

PolyMAT

**Annual Report and Financial
Statements**

31 August 2021

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

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Reference and administrative information

Members	Julia Richardson Robert Janes (Chair) Sylvia Perrins Lucy Webb Lynne Wainwright
Directors (Trustees)	Robert Janes Sylvia Perrins (Chair) Timothy Plumb (CEO and Accounting Officer) Byron Parker (Deputy CEO – resigned 30 September 2020) Tracy Russell Samuel Fitzpatrick (Chair of Finance Committee) Sue Wood (Appointed 1 November 2020) Kate Batchelor (Appointed 1 December 2021) Traci Jenkins (Resigned 1 February 2021) Rebecca Lewis (Resigned 22 September 2021)
Company Secretary	Alexa Rendell
Academy Committee Members of Woolwich Polytechnic School for Boys (WPSfB)	Babatunde Olurotimi Odutola Debbie Hawgood (staff) Jack Davies (staff) Kafayat Eletu (parent) Richard Kashoro (parent) Sulayman Adama Bah
Academy Committee Members of Woolwich Polytechnic School for Girls (WPSfG)	Anca Czifra (parent) Anna Shadbolt (staff) Danielle Whittaker (parent) Joe Perkins (staff) Kate Batchelor (until 1st December 2021) Sarabjit Singh Bahra Susan Ikpefuran
	All Academy Committee Members were appointed on 01/09/2021
Senior Management – Executive of the Trust Chief Executive Officer Chief Operations Officer	T Plumb A Rendell

Reference and administrative information

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

Trustees' report Year to 31 August 2021

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 2021. 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 38 to 44 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).

The trust operates two school, 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 schools have a combined pupil capacity of 2,700 when full and had a roll of 2,292 in the October school census 2021. It should be noted that WPSfG is now in its third year after opening and has a full Key Stage 3 with cohorts in Years 7, 8 and 9. The Trust is in a period of growth until WPSfG is full in 2023/24 and its accounts will reflect this growth.

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.

A second school, Woolwich Polytechnic School for Girls, was added to the Trust on the 1 September 2019. There are currently 717 students in the school, across Years 7, 8 and 9.

Members' liability

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

Trustees' indemnities

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.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

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 2021 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
Byron Parker	15 September 2014	Deputy Chief Executive Officer Resigned (as Trustee) 30 September 2020
Sylvia Perrins	10 June 2014	Member resolution
Timothy Plumb	15 September 2014	Chief Executive Officer
Traci Jenkins	1 October 2018	Member resolution Resigned 1 February 2021
Tracy Russell	1 July 2019	Member resolution
Samuel Fitzpatrick	1 July 2019	Member resolution
Rebecca Lewis	1 July 2019	Member resolution Resigned 22 September 2021
Sue Wood	1 November 2020	Member resolution
Kate Batchelor	1 December 2021	Member resolution

The Trustees delegates 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 all those in governance

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. Those involved can choose from a range of courses from a basic introduction to more specific training on charity, educational, legal and financial matters. All who hold a position in governance are required to complete Keeping Children Safe in Education and Safer Recruitment training.

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.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Organisational structure (continued)

The Trust has reorganised its governance structure in line with best practice guidance from the National Governors Association. Strategic, financial and policy decisions are made at the Trust Board level and Academy Committees (AC) operate at the local level to give each school the individualised support necessary. Academy Committees are freed up from strategic and compliance decisions in order to focus their time on understanding the needs of students and staff in each school. This allows better support, challenge and holding to account of school leaders by a body that really understands the needs of each school. The Academy Committees are the “eyes and ears” of the Trust Board and the Chair of each AC reports to the Board each term. Governance arrangements are supported by clear lines of accountability and decision-making as outlined in the Trust's Scheme of Delegation and Financial Scheme of Delegation. The Trust's Governance Handbook provides support and clear expectations for all those involved in governance.

The governance structure works in tandem with a clear Leadership Structure led by the Trust Executive Team. This team leads the Trust Leadership Team and the Trust Central Team to supply each school with close support, remove administrative and compliance burdens and provide clear lines of accountability. The Trust recognises that excellent governance and leadership are central to its effectiveness and is committed to further strengthening the governance and executive leadership in the coming years.

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 Trust's Pay Policy. The Pay Committee sets key management personnel a set of performance targets which are reviewed annually and remuneration agreed based on performance relative to the targets. The Pay Committee sets pay according to the Trust's Pay Policy and also approves applications for teachers to the upper pay spine.

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the period	Full-time equivalent employee number
2	0.15 FTE

Percentage of time spent on facility time

Percentage of time	Number of employees
1% - 50%	2

Percentage of pay bill spent on facility time

Total cost of facility time	£7056.47
Total pay bill	£12,681,000
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.056%

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Trade union facility time (continued)

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:	0.5 days for 39 weeks = 19.5 days
(total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	19.50 x 124.90 = £2,435.55
	19.50 x 236.97 = £4,620.92
	Total £7,056.47

Note on work during the Covid-19 Lockdown and various periods of disruption

During the Covid-19 school closure period and the various other periods of Covid-related disruption, a huge amount of effort was put in by leaders and employees throughout the Trust to ensure that physical and emotional safety were protected at all times. Both schools in the Trust remained open for Key Worker and Vulnerable students throughout the lockdown period. All remaining students were taught via Remote Learning and the Trust developed a system of delivery which created attendance and progress rates that were far higher than typically seen for this type of learning.

Both schools within the Trust were swift to react to changing requirements and placed priority on students' safety and well-being, including providing support for families such as food banks. The periods of mass-testing were delivered smoothly through a team provided by the Local Authority. This supportive approach led to students returning with a positive attitude after the lockdown period which helped WPSfB achieve outstanding GCSE and Sixth Form results through the Teacher Assessed Grades.

There were extensive and on-going Risk Assessments to manage each stage of the covid disruption. Staff members with a disability or who were vulnerable were given a separate risk assessment in order to assess their safety to work in school or to remain at home and work remotely. Well-being and safety were the drivers of our work and there was very close collaboration between the Trust, the trade unions, staff and parents. This resulted in successful transitions each time that there was a change of requirements during the lockdown.

The Trust puts its staff at the heart of everything it does. Regular, termly meetings are held with Union Representatives. This collaboration has meant that staff and Union views are discussed and implemented, where appropriate.

As was the case across the country, there were significant disruptions to our normal work but the Trust and its staff were able to still make considerable progress with its strategic as well as operational work, leading to a new Trust Vision with clear Values which now form the basis of strategic objectives.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

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

In 2020, The Trust began an exciting process of strategic planning in order to embed our belief that all stakeholders benefit when we collaborate within a well-defined common aim. This has led to us clarifying our Vision and Values which are stated below.

Our vision is "**Success for Everyone**". We aspire for every member of our community, regardless of circumstances or background, to be the best version of themselves - confident, successful students, committed, successful staff, who are committed to growing and developing as practitioners, and engaged stakeholders who unite in celebration.

Our two core values are **CARE** and **UNITY**.

1. **CARE**. The overriding feel within our Trust is that we **care** more than anyone else could expect. We care for all aspects of our practice and, in particular, we care for:
 - Everyone's **safety and happiness**
 - Everyone's **personal development and growth**
 - Everyone's **outcomes**
 - Everyone's **standards**
 - Everyone's **learning**
 - Everyone's **well-being**
 - Everyone's **relationships**

This is reflected by the fact that we call ourselves the **Poly Family** and we are an organisation based on relationships above all else – we are **individual people first** and students, staff and parents second.

2. **UNITY**. The value that ensures that our impact is greater than it ever could be if we worked alone. This means that our schools, teams and individuals are always pulled together in ways which share the workload and create solutions from which **everyone benefits**. We are determined that nothing can divide us when we put the needs of our community before everything else.

2021 saw us developing our programme of Harmonisation which outlines how a potential joiner school would integrate into the Trust. **Harmonisation** is the process of **bringing schools together** in a Trust in order to maximise benefits to students and staff.

There are two elements of harmonisation:

1. **Working as One** – where it is possible, harmonisation means systems and practice becoming the same between schools. This maximises efficiency of workload and resources.

OBJECTIVES AND ACTIVITIES (continued)

2. **Working in Parallel** – where standardisation is not possible, it is important that systems and practice can co-exist and speak to each other in order to maintain sharing of best-practice and efficiency of operation at scale.

Harmonisation helps us manifest our values of **Care** and **Unity**. We harmonise our practice where possible so that our students receive a consistent quality of education (**Care**) in a way which helps us support each other and share workload (**Unity**). We do not expect all our schools to be the same but we expect to harmonise the following areas where possible:

- Pedagogy
- Assessment
- Curriculum Provision
- HR provision
- Financial Management
- CPD and Performance Management
- Expected Staff and Student Behaviours

Some of our schools will be more harmonised than others, for example WPSfB and WPSfG are extremely similar in intake, structure and phases. Other schools who seek to join us may harmonise where it is beneficial but we will still expect the same standards of education and care where harmonisation is not possible. By seeking to harmonise, we help shape our identity as well as ensuring quality of provision.

Harmonisation is a **process**. This year, our work to harmonise our two schools is helping us produce our **Harmonisation Framework** which will be part of helping other schools join our Trust. The Framework will be used both before and after joining to help smooth any merger process.

Our work places inclusion at its heart and our vision emphasises that success looks different for everyone. We are a Trust that places great value on community and the diversity within it. Our ambitions for the coming years are to increase our number of schools and have a wider influence in the education world.

Objectives, strategies and activities

The Academy Trust will be reviewing and updating its Strategic Objectives during 2021/2022 in line with its new Vision and Values. To-date, it has operated with the following four key objectives:

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

- ◆ Recruitment, retention and deployment of outstanding staff is achieved through a rigorous selection and interview process. In addition, we are part of Bromley Schools Collegiate which allows us to develop our own trainee teachers;
- ◆ Forensic monitoring of the performance our schools and the continual improvement of teaching and learning lies at the heart of our leadership work. High expectations of teaching and learning are achieved through a process of observations and feedback, learning walks and Performance Management reviews;

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

- ◆ Teaching is benchmarked against the Ofsted criteria for Outstanding with an expectation that many teachers exceed that standard;
 - ◆ Ongoing programmes of Continuous Professional Development and induction maintain the culture of high quality teaching and target individual areas of weakness; and
 - ◆ Challenge provided by Academy Committee Members.
2. *To provide a curriculum that maximises achievement, engages students and provides broad opportunities for success:*
- ◆ The curriculum in both schools provides high challenge and broad opportunities to all students. Both our schools work closely together to create innovative and appropriate curriculums at all key stages which lead to excellent outcomes;
 - ◆ The curriculum is individually targeted to students depending on their need;
 - ◆ Emphasis is placed on English and Maths throughout both schools to ensure that 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;
 - ◆ The curriculum is responsive and flexible to the demands of society and the economy so that students meet the requirements to progress to Higher Education; and
 - ◆ Targeted Academy Committee Member visits that meet with students.
3. *To provide 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 within a strongly defined culture in each school;
 - ◆ Sustained promotion of equality of opportunity and self-esteem;
 - ◆ The pastoral teams forge close links with 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;
 - ◆ Pastoral care is anchored in a celebration of achievements in both schools. This celebratory ethos inspires students to reach their potential by praising and rewarding their success; and
 - ◆ Academy Committee Members are allocated specific areas in order to provide support.

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

4. *To ensure 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;
- ◆ Raising attainment and progress (RAP) meetings for all year groups; and
- ◆ Academy Committee Members attend RAP meetings and interrogate the data to provide challenge and support.

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 students for life in a pluralist society. PolyMAT is opposed to all forms of prejudice and discrimination and is committed to upholding the fundamental British Values in all its work.

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.

OBJECTIVES AND ACTIVITIES (continued)

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 in each school. This engagement continued remotely through the period of lockdown where the Trust managed to maintain safety, engagement and a sense of “togetherness” throughout this incredibly difficult period for the country. This led to the Trust re-opening its schools for all students after the Spring 2021 lockdown with an even greater level of staff engagement and motivation than previously – an achievement of which we are very proud. The work-ethic of leaders throughout the Trust was tremendous and the sense of positivity and commitment to maximising the progress of our students under such great pressure was a source of much pride. A team approach was taken to target support to individual pupils through RAP meetings and this continued virtually, thus enabling 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 within each school including school training days, external courses, mini-bite sessions and mentoring. Each half-term, PolyMAT delivers Trust-wide CPD for all our schools.

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. Despite the challenging times of lockdown, both schools began September 2021 fully staffed and fully enrolled.

Streamlined Energy and Carbon Report

UK energy use and associated greenhouse gas emissions

Annual energy usage and associated annual greenhouse gas (“GHG”) emissions are reported pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 (“the 2018 Regulations”) that came into force 1 April 2019.

Organisational boundary

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those assets owned or operated within the UK only. This includes both schools controlled during the reporting period along with minibuses and personal vehicles used for business mileage (“grey fleet”).

Reporting period

The annual reporting period is 1 September to 31 August each year and the energy and carbon emissions are aligned to this period.

Quantification and reporting methodology

The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed. The 2021 UK Government GHG Conversion Factors for Company Reporting were used in emission calculations. The report has been reviewed independently by Briar Consulting Engineers Limited.

Streamlined Energy and Carbon Report (continued)

The electricity and gas consumption were compiled from invoice records. Mileage claims were checked to quantify grey fleet usage and found to be zero this year. Minibus usage has also been immaterial due to the COVID-19 pandemic resulting in no school trips. Gross calorific values were used to calculate energy usage.

The associated emissions are divided into mandatory and voluntary emissions according to the 2018 Regulations, then further divided into the direct combustion of fuels and the operation of facilities (scope 1), indirect emissions from purchased electricity (scope 2) and further indirect emissions that occur as a consequence of Trust activities (scope 3).

Breakdown of energy consumption used to calculate emissions (kWh):

Energy type	2020/21
Gas	1,866,791
Purchased electricity from the grid	647,988
Transport fuel	-
Total energy	2,514,780

Breakdown of emissions associated with the reported energy use (tCO₂e):

Emission source	2020/21
<u>Scope 1</u>	
Natural gas	341.9
Transport - Trust owned vehicles (mini-buses)	-
<u>Scope 2</u>	
Purchased electricity (location-based)	137.6
<u>Scope 3</u>	
Transport – Business travel in employee-owned vehicles	-
Total gross emissions	479.5
<u>Intensity ratios</u>	
Tonnes of CO ₂ e per pupil	0.236
Tonnes of CO ₂ e per square meter floor area	0.024

Intensity ratio

Two intensity ratios are reported showing emissions (tCO₂e) per pupil and per square meter floor area.

Emissions per pupil is the recommended ratio for the sector for consistency and comparability and pupil numbers are based on the Autumn 2020 census. Emissions per square meter floor area is reported to reflect the energy efficiency of the buildings, which are the source of the majority of emissions.

Streamlined Energy and Carbon Report (continued)

Energy efficiency action during current financial year

Transport emissions have been zero this year due to no activities involving the use of school minibuses. This is a temporary reduction resulting from the COVID-19 pandemic; nevertheless, the Trust is committed to energy efficiency projects relating to the school buildings and have commissioned conditioning surveys on top of regular servicing of plant. These surveys and checks have identified a need to replace windows and boilers at Woolwich Polytechnic School for Boys and, this year, the Trust has successfully applied and received CIF funding to implement these projects.

The existing windows are single glazed with metal frames, providing little thermal performance or air tightness. These will be replaced with a new thermally broken powder coated aluminium double-glazed system that will provide a vast improvement to thermal performance and energy efficiency.

The main boiler plant consists of 10 boilers that serve over 75% of the classroom accommodation yet are operating at only 40% capacity. These 10 boilers are due to be replaced with new high efficiency boilers along with a new plate heat exchanger to separate the existing pipework and heating system.

STRATEGIC REPORT

Achievements and performance

The Trust faced another unusual and challenging year due to the disruptions of Covid-19 with public examinations once again cancelled. The process of deciding qualifications was through a new system of Teacher Assessed Grades (TAGs). The Trust followed a very thorough process of creating the TAGs with robust checking of evidence for each student in every subject. This led to all the TAGs being accepted by the exam board without any changes which meant that all students achieved the outcomes that they deserved despite the disruption. This led to excellent outcomes once again of which the Trust were very proud and grateful to the staff for their tremendous efforts. Public examination results were not published nationally in 2021 with no Progress measures being available. However, the headline outcomes for 2021 were:

Key Stage 4:

- ◆ GCSE Grades 9-5 in both English and Maths: 59%
- ◆ GCSE 9-5 in English: 76%
- ◆ GCSE 9-5 in Maths: 62%

Key Stage 5:

- ◆ A*-B grades including Vocational: 70%
- ◆ A*-B grades A Level only: 71%

These results are for Woolwich Polytechnic School for Boys only. Students at Woolwich Polytechnic School for Girls will sit their first public examinations in 2024.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

The Trust also made very good progress towards its wider objectives. In particular:

- The Trust Vision and Values were re-written and established with all stakeholders. Our Vision is 'Success for Everyone' and this is underpinned by our Values of Care and Unity.
- The Trust's Strategic Objectives and 5-year plan have been re-written and will be launched in 2021/22.
- The Trust's Leadership Structure was updated to be appropriate for a larger trust to create the capacity and support necessary for growth.
- The Trust's Governance Structure was updated in a similar fashion with Academy Committees replacing the previous Local Governing Board.
- The Trust's Central Services were re-modelled to create a unique style of provision which includes a transparent and 'circular' accountability model to ensure that both the users and providers have shared ownership and input.
- A policy of 'Harmonisation' has helped ensure that both our schools benefit from shared practice which reduces workload and gives students greater benefits.
- An online CPD programme ('PolyMAT Presents') was launched with expert training sessions provided by a wide range of speakers, both from within the organisation and from wider afield.

Further developments are planned for 2021/22 which will secure the foundations of the trust for future growth and to achieve its ambitions of having wide influence in the education profession.

Financial review

Financial report for the year

The financial position of the Academy Trust at 31 August 2021 is shown in the financial statements on pages 34 to 63 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 £23,000 (2020 – £32,000) was achieved on the unrestricted general fund before transfers and a surplus of £578,000 (2020 – surplus of £388,000) 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 £528,000 (2020 – £505,000) and the restricted general fund a deficit of £4,929,000 (2020 – £4,746,000). A further £52,404,000 (2020 – £52,217,000) is held within the restricted fixed asset funds.

STRATEGIC REPORT (continued)

Financial review (continued)

Financial report for the year (continued)

The majority of the Academy Trust's income for the year to 31 August 2021 was obtained from the ESFA in the form of a general annual grant and other grants. This income totalled £13,585,000 (2020 – £11,721,000) and represents 78.3% (2020 – 84.3%) of the total income received in the year (excluding the donated asset on conversion in the prior year). Expenditure includes £16,875,000 (2020 – £14,360,000) on the School's educational operations.

The Academy Trust has also been successful in bidding for Condition Improvement Fund grants to finance capital works. In 2020/21 a successful CIF bid was made to remove the existing heating distribution system and replace with new copper pipework and radiators to distribute heat more efficiently around the school site. Works have been planned to ensure minimal disruption to normal operations and are due to be completed during 2021/22. WPSfG was not subject to any CIF bids this year due to the building being relatively new (two years old). Total funding of £862,718 (2020 – £1,286,719) was approved during the year ending 31 August 2021. 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 Trust's 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 82.9% (2020 – 81%), of which 13.3% (2020 – 19%) accounts for Associate staff costs. The spend on staffing as a percentage of total spend was on a downward trend before 2020/21 but the pandemic caused exceptional spending patterns due to operational changes and school closure periods.

As is the case for schools across the country, The Trust is currently finding Associate Staff recruitment to be challenging. We have taken additional measures to reach further afield with our adverts.

The Academy Trust continues to update its IT infrastructure. This was especially relevant during the pandemic where demands for remote working have increased significantly. To help with this, the Trust has re-structured its IT Support Teams which now operate as a Trust Central Service, delivering to both our schools.

Financial and risk management objectives and policies

The Academy Trust recognises the need to identify risks that may impact on its ability to deliver an outstanding education in each of its schools and to mitigate against these risks.

The Academy Trust has identified the following financial risks:

Trustees' report Year to 31 August 2021

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 such risks, medium term budget forecasts are prepared and the budget is continually reviewed, examining the efficiency and effectiveness of the trust.
2. 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.
3. The burden of on-going additional expenditure required in schools due to the Covid pandemic. This expenditure has ranged from portable wash stations through to the purchase of a fogging machine. The need to quickly divert funds during the lockdown and pre-opening periods was a major challenge for the Trust but one that we overcame. However, the risks going forward remain considerable as each school faces the potential for students and staff to be absent due to self-isolation or illness. Our main priority is to keep staff and students as safe as possible during these difficult times and we recognise that there will be costs associated with this.

Reserves policy

It is recognised that a reasonable level of reserves must be held so as the Trust continues as a going concern and to allow for unforeseen expenditure. The Trustees have determined that the target level of reserves not invested in tangible assets or designated for a specific project should be between 3%-5% of general Annual Grant. For 2020/21 this means a target level of reserves in the range of £407,000 to £679,000.

At 31 August 2021, unrestricted reserves stood at £528,000 (2020 – £505,000). There is a deficit of £4,929,000 (2020 – £4,747,000) on the restricted general fund, of which £5,986,000 (2020 – £4,883,000) 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. Total available reserves excluding the pension fund (restricted and unrestricted) stood at £1,585,000 (2020 – £642,000).

The total reserves balance at 31 August 2021 is higher than the target range as the Trust plans to use up to £900,000 of these funds on the expansion of its post-16 facilities. With the addition of Woolwich Polytechnic School for Girls post-16 demand is anticipated to rise significantly in September 2024. In the last two years the Trust has been planning for this expansion and has endeavoured to set aside funds to finance major capital works in this area. Spend is expected to take place in 2021/22 on technical specifications and planning permission. The majority of the works are expected to take place in 2022/23 and 2023/24, ready for a September 2024 opening. The spending for these works will bring the Trust's reserves back within the target level.

STRATEGIC REPORT (continued)

Financial review (continued)

Going concern

At 31 August 2021 the Academy Trust had net current assets of £1,687,000 (2020 – £1,005,000). 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 £75,000 (2020 – £450,000). Due to the financial uncertainties created by the Covid pandemic the Trust did not expand its investment portfolio during 2020/21. It is the Trusts intentions going forward to seek the advice of a financial advisor to put in place a low risk investment strategy in line with its investment policy.

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 between the CEO, COO, Finance Manager and the Heads of School. At these meetings, we seek to maximise effectiveness and efficiency and potential savings are highlighted and discussed. Any areas of potential risk are flagged at an early stage so that solutions can be implemented.
- ◆ Failure in governance; this risk is mitigated by regular meetings which cover Learning & Achievement, Premises and Finance and Personnel. All those in governance comply with the Academies Handbook and we are currently working towards the Governor Mark Award. The Trust has recently revised its governance structure to give greater stability and separation of powers. The new structure replaces the previous Local Governing Body with Academy Committees for each school. We have re-written our Scheme of Delegation and Scheme of Financial Delegation which give security to our compliance and decision-making. the Trust's Governance Handbook has also been re-written and gives clear guidance for anyone in a position within the governance structure with a clear Code of Conduct and induction expectations. Training occurs each year for all in positions of governance and we are planning an external review of governance next year to highlight areas for development.

STRATEGIC REPORT (continued)

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 their school's safeguarding data management software. All staff have the duty to report any concerns to the designated safeguarding lead (DSL). Safeguarding is the Trust's overriding priority and regular update training occurs for key leaders and specialist staff throughout the year.
- ◆ 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. Weekly meetings occur in each school to identify students who may be at risk of underperforming and strategies for improvement are implemented. Each school within the Trust has a Raising Standards Leader (RSL) who is accountable for student progress.

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 a parent/teacher association (PTA) in WPSfB that carries out fundraising on behalf of students through fayres and raffles. This PTA has not engaged in any fund raising activities this year due to Covid-19 restrictions.

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 7/12/2021 and signed on its behalf by:


SYLVIA PERRINS

Chair of Trustees

Date: 7/12/2021

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 CEO, Tim Plumb, 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 CEO is also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

Governance

As trustees, we have reviewed and taken account of the guidance in the DfE's Governance Handbook and competency framework for governance and we have made considerable progress in increasing the effectiveness of our governance structure. The Trust has recently revised its governance structure to give greater stability and separation of powers. The new structure replaces the previous Local Governing Body with Academy Committees for each school. We have re-written our Scheme of Delegation and Scheme of Financial Delegation which give security to our compliance and decision-making. The Trust's Governance Handbook has also been re-written and gives clear guidance for anyone in a position within the governance structure with a clear Code of Conduct and induction expectations. Training occurs each year for all in positions of governance and we are planning an external review of governance next year to highlight areas for development. Alongside the restructured governance, the Trust's Leadership Structure has also been reviewed and restructured. The Leadership Structure shows clearly how the Trust both supports and holds to account our schools. The structure encompasses the Trust Executive, Trust Leadership Team and Trust Central Team. Each team has a clearly defined role to ensure school improvement, support and compliance.

The Academy Trust works in close collaboration with its Academy Committee Members (ACMs) who are the "eyes and ears" of the Board in relation to each school. The ACMs work in close collaboration with the senior leaders in each school and support, challenge and hold-to-account through school visits, training sessions and committee meetings. The Academy Trust continues to ensure that all Members, Trustees and ACMs have the necessary skills to:

- ◆ Ensure excellent quality of 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, all those involved in governance should have a clear understanding of all aspects of their role and how to effectively hold each school to account.

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 15 times this year (3 full Trust Board, 6 Finance & Personnel, 3 Audit Committee and 3 Premises). 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 meeting attendance:

Trustees	Meetings attended	Out of a possible
Robert Janes (Chair)	3	3
Sylvia Perrins	3	3
Timothy Plumb	3	3
Traci Jenkins (resigned 1 February 2021)	1	3
Tracy Russell	3	3
Samuel Fitzpatrick	3	3
Rebecca Lewis (resigned 22 September 2021)	2	3
Sue Wood (appointed 1 November 2020)	1	3

The Board was pleased with its performance during the many challenges of the year and has been strengthened for the 2021/22 year with a new appointment. The Board was heavily involved in the strategic work to re-structure both governance and leadership and to re-write its Vision and Values and was proud of the commitment of all trustees during this time. All meetings were held remotely which increased the efficiency of our work. The Trust now has a good balance of experience and new perspectives on its Board and also within its Academy Committees.

For 2021/22, the Trust is launching a new Evaluation Framework for all Trustees and the Board as a whole which will help us improve further. The Board was kept closely involved in the operational challenges during the year with regular and detailed updates on safety and well-being during the Covid period. The Trust Leadership felt very well supported by the Board which has developed strong and effective relationships and communication channels to help monitor performance and provide challenge. The Board benefited from a new Trust Dashboard which shows clearly the relative performance of its schools as well as the performance of the Trust overall. This will be developed further during the coming year in order to keep the Board closely updated on the key performance measures for students, staff and financial matters.

Throughout the year, the Board received detailed reports from the CEO and the Heads of each school, detailing performance in all key areas. The Board also received detailed reports on the performance of each Central Service with a summary using the Net Promoter Score methodology, something that we regard as unique practice within the sector.

The Finance and Personnel Committee

This is a committee of the Trust Board. 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 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.

Committee attendance

Trustees	Meetings attended	Out of a possible
Robert Janes (Chair)	6	6
Sylvia Perrins	6	6
Timothy Plumb	6	6
Traci Jenkins	0	6
Tracy Russell	5	6
Samuel Fitzpatrick	5	6
Rebecca Lewis	1	6
Sue Wood	5	6

Audit Committee

The Audit Committee is also a committee of the Trust Board. Its purpose is:

- ◆ 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 has included review of the Risk Register, appointment of an internal auditor and acceptance of the internal control reports.

Audit Committee attendance

Trustees	Meetings attended	Out of a possible
Robert Janes (Chair)	3	3
Sylvia Perrins	3	3
Timothy Plumb	3	3
Traci Jenkins	3	3
Tracy Russell	3	3
Samuel Fitzpatrick	3	3
Rebecca Lewis	0	3
Sue Wood	2	3

Review of value for money

In accordance with procurement policy notes 02/20 and 04/20, the trust took the following actions:

- Continued to pay invoices within the agreed terms of payment periods;
- Contacted the suppliers that were in contract with the trust to inform them that invoices would be paid following pre-Covid agreements;
- Bulk purchasing of goods, where possible to obtain better prices;
- Carried out a full tendering process for the catering contract;
- Carried out a review of systems used across the Trust, in order to evaluate the effectiveness and efficiency of each and serve notice on those not providing the best value; and
- Rolled out a parent communication platform that has realised postage and email savings, across the Trust.
- Insisted that the cleaning contractor continue to pay staff working at both schools and that they should not be furloughed, in-line with the continued payment of invoices

As Accounting Officer, Mr T Plumb, 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 consider the level and impact of current spend and practices. Methodology/processes are challenged and innovative approaches sought. These meetings continued to take place online every week through lockdown. The Trust managed its finances carefully during the lockdown period and was able to make savings to put towards necessary capital projects in the coming year.

We continue to use integrated curriculum and financial planning (ICFP) as a means of employing the most cost-efficient number of staff.

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 2021 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

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

The risk and control framework

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

- ◆ comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of Trustees;
- ◆ regular reviews by the finance and personnel 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 after a tendering exercise decided to appoint Landau Baker to carry out the work of the Responsible Officer and as an internal auditor. A full programme of assurance audits were undertaken during 2020/21 covering internal controls, payroll procedures and compliance to the Academy Financial Handbook 2020/21. There were no significant findings resulting from these reviews. Any recommendations made were considered by management, actions agreed and implemented during the year.

Governance statement Year to 31 August 2021

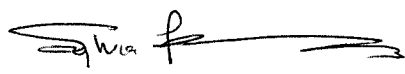
Review of effectiveness

As Accounting Officer, the 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 each school of 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.

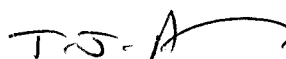
Approved by order of the board of Trustees on 7/12/2021 and signed on their behalf by:


SYLVIA PERRINS

Chair of Trustees

Approved on:

07/12/2021



Accounting Officer

TIMOTHY PLUMB

Statement on regularity, propriety and compliance Year to 31 August 2021

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 2020.

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 2020.

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.



Accounting Officer

TIMOTHY PLUMB

Date: 7.12.21

Statement of Trustees' responsibilities Year to 31 August 2021

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:

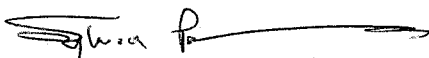
- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities' SORP 2015 and the Academies Accounts Direction 2020 to 2021;
- ◆ make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom 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 07/12/2021 and signed on its behalf by:


SYLVIA PERRINS

Chair of Trustees

Independent auditor's report on the financial statements 31 August 2021

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 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law, 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 2019) and the Academies Accounts Direction 2020 to 2021.

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 2021 and of its income and expenditure, for the period 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 2019 and Academies Accounts Direction 2020 to 2021.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The 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 and returns;
- ◆ 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.

Independent auditor's report on the financial statements 31 August 2021

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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ◆ we identified the laws and regulations applicable to the charitable company through discussions with management, and from our knowledge of the academy trust sector;
- ◆ the identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit;
- ◆ we considered the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Companies Act 2006, the Charities SORP 2019, the Academies Accounts Direction 2020 to 2021, the Academies Financial Handbook 2020, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;
- ◆ we understood how the charitable company is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of the minutes of trustees' meetings and papers provided to the trustees.

Independent auditor's report on the financial statements 31 August 2021

Auditor's responsibilities for the audit of the financial statements (continued)

- ◆ we planned and carried out a separate limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquiries of management and those charged with governance as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions;
- ◆ tested the authorisation of expenditure as part of our substantive testing thereon;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ◆ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ agreeing financial statement disclosures to underlying supporting documentation;
- ◆ reviewing the minutes of trustees' meetings;
- ◆ enquiring of management and those charged with governance as to actual and potential litigation and claims;
- ◆ reviewing any available correspondence with Ofsted, ESFA and HMRC; and
- ◆ the work undertaken in relation to the limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

Independent auditor's report on the financial statements 31 August 2021

Auditor's responsibilities for the audit of the financial statements (continued)

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. International Standards on Auditing also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

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

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.

Buzzacott LLP

8.12.2021

Hugh Swainson (Senior Statutory Auditor)

For and on behalf of Buzzacott LLP, Statutory Auditor

130 Wood Street

London

EC2V 6DL

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 2020 to 2021, 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 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to PolyMAT 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 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 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 2020 to 31 August 2021 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 Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

Independent auditor's report on regularity 31 August 2021

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 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Hugh Swainson
8.12.2021

Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

Statement of financial activities Year to 31 August 2021
(Incorporating the income and expenditure account)

	Notes	Restricted funds			2021 Total funds £'000	2020 Total funds £'000
		Unrestricted general funds £'000	Restricted general funds £'000	Fixed assets funds £'000		
Income from:						
Donations and capital grants	1	—	—	1,468	1,468	608
. Transferred from DfE	1	—	—	—	—	24,466
Other trading activities	2	44	—	—	44	52
Investments	3	1	—	—	1	3
Charitable activities						
. Funding for the Trust's educational operations	4	—	15,846	—	15,846	13,241
Total income		45	15,846	1,468	17,359	38,370
Expenditure on:						
Charitable activities						
. Trust's educational operations	5	22	15,268	1,585	16,875	14,360
Total expenditure		22	15,268	1,585	16,875	14,360
Net income/(expenditure) for the year		23	578	(117)	484	24,010
Transfer between funds	17	—	(304)	304	—	—
Other recognised gains and losses						
Actuarial losses on defined benefit pension scheme	23	—	(457)	—	(457)	(179)
Net movement in funds		23	(183)	187	27	23,831
Reconciliation of funds						
Total fund balances brought forward at 1 September 2020		505	(4,746)	52,217	47,976	24,145
Total fund balances carried forward at 31 August 2021		528	(4,929)	52,404	48,003	47,976

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 2021

	Notes	2021 £'000	2021 £'000	2020 £'000	2020 £'000
Fixed assets					
Intangible fixed assets	12		13		8
Tangible fixed assets	13		<u>52,398</u>		<u>51,879</u>
			<u>52,411</u>		<u>51,887</u>
Current assets					
Stock		5		3	
Debtors	14	494		509	
Cash at bank and in hand		2,869		1,024	
Cash on deposit		<u>75</u>		<u>600</u>	
		<u>3,443</u>		<u>2,136</u>	
Liabilities					
Creditors: amounts falling due within one year	15	<u>(1,756)</u>		<u>(1,131)</u>	
Net current assets			<u>1,687</u>		<u>1,005</u>
Total assets less current liabilities			<u>54,098</u>		<u>52,892</u>
Creditors: amounts falling due after more than one year	16		<u>(109)</u>		<u>(33)</u>
Pension scheme liability	23		<u>(5,986)</u>		<u>(4,883)</u>
Total net assets			<u>48,003</u>		<u>47,976</u>
Funds of the Trust					
Restricted income funds					
. Fixed assets fund	17		<u>52,404</u>		<u>52,217</u>
. General fund	17		<u>1,057</u>		<u>137</u>
. Pension reserve	17		<u>(5,986)</u>		<u>(4,883)</u>
			<u>47,475</u>		<u>47,471</u>
Unrestricted funds					
. General fund	17		<u>528</u>		<u>505</u>
Total funds			<u>48,003</u>		<u>47,976</u>

The financial statements on pages 34 to 63 were approved by the Trustees, and authorised for issue on 07/12/2021 and are signed on their behalf by:

Chair  SYLVIA PERRIN'S
PolyMAT Sylvia Asprins

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

Statement of cash flows Year to 31 August 2021

		2021 £'000	2020 £'000
Net cash flows from operating activities			
Net cash provided by operating activities	A	1,884	572
Cash flows from investing activities			
	B	(640)	(333)
Cash flows from financing activities			
	C	76	(3)
Change in cash and cash equivalents in the year		<u>1,320</u>	<u>236</u>
Reconciliation of net cash flow to movement in net funds:			
Cash and cash equivalents at 1 September 2020		1,624	1,388
Cash and cash equivalents at 31 August 2021		<u>2,944</u>	<u>1,624</u>

A Reconciliation of net income to net cash flow provided by operating activities			
		2021 £'000	2020 £'000
Net income for the year (as per the statement of financial activities)			
		484	24,010
Adjusted for:			
Amortisation (note 12)		5	4
Depreciation (note 13)		1,580	1,480
Capital grants from DfE and other capital income		(1,468)	(608)
Donated fixed assets		—	(24,466)
Interest receivable (note 3)		(1)	(3)
Defined benefit pension scheme net of contributions payable (note 23)		567	377
Defined benefit pension scheme finance and admin cost (note 23)		79	80
(Increase) decrease in stocks		(2)	4
Decrease (increase) in debtors		15	(290)
Increase (decrease) increase in creditors		625	(16)
Net cash provided by operating activities		<u>1,884</u>	<u>572</u>
B Cash flows from investing activities			
		2021 £'000	2020 £'000
Dividends, interest and rents from investments			
		1	3
Purchase of tangible and intangible fixed assets			
		(2,109)	(944)
Capital grants from DfE/ESFA			
		1,468	608
Net cash used in investing activities		<u>(640)</u>	<u>(333)</u>
C Cash flows from financing activities			
		2021 £'000	2020 £'000
Cash inflows from new borrowing			
		103	12
Loan repayment			
		(27)	(15)
Net cash used in financing activities		<u>76</u>	<u>(3)</u>

Statement of cash flows Year to 31 August 2021

D Analysis of cash and cash equivalents

	2021	2020
	£'000	£'000
Cash in hand and at bank	2,944	1,624
Total cash and cash equivalents	2,944	1,624

E Analysis of changes in net debt

	At 1 September 2020 £'000	Cash flows £'000	At 31 August 2021 £'000
Cash	1,024	1,845	2,869
Cash on deposit	600	(525)	75
	1,624	1,320	2,944
Loans falling due within one year	(27)	—	(27)
Loans falling due after more than one year	(33)	(76)	(109)
Total	1,564	1,244	2,808

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 2020 to 2021 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.

The trustees have considered the impact of the current coronavirus pandemic on the Trust's operations. While they acknowledge the disruption caused by the pandemic to the Trust's day-to-day operations, they do not consider the pandemic to be cause for material uncertainty in respect to the Trust's ability to continue as a going concern. The Trust has and is continuing to develop contingency plans which are being implemented successfully and the trustees have therefore concluded that consider that the Trust has sufficient resources to continue for the foreseeable future, despite the current situation, and there are no material uncertainties about the Trust's ability to continue as a going concern. Thus, the trustees 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.

Income (continued)

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.

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.

Donated fixed assets

Where the donated good is a fixed asset it is initially recognised at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The donation 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 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 or donated to the Academy Trust, they are included in the balance sheet at cost or an appropriate valuation 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). The depreciation on such assets is charged in the statement of financial activities over the expected useful economic life of the related asset on a basis consistent with the 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
- ◆ Long leasehold buildings renewal and replacement Component rate

Principal accounting policies 31 August 2021

◆ 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 14. 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 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

Debtors

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

Cash at bank and in hand

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

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 22, 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.

Principal accounting policies 31 August 2021

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 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Notes to the Financial Statements Year to 31 August 2021

1 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000	2020 Total funds £'000
Donated fixed asset	—	—	—	24,466
Capital Grants	—	1,468	1,468	608
	—	1,468	1,468	25,074

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000
Donated fixed asset (Girls' School building)	—	24,466	24,466
Capital Grants	—	608	608
	—	25,074	25,074

2 Other trading activities

	Unrestricted funds	
	2021 £'000	2020 £'000
Trip income	—	19
Miscellaneous income	44	33
	44	52

3 Investment income

	Unrestricted funds	
	2021 £'000	2020 £'000
Investment income	1	3
	1	3

Notes to the Financial Statements Year to 31 August 2021

4 Funding for the Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000	2020 Total funds £'000
DfE / ESFA grants				
. General Annual Grant (GAG)	—	13,585	13,585	11,721
. Pupil Premium	—	585	585	492
. Others	—	1,088	1,088	811
	—	15,258	15,258	13,024
Other Government grants				
. Local authority grants	—	438	438	149
	—	438	438	149
COVID-19 additional funding (DfE/ESFA)				
Catch-up premium	—	133	133	—
Other DfE/ESFA COVID-19 funding	—	17	17	15
COVID-19 additional funding (non-DfE /ESFA)				
Coronavirus Job Retention Scheme grant	—	—	—	2
	—	150	150	17
Other income from the academy trust's educational operations	—	—	—	51
	—	15,846	15,846	13,241

The trust received £133,000 of funding for catch-up premium and costs incurred in respect of this funding totalled £133,000. Other Covid support amounted to £17,000 in the year which was also fully expended.

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000
DfE / ESFA grants			
. General Annual Grant (GAG)	—	11,721	11,721
. Pupil Premium	—	492	492
. Others	—	811	811
	—	13,024	13,024
Other Government grants			
. Local authority grants	—	149	149
	—	149	149
COVID-19 additional funding (DfE/ESFA)			
Other COVID-19 funding	—	15	15
COVID-19 additional funding (non-DfE /ESFA)			
Coronavirus Job Retention Scheme grant	—	2	2
Other income from the academy trust's educational operations	—	51	51
	—	13,241	13,241

Notes to the Financial Statements Year to 31 August 2021

5 Expenditure

	Staff costs £'000	Premises £'000	Other costs £'000	2021 Total funds £'000	2020 Total funds £'000
Charitable activities:					
. Trust's educational operations					
.. Direct costs	10,652	1,580	953	13,185	11,270
.. Allocated support costs	2,029	962	699	3,690	3,090
	<u>12,681</u>	<u>2,542</u>	<u>1,652</u>	<u>16,875</u>	<u>14,360</u>

	Staff costs £'000	Premises £'000	Other costs £'000	2020 Total funds £'000
Charitable activities:				
. Trust's educational operations				
.. Direct costs	9,127	1,484	659	11,270
.. Allocated support costs	1,561	759	770	3,090
	<u>10,688</u>	<u>2,243</u>	<u>1,429</u>	<u>14,360</u>

Expenditure for the period includes:

	2021 Total funds £'000	2020 Total funds £'000
Operating lease rentals	38	40
Depreciation	1,580	1,480
Amortisation	5	4
Fees payable to auditor		
. Statutory audit	13	12
. Other services	4	10

6 Charitable activities – Trust's educational operations

	2021 Total funds £'000	2020 Total funds £'000
Direct costs	13,185	11,270
Support costs	3,690	3,090
	<u>16,875</u>	<u>14,360</u>

	2021 Total funds £'000	2020 Total funds £'000
Analysis of support costs		
Support staff costs	2,029	1,561
Technology costs	16	91
Premises costs	962	759
Legal costs – other	8	10
Other support costs	639	646
Governance costs	36	23
Total support costs	<u>3,690</u>	<u>3,090</u>

Notes to the Financial Statements Year to 31 August 2021

7 Comparative information

Analysis of income and expenditure in the year ended 31 August 2020 between restricted and unrestricted funds:

	Notes	Restricted funds			2020 Total funds £'000
		Unrestricted general funds £'000	Restricted general funds £'000	Fixed assets funds £'000	
Income from:					
Donations and capital grants	1	—	—	608	608
. Transferred from DfE	1	—	—	24,466	24,466
Other trading activities	2	52	—	—	52
Investments	3	3	—	—	3
Charitable activities					
. Funding for the Trust's educational operations	4	—	13,241	—	13,241
Total income		55	13,241	25,074	38,370
Expenditure on:					
Charitable activities					
. Trust's educational operations	5	23	12,853	1,484	14,360
Total expenditure		23	12,853	1,484	14,360
Net income for the year		32	388	23,590	24,010
Transfer between funds	17	—	(730)	730	—
Other recognised gains and losses					
Actuarial losses on defined benefit pension scheme	22	—	(179)	—	(179)
Net movement in funds		32	(521)	24,320	23,831
Reconciliation of funds					
Total fund balances brought forward at 1 September 2019		473	(4,225)	27,897	24,145
Total fund balances carried forward at 31 August 2020		505	(4,746)	52,217	47,976

Notes to the Financial Statements Year to 31 August 2021

8 Staff

(a) Staff costs

Staff costs during the period were:

	2021 Total funds £'000	2020 Total funds £'000
Wages and salaries	9,194	7,848
Social security costs	1,015	862
Pension costs (includes FRS 102 charge of £567,000 (2020 – £377,000))	2,362	1,878
	12,571	10,588
Supply teacher costs	99	85
Staff restructuring costs	11	15
	12,681	10,688

	2021 £'000	2020 £'000
Staff restructuring costs comprise		
Severance payments	11	15
	11	15

(a) Staff severance payments

Non statutory severance payments were made to two individuals during the year ended 31 August 2021 (2020 – one). These amounted to £6,000 and £4,500 respectively (2020 – £15,000).

(b) Staff numbers

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

Charitable activities	2021 No.	2020 No.
Teachers	142	125
Administration and support	90	70
Management	2	3
	234	198

Notes to the Financial Statements Year to 31 August 2021

8 Staff (continued)

(c) Higher paid staff

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

	2021 No.	2020 No.
£60,001 - £70,000	22	15
£70,001 - £80,000	1	3
£80,001 - £90,000	1	—
£90,001 - £100,000	1	—
£140,001 - £150,000	1	1

Twenty-three (2020 – thirteen) of the above employees participated in the Teachers' Pension Scheme but one opted out part way through the year. One (2020 – one) of the above employees participated in the LGPS. The total employer pension contribution costs for these employees amounted to £385,500 (2020 - £157,000).

(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 £297,000 (2020 – £354,000).

9 Trustees' remuneration and expenses

Staff Trustees 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:

	2021 £'000	2020 £'000
B Parker (Deputy Chief Executive and Trustee until 30 September 2020)		
. Remuneration	0 – 5	55 – 60
. Employer's pension contributions	—	—
T Plumb (Chief Executive and Trustee)		
. Remuneration	145 – 150	145 – 150
. Employer's pension contributions	35 – 40	35 – 40

During the period ended 31 August 2021, no travel and subsistence expenses were reimbursed to Trustees (2020 – £nil).

10 Top slice, central services and contracts

The Trust delivers its services in three different ways:

- Top slice;
- Central services; and
- Central contracts

Top slice

The Core Executive Team is financed by the 'Top Slice' from each school within the Trust and its job is to lead the strategic development of the Trust and ensure that each school both contributes to and is supported by the success of the Trust overall. For 2020/21 the Top slice represented 2.3% of GAG funding.

Trust Central Services

These services are supplied by the Trust to ensure high quality delivery, the benefits of economies of scale and quality assurance between schools in the Trust. On entry to the Trust, the Central Services provision package for each school will be decided and will be individual for each school. Services are financed according to the size of provision and are covered by a Service Level Agreement (SLA) to ensure quality of provision. The Central Services provide a more cost-efficient and high-quality service that allows individual schools to have the safety net of a larger team and be freed from managing these services directly. The Central Services are evaluated each term with all parties giving feedback which is then collated to provide a Net Promoter Score for each service so that we can constantly improve the quality.

Current Central Services are outlined below. As the Trust grows, more Central Services will be made available where they are shown to be beneficial to the Trust's strategic aims.

HR Administration

Allows all schools to benefit from a first class, safer recruitment strategy where legal compliance is guaranteed. This service covers the writing of advertisements, to the recruitment process itself and through to the induction of staff. Also included is payroll, employee welfare advice, managing attendance and dealing with HR issues such as handling grievances and disciplinaries.

Finance

All general finance duties undertaken including compliance, returns to the ESFA, purchasing of goods and services, payment of invoices and procurement. In addition, headteachers will benefit from budget setting and regular budget monitoring in order to produce a balanced in-year budget every year.

Facility Management

Access to an experienced and fully trained team of facilities professionals to manage your estate. This team will ensure that the aspirational culture of the Trust is reflected in the vibrancy of the learning environments in all schools. A detailed building development plan will be drawn up for each school and, dependant on funds, schools may request funding from the Trust to carry out such works.

The Trust has a proven track record in securing funds for estate renovation from both the public and private sector.

10 Central services and contracts (continued)

Trust Central Services (continued)

Data

Access to a highly effective and responsive data team will respond to current standards and trends. This team will provide headteachers with the forensic tracking of every student to allow differentiation in the class and students to make the best possible progress.

IT Support

A consistent approach to the information learning technology infrastructure across the Trust. This infrastructure will sustain the longer-term strategic needs of the Trust and provide an essential framework for supporting an outstanding learning experience for all students. A Trust intranet will allow schools to stay in touch with each other and ease collaborative working.

School Improvement Service

This service is being fully introduced in 2021/22 and initial appointments were made to the team at the end of 2020/21. The service will provide support across our schools combined with high quality monitoring to ensure that the quality of education provision is consistently high in all PolyMAT schools, both now and for when we grow.

Central Contracts

Contracts are commissioned and managed by the Trust to give individual schools the benefits of economies of scale through larger-scale tendering. The procurement and management of the contracts is overseen by the COO and allows individual schools to be freed from the sometimes burdensome contractual negotiations and management that can detract from a focus on the core business of learning and teaching. The financing of the Central Contracts is at-cost so schools benefit directly from the deals negotiated by the Trust. The Central Contracts are decided upon a school's entry into the Trust with some being fixed and some negotiable depending upon the position of each school. The aim is that these contracts should always provide better value-for-money than would be possible if a school were outside the Trust.

Our Central Contracts package is reviewed each year and is currently:

- ◆ Admissions
- ◆ Clerking
- ◆ Legal Support
- ◆ HR Support
- ◆ Payroll
- ◆ Banking
- ◆ GDPR
- ◆ DBS
- ◆ Occupational Health
- ◆ Health and Safety Compliance
- ◆ Audit
- ◆ Workplace Employee Support
- ◆ Capita SIMS Finance

Notes to the Financial Statements Year to 31 August 2021

10 Central services and contracts (continued)

The total costs for the above three areas are analysed below:

	2021 £'000	2020 £'000
Woolwich Polytechnic School for Boys		
. Top slice	236	n/a
. Central Services	477	n/a
. Central Contracts	311	n/a
	1,024	n/a
Woolwich Polytechnic School for Girls		
. Top slice	76	n/a
. Central Services	277	n/a
. Central Contracts	206	n/a
	559	n/a
Total	1,583	n/a

In 2020/21, central services and central contracts were completely reviewed by the Trust. Significant changes were made to both the basis of charging and the types of services provided under each heading. The costs are therefore not directly comparable with the central charges made in 2019/20. Total central charges were £1,100,000 for 2019/20 with £718,000 charged to WPSfB and £382,000 to WPSfG. The increase in overall cost is largely due to the expansion of central service teams in response to increased service requirements identified as part of the Service Level Agreements and the growth of WPSfG.

11 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 £10,000,000 on any one claim and is provided as part of the RPA membership. The total cost of RPA membership for the year ended 31 August 2021 was £36,144 (2020 – £32,060).

12 Intangible assets

	Computer software £'000	Total £'000
Cost/valuation		
At 1 September 2020	55	55
Additions	10	10
At 31 August 2021	65	65
Amortisation		
At 1 September 2020	47	47
Charge in year	5	5
At 31 August 2021	52	52
Net book value		
At 31 August 2021	13	13
At 31 August 2020	8	8

Notes to the Financial Statements Year to 31 August 2021

13 Tangible fixed assets

	Leasehold land and buildings £'000	Furniture and equipment £'000	IT equipment £'000	Total £'000
Cost/valuation				
At 1 September 2020	54,786	1,449	502	56,737
Additions	1,596	247	256	2,099
At 31 August 2021	56,382	1,696	758	58,836
Depreciation				
At 1 September 2020	4,272	343	243	4,858
Charge in period	1,194	277	109	1,580
At 31 August 2021	5,466	620	352	6,438
Net book value				
At 31 August 2021	50,916	1,076	406	52,398
At 31 August 2020	50,514	1,106	259	51,879

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

- ◆ During 2020/21 two CIF bids (approved in 2019/20), one for replacement windows and one to replace the boiler, were both completed during 2020/21. A further CIF bid was approved during 2020/21 to replace the existing inefficient heating distribution system. The total value of the project is £862,718 of which £19,177 was paid for in 2020/21. The balance of £843,541 is disclosed as a capital commitment in note 24.

14 Debtors

	2021 £'000	2020 £'000
Trade debtors	29	21
VAT Debtor	165	92
Other debtors	8	—
Prepayments and accrued income	292	396
	494	509

15 Creditors: amounts falling due within one year

	2021 £'000	2020 £'000
Trade creditors	614	46
Taxation and social security	460	425
ESFA creditor: abatement of GAG	81	39
Other creditors	109	—
Deferred income (see analysis below)	181	7
Accruals	284	587
Loans (see analysis below)	27	27
	1,756	1,131
Deferred income		
Deferred income at 1 September 2020	7	21
Released during the year	(7)	(21)
Resources deferred in the year	181	7
Deferred income at 31 August 2021	181	7

Deferred income relates to funding from various sources (such as rates reclaim and Covid catch up) relating to the following financial year.

Notes to the Financial Statements Year to 31 August 2021

16 Creditors: amounts falling due in greater than one year

	2021 £'000	2020 £'000
Loans (see analysis below)	109	33
Repayments due as follows:		
Within one year	27	27
Between 1 and 2 years	21	14
Between 2 and 5 years	46	13
In more than 5 years	42	6
	<u>136</u>	<u>60</u>

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 and roof light refurbishment that is otherwise comprised of capital grant. Interest is at 2.13%, with repayments being made between 2018 and 2025. The balance recognised above represents the amount of the loan funding that remains payable at 31 August 2021.

17 Funds

	Balance at 1 September 2020 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2021 £'000
ESFA revenue grant fund					
· General Annual Grant (GAG)	137	13,585	(12,361)	(304)	1,057
· Pupil Premium	—	585	(585)	—	—
· Catch-up premium	—	133	(133)	—	—
· Other DfE/ESFA COVID-19 funding	—	17	(17)	—	—
· Other ESFA grants	—	1,088	(1,088)	—	—
Other revenue grant fund					
· Local authority grants	—	438	(438)	—	—
· Pension reserve	(4,883)	—	(646)	(457)	(5,986)
	<u>(4,746)</u>	<u>15,846</u>	<u>(15,268)</u>	<u>(761)</u>	<u>(4,929)</u>
Fixed assets fund					
· DfE/ESFA capital grants	2,185	1,468	(101)	—	3,552
· Donated fixed assets on conversion	48,963	—	(1,252)	—	47,711
· Capital expenditure from unrestricted funds	349	—	(34)	—	315
· Capital expenditure from GAG	720	—	(198)	304	826
	<u>52,217</u>	<u>1,468</u>	<u>(1,585)</u>	<u>304</u>	<u>52,404</u>
Total restricted funds	<u>47,471</u>	<u>17,314</u>	<u>(16,853)</u>	<u>(457)</u>	<u>47,475</u>
Unrestricted funds					
· Unrestricted funds	505	45	(22)	—	528
Total unrestricted funds	<u>505</u>	<u>45</u>	<u>(22)</u>	<u>—</u>	<u>528</u>
Total funds	<u>47,976</u>	<u>17,359</u>	<u>(16,875)</u>	<u>(457)</u>	<u>48,003</u>

17 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 2021.

Pupil Premium

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

Catch-up premium and COVID-19 funding

Further information on these funds can be found in note 4 to the financial statements.

Other ESFA revenue grants

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

Other restricted funds

Local authority grants

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

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 £5,986,000 (2020 – £4,883,000) 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.

Notes to the Financial Statements Year to 31 August 2021

17 Funds (continued)

Comparative information

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

	Balance at 1 September 2019 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2020 £'000
ESFA revenue grant fund					
. General Annual Grant (GAG)	—	11,721	(10,854)	(730)	137
. Start Up Grant	22	—	(22)	—	—
. Pupil Premium	—	513	(513)	—	—
Coronavirus Job Retention Scheme grant	—	2	(2)	—	—
Other COVID-19 funding	—	15	(15)	—	—
. Other ESFA grants	—	841	(841)	—	—
. Local authority grants	—	149	(149)	—	—
. Pension reserve	(4,247)	—	(457)	(179)	(4,883)
	<u>(4,225)</u>	<u>13,241</u>	<u>(12,853)</u>	<u>(909)</u>	<u>(4,746)</u>
Fixed assets fund					
. DfE/ESFA capital grants	1,641	608	(64)	—	2,185
. Donated fixed assets on conversion	25,750	24,466	(1,253)	—	48,963
. Capital expenditure from unrestricted funds	349	—	—	—	349
. Capital expenditure from GAG	157	—	(167)	730	720
	<u>27,897</u>	<u>25,074</u>	<u>(1,484)</u>	<u>730</u>	<u>52,217</u>
Total restricted funds	<u>23,672</u>	<u>38,315</u>	<u>(14,337)</u>	<u>(179)</u>	<u>47,471</u>
Unrestricted funds					
. Unrestricted funds	473	55	(23)	—	505
Total unrestricted funds	<u>473</u>	<u>55</u>	<u>(23)</u>	<u>—</u>	<u>505</u>
Total funds	<u>24,145</u>	<u>38,370</u>	<u>(14,360)</u>	<u>(179)</u>	<u>47,976</u>

18 Analysis of funds by school

	Total 2021 £'000	Total 2020 £'000
Woolwich Polytechnic School for Boys	1,283	496
Woolwich Polytechnic School for Girls	169	146
Central trust services	133	—
Total before fixed asset fund and pension reserve	<u>1,585</u>	642
Restricted fixed asset fund	52,404	52,217
Pension reserve	(5,986)	(4,883)
Total Funds	<u>48,003</u>	<u>47,976</u>

Trust central costs have been charged to respective schools in accordance with the charging mechanism and principles described in note 10. It is the Trusts plan to build a Trust level reserve to support the Trusts expansion and development goals.

Notes to the Financial Statements Year to 31 August 2021

19 Analysis of funds by school (continued)

Expenditure incurred by each school during the year (excluding depreciation) was as follows:

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs (excluding depreciation) £'000	Total 2021 £'000
Woolwich Polytechnic School for Boys	7,852	1,057	723	812	10,444
Woolwich Polytechnic School for Girls	2,500	279	204	319	3,302
Central services	205	788	18	533	1,544
Total costs	10,557	2,124	945	1,664	15,290

Comparative information

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

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs (excluding depreciation) £'000	Total 2020 £'000
Woolwich Polytechnic School for Boys	7,680	1,117	576	801	10,174
Woolwich Polytechnic School for Girls	1,073	131	44	269	1,517
Central services	310	377	38	460	1,185
Total costs	9,063	1,625	658	1,530	12,876

20 Analysis of net assets between funds

	Unrestricted funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Fund £'000	Total 2021 £'000	Total 2020 £'000
Fund balances at 31 August 2021 are represented by:					
Intangible fixed assets	—	—	13	13	8
Tangible fixed assets	—	—	52,398	52,398	51,879
Current assets	528	2,786	129	3,443	2,136
Current liabilities	—	(1,729)	(27)	(1,756)	(1,131)
Non-current liabilities	—	—	(109)	(109)	(33)
Pension scheme liability	—	(5,986)	—	(5,986)	(4,883)
Total net assets	528	(4,929)	52,404	48,003	47,976

20 Analysis of net assets between funds (continued)

Comparative information

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

	<i>Unrestricted funds</i>	<i>Restricted General Funds</i>	<i>Restricted Fixed Asset Fund</i>	<i>Total 2020</i>	<i>Total 2019</i>
	£'000	£'000	£'000	£'000	£'000
<i>Fund balances at 31 August 2020 are represented by:</i>					
<i>Intangible fixed assets</i>	—	—	8	8	12
<i>Tangible fixed assets</i>	—	—	51,879	51,879	27,949
<i>Current assets</i>	505	1,241	390	2,136	1,614
<i>Current liabilities</i>	—	(1,104)	(27)	(1,131)	(1,135)
<i>Non-current liabilities</i>	—	—	(33)	(33)	(48)
<i>Pension scheme liability</i>	—	(4,883)	—	(4,883)	(4,247)
<i>Total net assets</i>	505	(4,746)	52,217	47,976	24,145

21 Commitments under operating leases

Operating leases

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

	2021	2020
	£'000	£'000
Amounts due within one year	38	39
Amounts due between two and five years inclusive	34	72
	72	111

22 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

23 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 2016 and of the LGPS 31 March 2019.

Contributions amounting to £208,560 were payable to the schemes at 31 August 2021 (2020 – £205,907) and are included within creditors.

23 Pension and similar obligations (continued)

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the period amounted to £1,615,000 (2020 – £1,252,000).

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

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

23 Pension and similar obligations (continued)

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 2021 was £435,000 (2020 – £341,000), of which employer's contributions totalled £343,000 (2020 – £249,000) and employees' contributions totalled £115,000 (2020 – £92,000). The current agreed contribution rates are 18.5% for employers and between 5.5% and 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of 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.

Principal Actuarial Assumptions	At 31 August 2021	At 31 August 2020
Rate of increase in salaries	3.9%	3.3%
Rate of increase for pensions in payment / inflation	2.9%	2.3%
Discount rate for scheme liabilities	1.7%	1.6%

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 2021	At 31 August 2020
<i>Retiring today</i>		
Males	20.5	20.9
Females	23.4	23.6
<i>Retiring in 20 years</i>		
Males	21.9	22.4
Females	24.9	25.1

Sensitivity analysis – net increase in liability	At 31 August 2021 £'000	At 31 August 2020 £'000
Discount rate +0.1%	(279)	(219)
Discount rate -0.1%	286	225
Salary increase +0.1%	27	23
Salary increase -0.1%	(27)	(23)
Mortality rate +1 year	502	360
Mortality rate -1 year	(480)	(345)

23 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS) (continued)

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

	Fair value at 31 August 2021 £'000	Fair value at 31 August 2020 £'000
Equity instruments	474	345
Debt instruments	831	705
Property	453	372
Cash	39	32
Other	3,248	2,331
Total market value of assets	5,045	3,785
Present value of scheme liabilities		
Funded	(11,031)	(8,668)
Deficit in the scheme	(5,986)	(4,883)

Amounts recognised in statement of financial activities	2021 £'000	2020 £'000
Current service costs	910	626
Net interest cost	76	78
Administrative expenses	3	2
Total operating charge	989	706

Changes in the present value of defined benefit obligations were as follows:	2021 £'000	2020 £'000
At 1 September 2020	8,668	7,137
Current service cost	910	626
Interest cost	140	136
Employee contributions	115	92
Actuarial loss	1,182	699
Benefits paid	16	(22)
At 31 August 2021	11,031	8,668

Changes in the fair value of the Academy's share of scheme assets:	2021 £'000	2020 £'000
At 1 September 2020	3,785	2,890
Interest income	64	58
Actuarial gain	725	520
Employer contributions	343	249
Employee contributions	115	92
Benefits paid	16	(22)
Administration expenses	(3)	(2)
At 31 August 2021	5,045	3,785

24 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.

25 Capital commitments

At 31 August 2021, the Trust had contracted for and authorised capital commitments of £843,541 in respect of pipework at the Boys School (2020 – £409,000 in respect of boiler works).

26 Agency agreements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the year ended 31 August 2021 the trust received £34,003 (2020 – £36,797) and disbursed £23,715 (2020 – £45,832) from the fund. £11,172 is included in other creditors relating to undistributed funds that is repayable to ESFA (2020 – £884).

27 Post balance sheet event

There were no balance sheet events.