31 August 2019	12	12
At 31 August 2018	2	2

## 12 Tangible fixed assets

	Assets under construction £'000	Leasehold land and buildings £'000	Furniture and equipment £'000	IT equipment £'000	Total £'000
<b>Cost/valuation</b>					
At 1 September 2018	66	30,094	123	189	30,472
Transferred to leasehold land and buildings	(66)	66	—	—	—
Additions	623	115	40	77	855
At 31 August 2019	623	30,275	163	266	31,327
<b>Depreciation</b>					
At 1 September 2018	—	2,463	43	151	2,657
Charge in period	—	649	33	39	721
At 31 August 2019	—	3,112	76	190	3,378
<b>Net book value</b>					
At 31 August 2019	623	27,163	87	76	27,949
At 31 August 2018	66	27,631	80	38	27,815

The Trust's transactions relating to land and buildings included:

- ◆ Roof works have been completed and a certificate of practical completion has been received dated 22 August 2019. The valuation of the roof is £622,839 which is included as an asset under construction. The total cost of the works is estimated at £828,895 and the balance of £206,056 is disclosed as a capital commitment at the balance sheet date (see note 21).

**12 Tangible fixed assets** (continued)

- ♦ Fire alarm and fire door works commenced during the prior year. The total value of contracted works is £174,956 and at 31 August 2018, works amounting to £65,666 had been completed. The balance of £109,290 was completed during the year ended 31 August 2019 and has been included within additions above.

For the purposes of these financial statements, the leasehold land (125 year lease) is deemed to have no commercial value.

**13 Debtors**

	2019 £'000	2018 £'000
Trade debtors	2	7
VAT Debtor	25	45
Prepayments and accrued income	192	160
	<u>219</u>	<u>212</u>

**14 Creditors: amounts falling due within one year**

	2019 £'000	2018 £'000
Taxation and social security	310	314
Deferred income (see analysis below)	21	51
Accruals	789	147
Loans (see note 15)	15	15
	<u>1,135</u>	<u>527</u>
<b>Deferred income</b>		
Deferred income at 1 September 2018	51	11
Released during the year	(51)	(11)
Resources deferred in the year	21	51
Deferred income at 31 August 2019	<u>21</u>	<u>51</u>

Deferred income relates to funding from various sources relating to 2019/20. The largest balance relates to unspent bursaries of £9,919 (2018 – £12,045) as shown in note 22.

**15 Creditors: amounts falling due in greater than one year**

	2019 £'000	2018 £'000
Loans (see analysis below)	48	63
Repayments due as follows:		
Within one year	15	15
Between 2 and 5 years	48	45
In more than 5 years	—	18
	<b>63</b>	<b>78</b>

The above loan balance relates wholly to loan funding received from the ESFA. The loan is part of a wider funding package for the cost of a new roof that is otherwise comprised of capital grant. Interest is at 2.13%, with repayments being made between 2018 and 2025. The total approved loan is for £78,282 split between a Condition Improvement Fund amount of £70,018 and a Salix loan of £8,264 and the balance recognised above represents the amount of the loan funding that remains payable at 31 August 2019.

**16 Funds**

	Balance at 1 September 2018 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2019 £'000
<b>ESFA revenue grant fund</b>					
. General Annual Grant (GAG)	—	9,664	(9,726)	62	—
. Start Up Grant	36	195	(209)	—	22
. Pupil Premium	—	460	(460)	—	—
. Other ESFA grants	—	148	(148)	—	—
. Local authority grants	—	155	(155)	—	—
. Pension reserve	(3,110)	—	(424)	(713)	(4,247)
	<b>(3,074)</b>	<b>10,622</b>	<b>(11,122)</b>	<b>(651)</b>	<b>(4,225)</b>
<b>Fixed assets fund</b>					
. DfE/ESFA capital grants	1,716	647	(722)	—	1,641
. Donated fixed assets on conversion	25,750	—	—	—	25,750
. Capital expenditure from unrestricted funds	349	—	—	—	349
. Capital expenditure from GAG	22	—	—	135	157
	<b>27,837</b>	<b>647</b>	<b>(722)</b>	<b>135</b>	<b>27,897</b>
<b>Total restricted funds</b>	<b>24,763</b>	<b>11,269</b>	<b>(11,844)</b>	<b>(516)</b>	<b>23,672</b>
<b>Unrestricted funds</b>					
. Unrestricted funds	457	213	—	(197)	473
<b>Total unrestricted funds</b>	<b>457</b>	<b>213</b>	<b>—</b>	<b>(197)</b>	<b>473</b>
<b>Total funds</b>	<b>25,220</b>	<b>11,482</b>	<b>(11,844)</b>	<b>(713)</b>	<b>24,145</b>



**16 Funds (continued)**

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

***ESFA revenue grant fund***

*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 2019.

*Start Up Grant*

Funding was received in the year from the ESFA to support the pre-opening costs of the new girls school.

*Pupil Premium*

This relates to income received from the ESFA to support disadvantaged children from low-income families.

*Other ESFA revenue grants*

This primarily includes rates relief, year 7 catch-up grants and teacher pay grant income.

*Pension reserve*

The pension reserve relates to the Trust's share of the Local Government Pension Scheme. The Trust is carrying a net deficit of £4,247,000 (2018 – £3,110,000) on restricted general funds because of the deficit on its share of the Royal Borough of Greenwich Pension Fund.

***Fixed assets fund***

This fund represents the tangible fixed assets of the Trust including unspent grants received to fund works of a capital nature.

***Other restricted funds***

*Local authority grants*

These are grants receivable from the Royal Borough of Greenwich for specific purposes or projects.

16 Funds (continued)

**Comparative information**

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

	Balance at 1 September 2017 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2018 £'000
<b>ESFA revenue grant fund</b>					
. General Annual Grant (GAG)	61	9,533	(9,645)	51	—
. Start Up Grant	—	105	(69)	—	36
. Pupil Premium	—	487	(487)	—	—
. Other ESFA grants	—	103	(103)	—	—
. Pension reserve	(3,371)	—	(391)	652	(3,110)
	<u>(3,310)</u>	<u>10,228</u>	<u>(10,695)</u>	<u>703</u>	<u>(3,074)</u>
<b>Fixed assets fund</b>					
. DfE/ESFA capital grants	1,969	345	(679)	81	1,716
. Donated fixed assets on conversion	25,776	—	(26)	—	25,750
. Capital expenditure from unrestricted funds	349	—	—	—	349
. Capital expenditure from GAG	22	—	—	—	22
	<u>28,116</u>	<u>345</u>	<u>(705)</u>	<u>81</u>	<u>27,837</u>
<b>Other Restricted Funds</b>					
. Local authority grants	—	124	(124)	—	—
<b>Total restricted funds</b>	<u>24,806</u>	<u>10,697</u>	<u>(11,524)</u>	<u>784</u>	<u>24,763</u>
<b>Unrestricted funds</b>					
. Unrestricted funds	405	184	—	(132)	457
<b>Total unrestricted funds</b>	<u>405</u>	<u>184</u>	<u>—</u>	<u>(132)</u>	<u>457</u>
<b>Total funds</b>	<u>25,211</u>	<u>10,881</u>	<u>(11,524)</u>	<u>652</u>	<u>25,220</u>

**16 Analysis of net assets between funds**

	Unrestricted funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Fund £'000	Total 2019 £'000
<b>Fund balances at 31 August 2019 are represented by:</b>				
Intangible fixed assets	—	—	12	12
Tangible fixed assets	—	—	27,949	27,949
Current assets	473	1,141	—	1,614
Current liabilities	—	(1,120)	(15)	(1,135)
Non-current liabilities	—	—	(48)	(48)
Pension scheme liability	—	(4,247)	—	(4,247)
<b>Total net assets</b>	<b>473</b>	<b>(4,225)</b>	<b>27,897</b>	<b>24,145</b>

	Unrestricted funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Fund £'000	Total 2018 £'000
<i>Fund balances at 31 August 2018 are represented by:</i>				
Intangible fixed assets	—	—	2	2
Tangible fixed assets	—	—	27,815	27,815
Current assets	457	565	81	1,103
Current liabilities	—	(527)	—	(527)
Non-current liabilities	—	(2)	(61)	(63)
Pension scheme liability	—	(3,110)	—	(3,110)
<b>Total net assets</b>	<b>457</b>	<b>(3,074)</b>	<b>27,837</b>	<b>25,220</b>

**17 Commitments under operating leases**

**Operating leases**

At 31 August 2019, the total of the Academy's future minimum lease payments under non-cancellable operating leases was as follows:

	2019 £	2018 £
Amounts due within one year	42	42
Amounts due between two and five years inclusive	38	80
	<b>80</b>	<b>122</b>

**18 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

#### **19 Pension and similar obligations**

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

Contributions amounting to £121,681 were payable to the schemes at 31 August 2019 (2018 – £122,325) and are included within creditors.

##### ***Teachers' Pension Scheme***

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools, colleges and other educational establishments. Membership is automatic for teachers and lecturers at eligible institutions. Teachers and lecturers are able to opt out of the TPS.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Act. Retirement and other pension benefits are paid by public funds provided by Parliament.

Under the definitions set out in FRS 102 (28.11), the TPS is a multi-employer pension plan. The Academy Trust is unable to identify its share of the underlying assets and liabilities of the plan.

Accordingly, the Academy Trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined-contribution plan. The Academy Trust has set out above the information available on the plan and the implications for the Academy Trust in terms of the anticipated contribution rates.

The valuation of the TPS is carried out in line with regulations made under the Public Service Pension Act 2013. Valuations credit the teachers' pension account with a real rate of return assuming funds are invested in notional investments that produce that real rate of return.

**19 Pension and similar obligations** (continued)

**Teachers' Pension Scheme** (continued)

The latest actuarial review of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education (DfE) in April 2019. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196 billion, giving a notional past service deficit of £22 billion.

As a result of the valuation, new employer contribution rates were set at 23.68% of pensionable pay from September 2019 onwards (compared to 16.48% during 2018/19). The Department for Education has agreed to pay a teacher pension employer contribution grant to cover the additional costs during the 2019/20 academic year.

A full copy of the valuation report and supporting documentation can be found on the Teachers' Pension Scheme website.

The employer's pension costs paid to TPS in the period amounted to £737,000 (2018 – £726,000).

**Local Government Pension Scheme (LGPS)**

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £290,000 (2018 – £279,000), of which employer's contributions totalled £209,000 (2018 – £201,000) and employees' contributions totalled £81,000 (2018 – £78,000).

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

<b>Principal Actuarial Assumptions</b>	<b>At 31 August 2019</b>	<b>At 31 August 2018</b>
Rate of increase in salaries	3.8%	3.8%
Rate of increase for pensions in payment / inflation	2.3%	2.3%
Discount rate for scheme liabilities	1.9%	2.7%

**19 Pension and similar obligations (continued)**

**Local Government Pension Scheme (LGPS) (continued)**

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

	At 31 August 2019	At 31 August 2018
<i>Retiring today</i>		
Males	21.7	22.7
Females	23.6	24.8
<i>Retiring in 20 years</i>		
Males	23.3	24.9
Females	25.4	27.1

	At 31 August 2019 £'000	At 31 August 2018 £'000
<b>Sensitivity analysis – net increase in liability</b>		
Discount rate +0.1%	(177)	(137)
Discount rate -0.1%	182	141
Salary increase +0.1%	24	19
Salary increase -0.1%	(24)	(19)
Mortality rate +1 year	(157)	183
Mortality rate +1 year	153	(177)

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

	Fair value at 31 August 2019 £'000	Fair value at 31 August 2018 £'000
Equity instruments	264	219
Debt instruments	503	424
Property	289	251
Cash	38	26
Other	1,796	1,531
<b>Total market value of assets</b>	<b>2,890</b>	<b>2,451</b>
<b>Present value of scheme liabilities</b>		
Funded	(7,137)	(5,561)
<b>Deficit in the scheme</b>	<b>(4,247)</b>	<b>(3,110)</b>

The actual return on scheme assets was £172,000 (2018 – £58,000).

**19 Pension and similar obligations (continued)**

*Local Government Pension Scheme (LGPS) (continued)*

Amounts recognised in statement of financial activities	2019 £'000	2018 £'000
Current service costs	462	505
Past service cost	89	—
Net interest cost	80	85
Administrative expenses	2	2
<b>Total operating charge</b>	<b>633</b>	<b>592</b>

Changes in the present value of defined benefit obligations were as follows:	2019 £'000	2018 £'000
At 1 September 2018	5,561	5,498
Current service cost	462	505
Past service cost	89	—
Interest cost	148	144
Employee contributions	81	78
Actuarial (gain)/loss	817	(653)
Benefits paid	(21)	(11)
<b>At 31 August 2019</b>	<b>7,137</b>	<b>5,561</b>

Changes in the fair value of the Academy's share of scheme assets:	2019 £'000	2018 £'000
At 1 September 2018	2,451	2,127
Interest income	68	59
Actuarial gain/(loss)	104	(1)
Employer contributions	209	201
Employee contributions	81	78
Benefits paid	(21)	(11)
Administration expenses	(2)	(2)
<b>At 31 August 2019</b>	<b>2,890</b>	<b>2,451</b>

**20 Related party transactions**

Owing to the nature of the Trust's operations and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a member of the Board of Trustees has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procurement procedures.

No related party transactions took place in the period of account.

**21 Capital commitments**

At 31 August 2019, the Trust had contracted for and authorised capital commitments of £206,056 in respect of the roofing works (2018 – £109,290 in respect of fire alarm and fire door installations).

**22 Agency agreements**

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the year ended 31 August 2019 the trust received £36,737 (2018 – £34,652) and disbursed £26,818 (2018 – £22,607) from the fund. £9,919 is included in other creditors relating to undistributed funds that is repayable to ESFA (2018 – £12,045).

**23 Post balance sheet event**

Woolwich Polytechnic School for Girls opened in September 2019. The construction cost of the School was £24,402,117 (including IT equipment of £776,492) and was funded and managed by the Department for Education. The transfer of the buildings into PolyMAT took place on 2 September 2019 and this will be accounted for in the financial statements for the year ended 31 August 2020.