

Hook-with-Warsash Church of England Academy
(A Company Limited by Guarantee)
Annual Report and Financial Statements
Year ended 31 August 2021

Company Registration Number:
08153776 (England and Wales)

Hook-with-Warsash Church of England Academy

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Hook-with-Warsash Church of England Academy

Reference and Administrative Details

Members:

Signatory Member	Mr Richard Johnson
Appointed Members	Mr Roger Clear (Foundation)
	Mr Darren Nice
	Mrs Alex Hughes
	Nick St John (Foundation)
Non-Governor Members	Mr Richard Appleby
	Mrs Eleanor Dannan
	Mrs Gill Gailor
	Mr Simon Lowes
	Mr Peter Upward (Foundation) (resigned 10 September 2020)

Trustees:

First Governor (Foundation)	Mr Roger Clear (Vice Chair)*#
First Governors (Appointed)	Mr Richard Johnson*
	Mr Darren Nice*#
Appointed Governors (Foundation)	Mr Nick St John (resigned 7 September 2021)
	Rev Mike Terry (Incumbent)
	Mr Iain Wilkie*#
	June Ward (appointed 29 October 2021)
Elected Governors (Parent)	Mr Andy Beadsworth* (resigned 24 July 2021)
	Mr Paul Caiger-Watson*
	Clare Denyer (appointed 21 October 2021)
Appointed Governors (Parent)	Miss Chrissy Forder
Elected Governors (Staff)	Mrs Nicole Griffiths (Teacher)*
	Miss Julie Nunn (Support Staff)
Appointed Governors	Mr Luke Bailey (Joint Vice Chair/Acting Chair)*#
	Mrs Kate Bartlett
	Mrs Alex Hughes# (resigned 14 June 2021)
	Mrs Emma McQuiston
	Mrs Fran Munro# (resigned 31 October 2021)
	Mr David Scott-Batey*
	Emma McQuiston*
	Lesley Powell (resigned 6 November 2020)
	Heidi Healey#
	Ian Downie
	Rebecca Graham* (appointed 23 April 2021)
	Ernestine Osborne* (appointed 1 November 2021)
Headteacher	Mrs Sara Willoughby*#

*Members of The Resources Committee during the year

Members of the Governance & Audit Committee

Hook-with-Warsash Church of England Academy

Reference and Administrative Details

Company Secretary

Mrs Louise Tanner

Clerk

Mrs Annie Cardy

Senior Management Team:

Mrs Sara Willoughby, Headteacher/Accounting Officer

Mrs Catherine Nice, Assistant Headteacher

Mr David Trotman, Assistant Headteacher

Mrs Ann Willmott, Business Manager (Chief Financial Officer)

Company Name

Hook-with-Warsash Church of England Academy

Principal and Registered Office

Church Road

Warsash

Southampton

SO31 9GF

Company Registration Number

08153776 (England and Wales)

Independent Auditor

Hopper Williams & Bell Limited

Statutory Auditor

Highland House

Mayflower Close

Chandlers Ford

Eastleigh

SO53 4AR

Bankers

Lloyds Bank PLC

43 West Street

Fareham

PO16 0BE

Solicitors

Paris Smith LLP

1 London Road

Southampton

SO15 2AE

Hook-with-Warsash Church of England Academy

Trustees' Report

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2021. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates a two-form entry Church of England Primary Academy serving a catchment area to the west of Fareham. It should be noted that Fareham Borough Council's (FBC) agreed Housing Development Plan includes the building of a substantial amount of additional housing both within and in the immediate vicinity of the Academy's catchment area. HCC began a consultation process in March 2018 (as a consequence of uncertainty over the impact of the planned development on pupil numbers, this is still ongoing at 31 August 2021) regarding the establishment of an additional form of entry in one of the local primary schools. One of the options is for that additional form of entry to be placed at the Academy. Whilst being supportive of this, the Trustees are mindful of the potential impact on pupil numbers, whether the additional form of entry is placed at the Academy or elsewhere.

It has a pupil capacity of 420 and had a roll of 406 in the school spring census.

The Covid-19 pandemic continued to have a considerable impact on the academy due to the isolation of 'class bubbles' throughout the academic year and a further unexpected lockdown in January 2021. This has affected pupil assessments and impacted upon the achievement of strategic objectives and the monitoring of these, although not to the same extent as in the previous year. With the school closed for the majority of pupils from January 2021 to March 2021 the Academy maintained a structure of education for pupils by setting work virtually on a daily basis. Pupils completed this at home and the teachers responded to their work and also engaged in dialogue via a messaging service. In addition, class calls were held via Zoom. The school remained open for vulnerable and the children of key workers which involved significantly more pupils than the lockdown in the Spring/Summer of 2020. Visits by Governors to the school were not possible but all meetings continued in a virtual format with the use of MS Teams.

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 Academy Trust. The Trustees of Hook-with-Warsash Church of England Academy are also the directors of the charitable company for the purposes of company law.

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

Members' Liability

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

Hook-with-Warsash Church of England Academy

Trustees' Report

Trustees' Indemnities

The Companies Act 2006 s236 requires disclosure concerning qualifying third-party indemnity provisions.

Since 2019/20 indemnity was provided by the Risk Protection Arrangement (RPA), with cover as follows:

- The RPA Administrator will subject to the Definitions, Extensions, Exclusions and Conditions of the Rules indemnify:
 - o the Member in respect of losses arising as a result of indemnifying an indemnified Person in accordance with its legal obligations, for loss arising from claims made against the Indemnified Person, during a Membership Year;
 - o in an Inactive Academy Trust that is a former Member in respect of losses arising as a result of indemnifying an Indemnified Person in accordance with its legal obligations, for loss arising from claims made against the Indemnified Person, during a Membership Year or any subsequent period up to the point the Inactive Academy Trust is dissolved.

Provided always that the RPA Administrator shall not be liable:

- for any Claim where the cause of such claim occurred or that was alleged to have occurred prior to the date of the signing of the funding agreement for the relevant academy;
- to the extent that an indemnity is provided by an insurance policy;
- for claims that the Member had prior knowledge of before opting to join the RPA;
- for claims from an Inactive Academy Trust that was not a Member at the point in time that it became inactive.

The RPA Administrator's Limit of Liability in respect of each academy shall be £10,000,000 each and every loss and shall be the maximum aggregate liability of the RPA Administrator from all losses from an academy whose Academy Trust is a Member during any one Membership Year.

The Member Retention is Nil.

At the March 2020 meeting of the Finance and Personnel Committee the Committee, having observed no actual or potential instances that might arise to a claim in the previous five years, made a decision to remove staff absence as a standing item at future meetings.

Hook-with-Warsash Church of England Academy

Trustees' Report

Method of Recruitment and Appointment or Election of Trustees

The Full Governing Body consists of 20 Members constituted as follows:

- Three Parent Governors elected by secret ballot of parents of pupils attending the Academy, or, in the event of there being few candidates than available places on the Governing Body, appointed by the Governing Body;
- Ten First Governors or Governors appointed by the Members of the Academy Trust;
- Four First or Appointed Foundation Governors (1 of whom is, ex officio, the incumbent), nominated by the Parochial Church Council and appointed by the Foundation Members of the Academy Trust (in practice the Foundation Members would be unlikely to appoint any person opposed by the Portsmouth and Winchester Diocesan Board of Education);
- the Headteacher (ex officio);
- Two Staff Governors one of whom shall be a teacher, elected by secret ballot of the staff of the Academy

At the beginning of the academic Year, the Members of the Trust meet to review pending vacancies on the Governing Body, and instruct the Company Secretary to put in place, at the appropriate times, the procedures necessary for the appointment or election of Governors.

Vacancies for Appointed Governors are advertised on both the Academy and the Church website, on the Academy's Facebook page and on Hantsweb. In addition, FBC, Warsash Residents' Association and both Portsmouth and Southampton Universities are informed. Governors use their own networks with local businesses to make vacancies known to the wider community. Use is also made of Governors for Schools and Inspiring Governance, with variable results.

Vacancies for Parent Governors are publicised on the Academy website, in the Headteacher's regular communications to parents, through Governors meeting parents at Parents' Evenings and on the Academy's Facebook page. Elections are then held in accordance with the Articles of Association and HCC procedures.

Vacancies for Staff Governors are publicised at Staff Meetings and elections, where necessary, are by secret ballot.

Despite the best efforts of the Academy, Governor recruitment remains a challenge, not least because of the increasing pressures on Governing Bodies, at a time when there are also increasing pressures on individuals and families.

Hook-with-Warsash Church of England Academy

Trustees' Report

Policies and Procedures Adopted for the Induction and Training of Trustees

New Governors are issued with a copy of the current Governors' Handbook giving information on:

- Where do I Start? – Guidance for new Governors;
- Details of the Governing Body;
- Training Opportunities;
- Scheme of Delegation;
- Committees, Working Groups, Panels & Other Groups;
- Insurance/Legal Protection for Governors;
- Useful websites;
- Pen Portraits of Current Governors;
- Governing Body Committee Membership & those in Attendance 2020/21;
- Governing Body Officers 2020/21;
- Governing Body Terms of Reference 2020/21;
- Governing Body Policies;
- Financial Roles and Responsibilities;
- Guidance on Visits to the Academy by Governors;
- Meeting Dates 2020/21;
- Governing Body Cycle of Business 2020/21;
- Governors' Statutory Responsibilities;
- Glossary of Terms;

together with a copy of the Articles of Association and a breakdown of the Governing Body's discharge of its statutory duties.

The Academy purchases full access to face-to-face and on-line Governor Training provided by HCC and details of training opportunities are posted on the Governors' Portal of the Academy website.

New Governors attend Induction Training organised by HCC.

HCC GovernorHub requires that individual Governors book their own training but liaise with the Development Training Governor.

New Governors meet with the Chair of Governors and the Headteacher and are expected to attend a round of committee meetings before opting to join a particular committee. (In the event of a specific, identified vacancy, new Governors may be asked to join a particular committee, in order to meet the Governing Body's strategic and operational needs).

Mrs Heidi Healey, the Development and Training Governor is pro-active in guiding new (and established) Governors to appropriate training and individual training plans for Governors are being developed.

Mr Roger Clear (Vice Chair) has been responsible for the induction and mentoring of new Governors but it has been agreed for this to move to Mrs Heidi Healey in the 2021/22 school year.

Hook-with-Warsash Church of England Academy

Trustees' Report

Organisational Structure

The organisational and operational structure is detailed in the Scheme of Delegation which is published on the Academy's website.

There are two main committees that have some delegated powers, meet twice termly and report to the Full Governing Body:

- Pupil Discipline, Curriculum & Early Years;
- Resources

The delegated powers of these committees are defined in their Terms of Reference, with all decisions being reported to the Full Governing Body for ratification.

There are three additional committees that meet at least once a term:

- Forging Links;
- Governance and Audit;
- Pay and Appraisal

The areas of responsibility of these committees are defined in their Terms of Reference, with all decisions being reported to the Full Governing Body for ratification.

In view of the uncertainties that result from FBC's development plans and HCC's response to them (see page 3), a standing Marketing, Promotion & Media Working-Group was established in June 2018 with the primary aim of ensuring that the Academy roll is full. This group met in October 2020 and have been largely responsible for the establishment and ongoing maintenance of the Academy's Facebook presence.

The Resources Committee established a Future Planning Development Working Group in September 2018 to consider the medium and longer-term financial landscape. The Working Group's investigations covered a range of considerations, including the possibility of forming or joining a Multi-Academy Trust (MAT). A follow-up meeting was held in December 2020 but due to the restrictions of the Covid Pandemic, no physical meetings were possible. As we emerge from the effects of the Pandemic, a further physical meeting will be held before the end of 2021 to review and discuss possible future opportunities.

Governing Body Panels relating to:

- Staff Discipline;
- Discipline Appeals;
- Complaints;

are convened as required.

As a result of effective chairing of Full Governing Body and Committee meetings, the prompt writing and circulation of accurate minutes and the use of the Governors' Portal of the Academy website and of Academy based e-mail accounts lines of internal communication and accountability are secure.

Hook-with-Warsash Church of England Academy

Trustees' Report

Organisational Structure (continued)

The Headteacher is the lead professional of the Academy and as such:

- manages the Academy, including its financial position, at a strategic and operational level;
- has the responsibility for the day-to day management of the Academy, including quality of teaching, & educational standards, Human Resources and effective systems of internal control;
- leads and manages all employees of the Academy;
- has a key role to involve the Governing Body when drawing up the Academy Strategic Plan;
- ensures that the Strategic Plan is implemented and that the Governing Body is fully involved in monitoring that implementation;
- has authority for all tasks delegated by the governing body but not responsibility;
- has delegated authority for:
 - o individual items of non-staffing expenditure (in line with the Strategic Plan) not exceeding £1,000;
 - o amendments to the budget which do not exceed £1,000 and which do not increase the total expenditure beyond the budget agreed by the Governing Body;
 - o alterations to the budget to reflect resources made available to the Local Authority (LA) for Statements of Special Educational Needs and cases of extended sickness;
- as Accounting Officer, has personal responsibility for:
 - o the propriety and regularity of public finances for which she is answerable.
 - o keeping proper accounts and ensuring that financial statements are properly presented and adequately supported;
 - o prudent and economical administration;
 - o avoidance of waste and extravagance;
 - o ensuring value for money;
 - o efficient and effective use of resources in their charge;
 - o advising the Members of the Academy Trust in writing if the Governing Body appears to be failing to act as required by the terms of the Handbook or Funding Agreement.

The Business Manager is the Chief Financial Officer and is responsible for day to day procedures e.g.:

- processing orders and invoices, collection and banking of dinner money, trips, petty cash, etc.;
- ensuring accuracy of accounting information;
- providing appropriate financial reports for Headteacher and for Governors;
- assisting with other financial tasks e.g., budget preparation, costing the Strategic Plan and managing the devolved capital budget;
- ensuring appropriate documentation is available to support financial management.

Hook-with-Warsash Church of England Academy

Trustees' Report

Arrangements for setting pay and remuneration of key management personnel

All arrangements for setting pay and remuneration of staff are carried out in accordance with the:

- Appraisal of Teachers' Performance Policy;
- Support Staff Performance Management Policy;
- Teachers' Pay Policy;
- Support Staff Pay Policy;

These are reviewed in detail annually by the Pay and Appraisal Committee and, following consultation with staff, ratified by the Full Governing Body.

In setting pay and remuneration, Governors are mindful of the Department for Education (DfE) Guidance – Setting Executive Salaries: Guidance for Academy Trusts.

The Headteacher's Appraisal is carried out by a panel of three Governors, supported by an external advisor appointed by the Governing Body. In accordance with the Appraisal of Teachers' Performance Policy, the Headteacher's targets are set at a meeting of the panel at the beginning of the Autumn Term. These confidential targets relate to Academy Performance and the Published Annual Strategic Plan. Review meetings are held during the year with a final formal meeting at the end of the Summer Term. The Pay and Appraisal Committee (Augmented) decides on any pay progression for the Headteacher, on the basis of a report from this final meeting, at a further meeting at the beginning of the following Autumn term. This meeting also confirms the Headteacher's Salary range for that year.

The Assistant Headteachers' Appraisal is carried out by the Headteacher. In accordance with the Appraisal of Teachers' Performance Policy, the Assistant Headteachers' targets are set at a meeting at the beginning of the Autumn Term. These confidential targets relate to Academy Performance and the Published Annual Strategic Plan. Review meetings are held during the year with a final formal meeting at the end of the Summer Term. The Pay and Appraisal Committee decides on any pay progression for the Assistant Headteachers, on the basis of a report from this final meeting, at a further meeting at the beginning of the following Autumn term. This meeting also confirms the Assistant Headteachers' Salary range for that year.

Other Members of the teaching staff are appraised by either the Headteacher or one of the Assistant Headteachers and a similar pattern of deciding on any pay progression is followed.

The Business Manager (Chief Financial Officer)'s Performance Management is carried out by the Headteacher. In accordance with the Support Staff Performance Management Policy, appropriate targets are set at a first meeting of the cycle in April. Review meetings are held during the year with a final formal meeting the following January. The Pay and Appraisal Committee decides on any pay progression, on the basis of a report from this final meeting, at a further meeting in January.

The Performance Management of other members of the Support Staff is arranged in accordance with the published policy and a similar pattern of deciding on any pay progression is followed.

Hook-with-Warsash Church of England Academy

Trustees' Report

Trade union facility time

The Academy has less than 49 Full-time employees and is therefore not required to report on Trade Union Facility Time.

Related Parties and other Connected Charities and Organisations

The Academy is connected to the Diocese of Portsmouth and, specifically with the Parish Church of St Mary's, Hook-with-Warsash.

Through subscription to HCC Governor Services, the Academy is a member of the Hampshire South-East Governors' Forum.

Mr Richard Johnson is an Academies' representative for South-East Hampshire on the Hampshire Schools' Forum and is a member of both the South-East Hampshire Governors' Forum and the Hampshire Governors' Forum.

Objectives and Activities

Objects and Aims

The Objects of the Academy Trust are those explicitly and implicitly detailed in the Articles of Association:

- to provide the strategic lead to a high-quality Primary School with a Church of England character, offering a broad and balanced curriculum to pupils in Warsash and its immediate vicinity, thus creating a happy, secure and stimulating learning environment based on Christian principles in which all Members of the Academy community can grow in self-esteem and develop their potential as human beings;
- to provide recreational and other leisure facilities for the inhabitants of Warsash and its immediate vicinity, particularly those who suffer social and other disadvantage.

Objectives, Strategies and Activities

Strategic Plan September 2020-2021

1. Pupil achievement: Raise standards in the teaching and learning of reading, writing and maths throughout the school by ensuring all pupils make year on year progress that is graded at reaching Age Related Expectations (ARE) and are aware of what they need to do in order to progress. In particular:

- a) Ensure the expected floor standards for each year group is met as agreed at Performance Management and increase the percentage of pupils making better than expected progress in reading, writing and maths;
- b) To target gaps identified on fluency, fractions and vocabulary in Maths.
- c) To target gaps in writing, reading and vocabulary in English.
- d) To ensure pupils' well-being is being supported with the return to school after lockdown and COVID-19.
- e) Pupil Premium Pupils to make at least expected progress or better than expected progress.

Hook-with-Warsash Church of England Academy

Trustees' Report

Objectives, Strategies and Activities (continued)

2. Quality of teaching and provision: Raise standards in the teaching and learning of reading, writing and maths throughout the school by:

- a) Develop fluency in both Reading and Maths including preparing year 4 pupils for the Times Tables test in summer 2021;
- b) To develop planning to focus on gaps in fluency, vocabulary and fractions as identified from Autumn term assessments.
- c) Broadening pupils' vocabulary to enable them to write at a higher level.
- d) Provide more opportunities for children to complete short quality pieces of writing across the curriculum to develop stamina and ensure high expectations of grammar, handwriting and punctuation;
- e) Ensuring that learning walls in all classrooms provide both visual models and toolkits that can be easily accessed by pupils;
- f) Providing specific measurable outcomes for PP pupils in Maths and English through programmes identified by the SENCO.

3. Quality of school leadership and management (including Governors): Improve leadership and management through:

- a) Rigorous monitoring and evaluation that ensures key milestones are on track term by term to achieve July 2021 outcomes;
- b) SLT to support teachers through PPA sessions to support planning and monitor how identified gaps are being addressed.
- c) Working with local cluster groups and schools to ensure practice is up-to-date and providing feedback to staff;
- d) Governors playing a full and active role in setting the school's strategic direction and supporting the development of the Academy's Strategic Plan and School's self-evaluation process. Governors providing evidence of monitoring and progress towards milestones on track to reach July 2021 outcomes;
- e) During our SIAMS preparation ensure that the Vision and Values underpin the ethos of the school and are evident throughout the curriculum.

4. Pupil and Staff Mental Health and Well-Being

- a) Prioritise areas to develop and improve pupil and staff mental health and wellbeing;
- b) To continue to develop role of Mental Health Lead Practitioner in school;
- c) Provide ELSA provision throughout the school.

The Governance & Audit Committee led in identifying the following non-curricular priorities for 2020-21, which were incorporated in the Strategic Plan:

Hook-with-Warsash Church of England Academy

Trustees' Report

Objectives, Strategies and Activities (continued)

Sites & Buildings

SITE SECURITY:

- Ensure that the electronic signing in system interfaces with SIMs and ensuring that all members of staff sign in and out.

ICT:

- Continue to maintain a rolling programme for the replacement of IT hardware and to investigate ways to future proof the school's ICT infrastructure.

BUILDING DEVELOPMENT:

- Submit an application for Condition Improvement Funding for replacement of the Early Years toilet.

Wider Community Links

- Maintain excellent links with Church.
- Further develop cluster school initiatives.
- Continue to develop the increased use of the site by adult and children's groups, during term time and school holidays, including the use of the environmental area.
- Continue to seek to improve external signage.
- Develop financial links with business, including identifying opportunities for match funding.
- Continue to ensure that press releases and other methods of publicising the achievements for the Academy and its pupils are as comprehensive as possible.
- Further develop links with care homes.
- Further develop pupil links with pre-schools

Pupil Voice

- The Collective Worship Council to continue to play an active role in Collective Worship, including continuing to develop new themes for Collective Worship.
- Continue to allow the School Council to identify priority projects and to raise funds to achieve them.
- Governors to continue to contact groups of pupils and to implement the Adopt-a-Governor programme in order to 'hear' the pupil voice.

Governance

- Recruit new Governors from across the community as necessary.
- Maintain forward financial planning to ensure sustainability and regularly review in light of demands placed on the school because COVID-19.
- Develop Individual Training Plans for Governors which include Induction
- Continue to develop the sophistication of monitoring by Governors.
- Ensure that all Safeguarding measures remain up-to-date and fully implemented.
- Update the Business Continuity Plan and review in light of demands placed on the school because COVID-19, to include trauma counselling and any issues related to staff well-being.
- Introduce exit interviews for Staff and Governors, to inform planning.

Hook-with-Warsash Church of England Academy

Trustees' Report

Objectives, Strategies and Activities (continued)

The progress of the plan was particularly monitored by the Pupil Discipline, Curriculum & Early Years Committee but other areas were monitored, as appropriate, by other Governing Body Committees and all aspects were reported to the Full Governing Body.

The Governors' Monitoring Plan continued to include:

- areas of development which had been confirmed during the Ofsted inspection of March 2018;
- areas of development which had been identified during the Statutory Inspection of Anglican & Methodist Schools (SIAMS) of June 2015 (Forging Links Committee);
- the implementation of the Strategic Plan;
- the Governors' Statutory Responsibilities;
- Health and Safety and Premises Management considerations.

Both the Strategic Plan and the monitoring of the plan continued to be impacted by Covid-19, particularly in view of the unexpected second lockdown.

Members of the Resources Committee completed site walkabouts with the Facilities Manager and the staff Health and Safety Representative to monitor the management of the site and the Governor with responsibility for Health & Safety maintained a continually updated record of Health & Safety Management within the Academy.

The Internal Audit Officer led Members of the Resources Committee in visiting the Academy to carry out regular financial checks in accordance with a published programme. The results of these visits were reported to both the Resources and the Governance and Audit Committees in order to keep them informed and in turn update the Full Governing Body via their Committee Minutes.

These processes contributed to Governors' triangulation within the monitoring process, thus ensuring that Governors were able to play a full part both in holding the Academy to account for its success and in future Strategic Planning.

Due to the significant additional work for the senior Leadership Team created by the Covid pandemic, the completion of the Strategic Plan for 2020/21 was delayed and following a discussion between the Headteacher and the Chair of Governance and Audit, it was agreed that operational demands should take priority. In November 2020 the Governance and Audit Committee met with the SLT to finalise the Strategic Plan.

Hook-with-Warsash Church of England Academy

Trustees' Report

Public Benefit

In setting our objectives and planning our activities the trustees have carefully considered the Charity Commission's general guidance on public benefit.

In particular, they satisfy the benefit aspect of public benefit by ensuring that the purposes of the Academy are for the advancement of its pupils for an education purpose. The public aspect of the public benefit is satisfied as the Academy benefits the public in general by admitting pupils to the Academy according to agreed admission criteria that disbars no particular group. The Academy also, increasingly, makes its facilities available for community use.

Strategic Report

Achievements and Performance

Due to Covid-19 there have been no formal assessments this year. However, the Academy carried out two data collections and analysed the outcomes; some of the year was spent on remote learning and much of the rest focused on catching up and ensuring coverage. The data showed good progress across the different cohorts but the school was acutely aware that learning was not embedded and there was much to do in the following year regarding consolidation and the embedding of learning.

Based on the above, year 6 end of year attainment (Teacher Assessment):

2020-2021 Cohort			
PERCENTAGE	BELOW	ARE+	GDS
Reading	17%	83%	47%
Writing	25%	75%	29%
Maths	19%	81%	39%

Year 1 have completed last year's phonic test and year 4 have taken part in the optional multiplication tables test. The multiplication test results are not yet available.

Year 1 Phonics	92% (Based on last year's pass mark of 32)
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End of year attainment data was entered on to the assessment system and the SLT spent time analysing this in preparation for pupil progress meeting; to set next year's targets; to review the effectiveness of the 'catch up' teaching that had taken place since the reopening of the schools on March 8 .

From the analysis of the data catch up had been effective. The areas to continue to catch up in are writing - particularly for boys, and in reading - inference, comprehension and phonics knowledge.

During the full school closure period in December 2020, the Academy set work that followed the curriculum, via an online platform. This was also the case when children or 'bubbles' were at home isolating, often at very short notice. Teacher/pupil interaction was generally incredibly high but there have still been some cases where there has been low pupil engagement and this has impacted upon the child's learning. When children were in school, a Catch Up programme was implemented which was part funded by the Government's Catch Up funding.

Hook-with-Warsash Church of England Academy

Trustees' Report

Achievements and Performance (continued)

Disadvantaged Pupils

Throughout the Covid-19 school closures all disadvantaged children were provided with free school meals either in school or through a hamper scheme provided by the kitchens. They also received vouchers during the Easter holidays. Teachers and SLT monitored the engagement of these pupils towards on-line learning. For any child who was having difficulty accessing on-line learning the school provided packs of paper worksheets. These families were also contacted frequently throughout the lockdown by the SLT to monitor the well-being of the pupils and families. Children who fell into the Pupil Premium category received additional focused catch up sessions in school during the Summer term. This was provided by teaching staff in small group sessions. Class teachers identified areas to be worked on and guided the teachers leading the sessions.

Partial School Closure

Throughout the period of partial closure (January 5th to 8th March 2021) the school remained open for all vulnerable children and for the children of Key Workers. During this time, an average of 80 children were attending each day.

Triangulated Data related to Teaching

Based on the SLT's Learning Walks, Work Scrutiny and Lesson Observations, comparative overall data for teaching for the Autumn and Summer Terms was as follows:

Date	Good	Outstanding
Autumn	67%	33%
Summer	64%	36%

Other areas of success during the year included:

- meeting the targets set by the Governing Body in its Statement of Internal Control to enhance the quality of Governance by:
- in accordance with DfE guidelines, completing the process of appointing additional Members of the Academy Trust who are not Governors of the Academy in order to ensure that there is a "significant degree of separation between the individuals who are members and those who are trustees(governors)" so that members can exercise their powers with objectivity"
 - o in accordance with the letter from Eileen Milner, Accounting Officer, ESFA, to Academy Accounting Officers, stating that, Chairs must receive financial reports every month, the current robust system of twice termly reporting to the Resources Committee and thence to the Full Governing Body, supported by a regular programme of financial checks led by the Internal Audit Officer and monthly financial statements being made available to the Chair of the Resources Committee, was augmented by monthly reports being copied to the Chair of Governors;
 - o ensuring that bank reconciliations are evidenced as being reviewed throughout the year by someone independent of the preparer (Audit Findings);
 - o establishing a system of annual salary statements for support staff (Audit Findings);

Hook-with-Warsash Church of England Academy

Trustees' Report

Achievements and Performance (continued)

- the strategic lead given by the Governing Body (see pages 10-13 and 20-21)
- the quality of leadership of Academy development given by the SLT;
- the ongoing rigorous and wide-ranging monitoring of the quality of teaching across the Academy by the Senior Management, and the monitoring of this process by the Governing Body
- throughout the year all lessons were judged as at least 'good' or better (see above)
- the robust Strategic Plan, which continued to address issues related to pupil progress and factors impacting on that progress
- the continuing high level of quality monitoring carried out by Governors in support of the Academy;
- the continuation of the Adopt-a-Governor initiative as much as possible via Zoom meetings, letters or emails;
- the further development of more substantive links with the Church;
- the continuing involvement of the School Council in the development of pupil initiatives;
- successful day visits to: Stubbington Study Centre – Year 4 (in lieu of the residential)
- successful residential trip to: Dorset – Year 5
- successful day trips for Year 6
- the role of the Collective Worship Council in the ongoing development of Collective Worship
- the continuing process of upgrading and maintaining the ICT Infrastructure and equipment, within the context of a two/three-year plan;
- the greater use of Academy website, together with regular letters from the Headteacher and the Chair of Governors and the Academy's new Facebook presence to improve communication with stakeholders;
- the embedded use of the Governors' Portal, which has greatly improved communication and increased the efficiency of Governance;
- the continuing support of the Academy by parents, with the Parent Teacher and Friends Association (PTFA) raising in excess of £12,500 during the year – greatly appreciated by Governors, staff and pupils alike.

Key Performance Indicators

The Academy has an income that is set by national criteria. It considers Benchmarking activities, although variations in organisational structures and accounting procedures between Academies can limit the value of the exercise, in order to review its performance against Academies operating in a similar manner. In particular consideration is given to employee and other costs and overall expenditure against pupil performance to ensure that the Academy gives value for money.

Governors' Skills are kept under review and no significant gaps were identified during 2020/21. A transition programme was put in place to prepare for the retirement of the Chair of Governors in June 2021, with the Vice-Chair taking over as Acting Chair until his formal appointment is put to the Full Governing Body in September 2021. A similar programme was put in place in 2019 in preparation for the retirement of the Clerk/Company Secretary in December 2019/July 2020 which has proved successful, with the Clerk and Company Secretary both being able to both put their own stamp on the roles, whilst maintaining the previous robust and effective systems.

Hook-with-Warsash Church of England Academy

Trustees' Report

Going Concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

Financial Review

The principal source of funding for the Academy is the ESFA. A detailed Academy Strategic Plan is prepared (see pages 10-13) and this plan ensures that financial decisions are made which support the key objectives of the Academy Trust.

The principal financial management policies adopted and/or reviewed during the year are:

- Anti-Fraud & Corruption Policy;
- Charging & Remission Policy
- Competitive Tendering Policy;
- Debt Recovery Policy;
- Finance Policy
 - o Appendix 1 – Financial Roles and Responsibilities;
 - o Appendix 2 – Best Value Statement;
 - o Appendix 3 – Statement of Financial Expectations;
 - o Appendix 4 – Annual Statement of Internal Control;
- Reserves Policy;
- Sponsorship Policy.

As a consequence of the sound and prudent financial management by the Accounting Officer and the Business Manager (Chief Financial Officer), working with the Resources Committee, the budgeted in-year surplus for 2020/21 of £49,184 was amended at Budget Revision to a deficit of £11,271. By the end of the year the situation had improved to a surplus of £85,337 (excluding restricted pension and fixed asset reserves). The change from the original surplus to deficit was due to the employment of additional members of teaching staff to cover Covid related issues e.g. staff absence, cover for shielding staff and cover for pregnant women in excess of 28 weeks. By the end of the year the financial position had improved to a surplus due to our inability to recruit a maternity cover teacher (who had been budgeted for) necessitating internal cover; the reduced expenditure on IT equipment; the non-spending of an emergency fund for Covid related issues.

The Academy trust has £150,639 invested at Lloyds Bank on a 32-day renewable basis and £153,600 invested at Lloyds Bank in a nine month fixed rate bond with a yield of 0.2%. The Resources Committee reviews the Investment Policy annually and reviews its investment position at each meeting.

Hook-with-Warsash Church of England Academy

Trustees' Report

Reserves Policy

The Reserves Policy, as amended in May 2021 stated,

“Our aim is to use the allocated funding each year for the full benefit of our current pupils”.

However, we also consider it necessary to carry forward some reserves:

- to provide sufficient working capital to cover delays between spending and receipt of grants;
- to invest in future years' priorities for the children at the Academy, specifically the completion of any necessary significant repairs to the fabric of the building, including any Academy Contribution towards the funding of any project for which a successful application for a CIF grant is submitted;
- to exercise due prudence in a situation in which there remains some financial uncertainty due to:
 - possible changes in Government policy and possible adverse changes in funding;
 - HCC's admissions procedures in the immediate area;
 - a support fund for the Academy's self-insurance against staff absence;
 - a support fund for any non-recoverable additional expenses incurred by the Academy in respect of the current Coronavirus Pandemic.

In exceptional circumstances, the Governing Body may decide to hold temporarily a larger contingency reserve, in which case the decision will be made at a meeting of the Full Governing Body and be minuted.

The total value of funds (as audited) at 31 August 2021 is as follows:

- Unrestricted (free) reserves of £156,957 (2020: £139,459)
- A restricted fixed asset fund of £3,736,146 (2020: £3,809,067), which can only be realised through disposal of tangible fixed assets
- A pension deficit of £1,118,000 (2020: £1,032,000)
- Other restricted funds of £221,315 (2020: £153,476)
- Total funds of £2,996,418 (2020: £3,070,002)

The total of restricted and unrestricted income funds is £378,272 (2020: £292,935).

The projected revenue surplus on the 1 September 2021 - 31 August 2022 budget is £68,005, giving a Cumulative Surplus (balance in hand) of £446,277.

The budget set supports the priorities identified in the Strategic Plan 2021/22.

No fund is materially in deficit.

Investment Policy

The Academy trust ensures that investment decisions are made where it can maximize income for the Academy by investing rather than holding cash balances. Currently £304,239 is invested in Lloyds Bank (see above). It is anticipated that all investments will be tied to the bank that the Academy Trust chooses to hold and manage its cash balances.

Hook-with-Warsash Church of England Academy

Trustees' Report

Principal Risks and Uncertainties

The income of the Academy only faces the uncertainty of the possibility of diminishing public resource as it is entirely state funded. The uncertainty is exacerbated by current national economic and financial uncertainty, including FBC and HCC plans (see page 3). The principal risk to the Academy pertains to pupil numbers as its income is dependent on the number of pupils on roll. As a result of HCC indecision, the Governing Body remained aware that the number of pupils admitted into Year R would be, for the foreseeable future, a potential issue. The Academy will be admitting 47 pupils (against a PAN of 60) for its Year R intake in September 2021. It is anticipated that the number on roll on 1 September 2021 will be 404.

The Governing Body remains fully aware of the Government's policy to establish MATs and will keep this under review.

The Governing Body is also concerned by:

- the implications of the ongoing underfunding of National Teacher's Pay Awards;
- the 'hidden' reduction in the funding of 'front-line' educational services;

and awaits with interest the outcome of recent political statements on educational funding.

Fundraising

As part of its work within the community, the Academy Trust undertakes fundraising activities, for example through fetes, cake sales, non-uniform days and other projects identified by the School Council. The Academy Trust raises funds in order to support its own operations and also to make donations to local and national charities. The Academy Trust undertakes all such activities itself, with the help of its students and their families. We confirm that when fundraising:

- No unsolicited approaches are made to members of the public.
- No commercial participators are used.
- No regularity schemes or standards are applicable.
- No complaints were made to the Academy Trust during the year.

Plans for Future Periods

The key objectives for the future are to continue to maintain and improve standards, attainment, progress and well-being of pupils and the well-being of staff. As in previous years an annual strategic review will be undertaken with this in mind, and detailed actions, including any necessary revisions to the Academy Strategic Plan, formulated as a result of this review.

The Pupil Discipline, Curriculum & Early Years Committee will continue to lead on the monitoring of the Curriculum, of Teaching and Learning and of Pupil attainment, progress and well-being.

The Resources Committee will continue to monitor the budget closely, being mindful of the agreed three-year budget projection, and will prepare contingency plans to be implemented in the event of any future financial allocation issues and will lead on the monitoring of staff well-being.

Hook-with-Warsash Church of England Academy

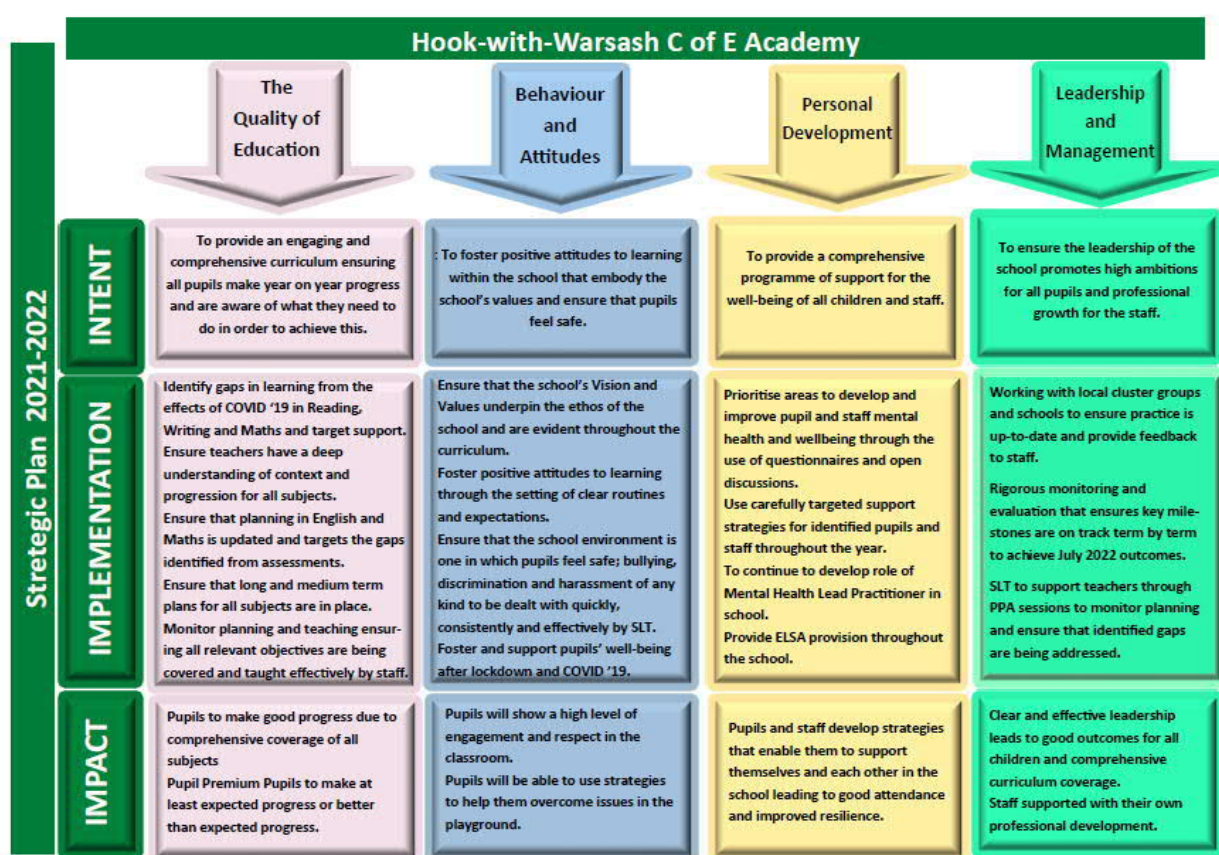
Trustees' Report

Plans for Future Periods (continued)

The Resources Committee will monitor Health & Safety matters – continually striving to improve practice - oversee the agreed further development programme to maximise the quality of the site as a learning environment.

The Forging Links Committee will monitor Academy-Church-Community interaction and lead in the preparation for the up-coming (SIAMS).

Additionally, the Governance & Audit Committee refined its Internal Audit Role to ensure that the current robust procedures are fully reported.



Hook-with-Warsash Church of England Academy

Trustees' Report

Plans for Future Periods (continued)

Additional Strategic Commitments 2021-22

Sites & Buildings

- Install a new VOIP telephone system;
- Continue to maintain a rolling programme for the replacement of IT hardware and to investigate ways to futureproof the schools ICT infrastructure;
- Submit an application for Condition Improvement Funding for the repair of the roof in the central part of the school;
- Update EYFS outside environment in line with current recommendations;
- Repair or replace entrance gates to the school.

Community Links

- Develop cluster school initiatives;
- Maintain excellent links with the Church;
- Continue to develop the increased use of the site by adult and children's groups, during term time and during the school holidays , including use of the Environment Area;
- Continue to seek to improve external signage;
- Further develop links with Care Homes;
- Further develop pupil links with pre-schools;
- Further develop marketing strategies to promote the school within the community and wider area.

Governance

- Recruit new Governors from across the community as necessary;
- Maintain forward financial planning to ensure sustainability;
- Develop Individual Training Plans for Governors which include Induction;
- Continue to develop the sophistication of monitoring by Governors;
- Ensure that all Safeguarding measures remain up-to-date and fully implemented;
- Update the Business Continuity Plan and review in light of demands placed on the school.

Pupil Voice

- The Collective Worship Council will continue to play an active role in Collective Worship, including continuing to develop new themes;
- Year 6 Prefects will reward positive behaviour from younger pupils and consider how they can further develop their role in the school;
- Continue to allow the School Council to identify priority projects and initiatives in the school and to raise funds where necessary;
- Governors to maintain and develop opportunities to meet groups of pupils and to implement the Adopt-a-Governor programme in order to 'hear' the pupil voice;
- Eco-warriors will continue to develop ways to encourage recycling and expand eco-friendly behaviours from pupils, staff and parents/carers.

Funds Held as Custodian Trustee on Behalf of Others

None.

Hook-with-Warsash Church of England Academy

Trustees' Report

Auditor

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- 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.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 6 December 2021 and signed on the board's behalf by:

Luke Bailey
Luke Bailey (Dec 7, 2021 10:19 GMT)

Mr Luke Bailey
Chair of Trustees

Hook-with-Warsash Church of England Academy

Governance Statement

Scope of Responsibility

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

As trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and Competency Framework for Governance.

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

Governance

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

<u>Trustee</u>	<u>Meetings attended</u>	<u>Out of a possible</u>
Alexandra Hughes	6	6
Roger Clear	6	7
Luke Bailey	7 (2 by proxy)	7
Kate Bartlett	7	7
Andrew Beadsworth	6 (5 by proxy)	7
Paul Caiger-Watson	6 (1 by proxy)	7
Chrissie Forder	7 (1 by proxy)	7
Rebecca Graham	2 (1 by proxy)	2
Heidi Healey	6	6
Richard Johnson	7 (5 by proxy)	7
Emma McQuiston	6 (1 by proxy)	7
Fran Munro	7 (2 by proxy)	7
Darren Nice	6 (2 by proxy)	7
Julie Nunn	6	7
Lesley Powell	2 (1 by proxy)	2
Nick St John	7	7
David Scott-Batey	2	7
Mike Terry	7	7
Iain Wilkie	7	7

Hook-with-Warsash Church of England Academy

Governance Statement

Governance (continued)

<u>Trustee</u>	<u>Meetings attended</u>	<u>Out of a possible</u>
Sara Willoughby	7	7
Nicole Griffiths	7 (2 by proxy)	7
Ian Downie	1	1

The overall attendance rate at Full Governing Body Meetings was 92.5%. Due to the Covid-19 pandemic, all meetings throughout the year were conducted virtually using MS Teams.

At the General Meeting held on 5th July 2021, Members discussed the attendance record of the Governing Body. Whilst attendance was lower than in 2019-2020, it was felt that this was largely due to all meetings having been held virtually and bearing this in mind, attendance figures in general were not a cause for concern. The Acting Chair of Governors confirmed that he is currently in discussions with David Scott-Batey who has found it difficult to attend meetings due to other commitments. Richard Johnson has been unwell for a large part of the year and therefore unable to attend for this reason.

Governance reviews:

Rebecca Graham was appointed as a Governor by the Members of the Trust on 23rd April 2021 to fill the vacancy left by Lesley Powell who resigned on 6th November 2020.

Alex Hughes resigned as Chair of the Governing Body on 14th June 2021 and Luke Bailey took on the role of Acting Chair for the remainder of the year. Ian Downie was appointed as a Governor by the Members of the Trust on 15th June 2021 to fill the vacancy that was left.

Andrew Beadsworth resigned from his role as Parent Governor on 24th July 2021 and there is a vacancy for this position which will be advertised in September 2021.

Hook-with-Warsash Church of England Academy

Governance Statement

Governance (continued)

The Resources Committee is a sub-committee of the main board of trustees. Its purpose is to

- promote the Objects of the Academy Trust as detailed in paragraphs 4a and 4b of the Articles;
- carry out and monitor the implementation of the duties detailed in paragraphs 5 and 6.1 – 6.9 of the Articles, specifically to:
 - o set and monitor the management of the annual budget and the three-year projected budget plan. deciding how to spend the Academy's budget in accordance with its Financial Policies;
 - o determine the staffing complement and a salary policy for the Academy;
- have oversight and keep under review the Academy's Whistleblowing Policy;
- receive and consider reports on sustainability and future planning from the Development Working Group.
- consider and report to the governing body on personnel aspects
- consider and report to the governing body on the management of information

Attendance at meetings in the year was as follows:

<u>Trustee</u>	<u>Meetings attended</u>	<u>Out of a possible</u>
Iain Wilkie	6	6
Luke Bailey	6	6
Paul Caiger-Watson	5	6
Ian Downie	1	1
Richard Johnson	2 (1 by proxy)	6
Emma McQuiston	6 (3 by proxy)	6
Darren Nice	3	6
Nicole Griffiths	5	6
Andrew Beadsworth	5 (2 by proxy)	6
Lesley Powell	1	1
David Scott-Batey	2 (1 by proxy)	6
Sara Willoughby	6	6

The overall attendance rate at Resources Committee meetings was 78.8%.

Hook-with-Warsash Church of England Academy

Governance Statement

Governance (continued)

The Governance & Audit committee is a sub-committee of the main board of trustees. Its purpose is to

- review the structure and effectiveness of the Governing Body;
- co-ordinate the Governing Body's input into to annual Strategic Plan;
- maintain an oversight of the effectiveness of the Governing Body, monitoring the exercise of the Governing Bodies Statutory Responsibilities and system for Policy Review in order to ensure that all policies are ones that Governors would be comfortable defending in public;
- advise the Board/Governing Body and Accounting Officer on risk management and value for money systems and frameworks, thus maintaining an oversight of internal control;
- meet with the external auditor, to receive feedback on the annual audit;
- review the fraud response plan and ensuring that all allegations of fraud or irregularity are managed and investigated appropriately;
- supporting the work of the Internal Audit Officer.

In addition, the Committee maintains an oversight of Governor Self-Evaluation.

Attendance at meetings in the year was as follows:

<u>Trustee</u>	<u>Meetings attended</u>	<u>Out of a possible</u>
Roger Clear	4	4
Luke Bailey	4	4
Heidi Healey	3	4
Alex Hughes	4 (1 by proxy)	4
Fran Munro	2	4
Darren Nice	3	4
Iain Wilkie	4	4
Sara Willoughby	4	4

The overall attendance rate at Governance & Audit Committee meetings was 87.5%.

Hook-with-Warsash Church of England Academy

Governance Statement

Review of Value for Money

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

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

- with the Governing Body continuing to hold the Staffing Structure and the Pay Policies under review to ensure that the needs of the pupils the objectives of the Academy are met in the most cost-effective way;
- ensuring that the provision of services by outside bodies is kept under review by relevant Committees, in accordance with a published calendar, and more cost-effective Service Level Agreements are negotiated;
- ensuring that all expenditure is kept under review and that more effective administration leads to savings;
- seeking to ensure that the parents of all pupils in Key Stage 1 who are entitled to Free School Meals, register for these, thus maximising Pupil Premium income;
- ensuring that principles of best value are applied at all times.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Hook-with-Warsash Church of England Academy for the period 1 September 2020 to 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 on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

Hook-with-Warsash Church of England Academy

Governance Statement

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 Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

The Board of Trustees has considered the need for a specific internal audit function and has decided to appoint Mr Darren Nice MBA, FCCA, a trustee and certified accountant, as internal auditor.

The internal auditor's role includes proving recommendations on financial matters and performing a range of checks on the Academy Trust's financial and other systems. In particular, the checks carried out in the current period included:

- testing of VAT systems
- testing of purchase systems
- testing of control account and bank reconciliations
- testing of cash flow statements
- testing of compliance with the Academies Financial Handbook

On a regular basis, the internal auditor reports to the Board of Trustees, through the Governance and Audit Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

A change to the Academies Finance Handbook requires separation between internal and external audit functions on ethical grounds. The relevant section states:

Part 3 paragraph 3.20 states "Trusts should note that the Financial Reporting Council's revised Ethical Standard states that a firm providing external audit to an entity shall not also provide internal audit services to it. The Standard includes transitional arrangements which permit existing audit engagements at 15 March 2020 to conclude. In order to minimise threats to objectivity and independence in the internal scrutiny of academy trusts, ESFA considers that the term internal scrutiny should be viewed in the same way as internal audit".

While Mr Nice continues to be internal audit officer the necessary separation is achieved.

Hook-with-Warsash Church of England Academy

Governance Statement

Review of Effectiveness

As Accounting Officer the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor
- the work of the external auditor
- the school resource management self-assessment tool
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework

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

Approved by order of the members of the Board of Trustees on 6 December 2021 and signed on its behalf by:

Luke Bailey
Luke Bailey (Dec 7, 2021 10:19 GMT)

Mr Luke Bailey
Chair of Trustees

Sara Willoughby
Sara Willoughby (Dec 7, 2021 10:29 GMT)

Mrs Sara Willoughby
Accounting Officer

Hook-with-Warsash Church of England Academy

Statement of Regularity, Propriety and Compliance

As Accounting Officer of Hook-with-Warsash Church of England Academy I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

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

I confirm that 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.

Sara Willoughby
Sara Willoughby (Dec 7, 2021 10:29 GMT)

Mrs Sara Willoughby
Accounting Officer
6 December 2021

Hook-with-Warsash Church of England Academy

Statement of Trustees' Responsibilities

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

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

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

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

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

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

Approved by order of the members of the Board of Trustees on 6 December 2021 and signed on its behalf by:


Luke Bailey (Dec 7, 2021 10:19 GMT)

Mr Luke Bailey
Chair of Trustees

Hook-with-Warsash Church of England Academy

Independent Auditor's Report on the Financial Statements to the Members of Hook-with-Warsash Church of England Academy

Opinion

We have audited the financial statements of Hook-with-Warsash Church of England Academy ('the charitable company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities (including the Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019, and the Academies Accounts Direction 2020 to 2021 issued by the Education & Skills Funding Agency.

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 incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been properly 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.

Hook-with-Warsash Church of England Academy

Independent Auditor's Report on the Financial Statements to the Members of Hook-with-Warsash Church of England Academy

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. It includes the Reference and Administrative Details, the Trustees' Report (including the Strategic Report), and the Governance Statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters 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;
- 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 obtained all the information and explanations necessary for the purposes of our audit.

Hook-with-Warsash Church of England Academy

Independent Auditor's Report on the Financial Statements to the Members of Hook-with-Warsash Church of England Academy

Responsibilities of the Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the charitable company 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 to preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our 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 a Report of the Independent Auditors 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:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the Academy Trust, and the sector in which it operates. These include but are not limited to compliance with the Companies Act 2006, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019, the Academies Financial Handbook 2020, and the Academies Accounts Direction 2020 to 2021.
- We obtained an understanding of how the Academy Trust is complying with these frameworks through discussions with management.

Hook-with-Warsash Church of England Academy

Independent Auditor's Report on the Financial Statements to the Members of Hook-with-Warsash Church of England Academy

- We enquired with management whether there were any instances of non-compliance with laws and regulations or whether they had knowledge of actual or suspected fraud. These enquiries are corroborated through follow-up audit procedures including but not limited to a review of legal and professional costs, correspondence and a review of board minutes.
- We assessed the susceptibility of the Academy Trust's financial statements to material misstatement, including the risk of fraud and management override of controls. We designed our audit procedures to respond to this assessment, including the identification and testing of any related party transactions and the testing of journal transactions that arise from management estimates, that are determined to be of significant value or unusual in their nature.
- We assessed the appropriateness of the collective competence and capabilities of the engagement team, including consideration of the engagement team's knowledge and understanding of the sector in which the Academy Trust operates in, and their practical experience through training and participation with audit engagements of a similar nature.

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 Independent 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.

GM Brown

GM Brown (Dec 7, 2021 11:22 GMT)

G Brown FCCA (Senior statutory auditor)

For and on behalf of Hopper Williams & Bell Limited

Statutory Auditor

Highland House, Mayflower Close, Chandlers Ford, Eastleigh SO53 4AR

Date 07/12/2021

Hook-with-Warsash Church of England Academy

Independent Reporting Accountant's Assurance Report on Regularity to Hook-with-Warsash Church of England Academy and the Education & Skills Funding Agency

In accordance with the terms of our engagement letter dated 20 September 2019 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 Hook-with-Warsash Church of England Academy during the period 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Hook-with-Warsash Church of England Academy and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Hook-with-Warsash Church of England Academy 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 the Hook-with-Warsash Church of England Academy and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Hook-with-Warsash Church of England Academy's Accounting Officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Hook-with-Warsash Church of England Academy's funding agreement with the Secretary of State for Education dated 1 September 2012 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Hook-with-Warsash Church of England Academy

Independent Reporting Accountant's Assurance Report on Regularity to Hook-with-Warsash Church of England Academy and the Education & Skills Funding Agency

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- Consideration as to whether prior approval was sought from the Secretary of State where it is required by the Academies Financial Handbook (effective from 1 September 2020) (AFH).
- Review of any special payments to staff, including compromise agreements, to consider whether prior approval was sought where required by the AFH and that any payments are in line with the severance guidance published by ESFA.
- Consideration as to whether any borrowings have been made in accordance with the AFH.
- Review of any 'minded to' letters or Notices to Improve which have been issued to the Academy Trust.
- Review of any transactions with related parties to ensure that they have been carried out in accordance with the AFH.
- Review of governance arrangements to determine whether the requirements of the AFH have been met.
- Review of the Academy Trust's internal controls, including whether the general control environment has regard to the regularity of underlying transactions, including fraud management.
- Review of the Academy Trust's procurement policies to determine effectiveness and testing a sample of purchases to confirm that the policies have been correctly implemented.
- Identifying any conditions associated with specialist grant income and determining whether it has been spent as the purposes intended.

Hook-with-Warsash Church of England Academy

Independent Reporting Accountant's Assurance Report on Regularity to Hook-with-Warsash Church of England Academy and the Education & Skills Funding Agency

Conclusion

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

GM Brown

GM Brown (Dec 7, 2021 11:22 GMT)

G Brown FCCA

Reporting Accountant

Hopper Williams & Bell Limited

Chartered Accountants

Highland House, Mayflower Close, Chandlers Ford, Eastleigh SO53 4AR

Date 07/12/2021

Hook-with-Warsash Church of England Academy

Statement of Financial Activities for the year ended 31 August 2021

(including Income and Expenditure Account)

	Note	Un-restricted funds £	Restricted General Funds £	Restricted Pension Funds £	Restricted Fixed Asset Funds £	2020/21 Total £	2019/20 Total £
Income and endowments from:							
Donations and capital grants	2	-	18,146	-	12,142	30,288	70,144
Charitable activities:							
Funding for the academy trust's educational operations	3	-	1,944,909	-	-	1,944,909	1,745,156
Other trading activities	4	15,803	-	-	-	15,803	22,673
Investments	5	1,695	-	-	-	1,695	1,485
Total		17,498	1,963,055	-	12,142	1,992,695	1,839,458
Expenditure on:							
Charitable activities:							
Academy trust educational operations	7	-	1,882,213	121,000	98,066	2,101,279	1,896,970
Net income / (expenditure)		17,498	80,842	(121,000)	(85,924)	(108,584)	(57,512)
Transfers between funds	16	-	(13,003)	-	13,003	-	-
Other recognised gains / (losses):							
Actuarial gains / (losses) on defined benefit pension schemes	25	-	-	35,000	-	35,000	(211,000)
Net movement in funds		17,498	67,839	(86,000)	(72,921)	(73,584)	(268,512)
Reconciliation of funds							
Total funds brought forward		139,459	153,476	(1,032,000)	3,809,067	3,070,002	3,338,514
Total funds carried forward		156,957	221,315	(1,118,000)	3,736,146	2,996,418	3,070,002

The notes on pages 42 to 65 form part of these financial statements.

Hook-with-Warsash Church of England Academy

Balance Sheet as at 31 August 2021

Company Number 08153776

	Note	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	11		3,726,534		3,792,897
Current assets					
Debtors	12	73,731		73,551	
Investments	13	153,600		152,000	
Cash at bank and in hand		394,504		299,165	
		<u>621,835</u>		<u>524,716</u>	
Liabilities					
Creditors: Amounts falling due within one year	14	<u>(223,853)</u>		<u>(203,269)</u>	
Net current assets			<u>397,982</u>		<u>321,447</u>
Total assets less current liabilities			4,124,516		4,114,344
Creditors:					
Amounts falling due after more than one year	15		<u>(10,098)</u>		<u>(12,342)</u>
Net assets excluding pension liability			4,114,418		4,102,002
Defined benefit pension scheme liability	25		(1,118,000)		(1,032,000)
Total net assets			<u>2,996,418</u>		<u>3,070,002</u>
Funds of the academy trust:					
Restricted funds					
Fixed asset fund	16	3,736,146		3,809,067	
Restricted income fund	16	221,315		153,476	
Pension reserve	16	<u>(1,118,000)</u>		<u>(1,032,000)</u>	
Total restricted funds			2,839,461		2,930,543
Unrestricted income funds	16		156,957		139,459
Total funds			<u>2,996,418</u>		<u>3,070,002</u>

The financial statements on pages 39 to 65 were approved by the trustees and authorised for issue on 6 December 2021 and are signed on their behalf by:

Luke Bailey

Luke Bailey (Dec 7, 2021 10:19 GMT)

Mr Luke Bailey

Chair of Trustees

The notes on pages 42 to 65 form part of these financial statements.

Hook-with-Warsash Church of England Academy

Statement of Cash Flows for the year ended 31 August 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by (used in) operating activities	19	101,856	108,520
Cash flows from financing activities	20	(2,244)	(2,244)
Cash flows from investing activities	21	(4,273)	(37,552)
Change in cash and cash equivalents in the reporting period		<u>95,339</u>	<u>68,724</u>
Cash and cash equivalents at 1 September 2020		299,165	230,441
Cash and cash equivalents at 31 August 2021	22	<u>394,504</u>	<u>299,165</u>

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

1 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 ESFA, the Charities Act 2011 and the Companies Act 2006.

Going Concern

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

Income

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

- 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.

- Grants

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

Income (continued)

- **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'.
- **Donated fixed assets (excluding Transfers on conversion/into the Academy Trust)**
Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

Tangible Fixed Assets

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

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

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

Leasehold Land and Buildings	Shorter of 50 years straight line or the length of the lease
Furniture and Equipment	5 years straight line
Computer Equipment	3 years straight line

Long leasehold land has not been depreciated as it is similar to freehold land, which does not require depreciation.

Where the Academy Trust can identify the value of major components of freehold or leasehold buildings based upon additions following conversion to academy status, the Academy Trust reviews whether one or more such components have significantly different patterns of consumption of economic benefits. In such cases, the Academy Trust allocates the cost of the asset to its major components and depreciates each component separately over its useful life.

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.

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.

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

Provisions

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

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

Leased Assets

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

Current asset investments

Current asset investments comprise fixed term bank deposits. These investments are classified as a basic financial instrument and are measured at amortised cost.

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. Prepayments are not financial instruments.

Cash at bank

Cash at bank is classified as a basic financial instrument and is measured at face value. An investment is treated as a cash equivalent when it has a short maturity of three months or less from the date of acquisition.

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. 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.

Taxation

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

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

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

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 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 based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

Fund Accounting

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

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

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

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions 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.

The assumptions used are disclosed in note 25.

Critical areas of judgement

There are no other critical areas of judgement.

2 Donations and capital grants

	Unrestricted funds	Restricted funds	2020/21 Total	2019/20 Total
	£	£	£	£
Capital grants	-	8,635	8,635	8,658
Donated fixed assets	-	3,507	3,507	-
Other donations	-	18,146	18,146	61,486
	-	30,288	30,288	70,144
Total 2020	-	70,144	70,144	

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

3 Funding for the Academy Trust's educational operations

	Unrestricted funds £	Restricted funds £	2020/21 Total £	2019/20 Total £
DfE / ESFA grants				
General Annual Grant (GAG)	-	1,556,250	1,556,250	1,433,536
Pupil Premium	-	48,010	48,010	60,081
UFSM	-	73,629	73,629	69,702
PE and sports grant	-	19,550	19,550	19,570
Teachers' pay grant	-	19,317	19,317	19,541
Teachers' pension grant	-	54,584	54,584	55,214
	-	1,771,340	1,771,340	1,657,644
Other government grants				
Local authority grants	-	34,200	34,200	-
COVID-19 additional funding (DfE/ESFA)				
Catch-up premium	-	32,400	32,400	-
COVID-19 additional funding (non-DfE/ESFA)				
Other Coronavirus funding	-	12,000	12,000	-
Other income from the Academy Trust's educational operations				
Trip income	-	32,733	32,733	39,317
Tuition fee income	-	9,971	9,971	8,440
Catering income	-	47,165	47,165	37,855
Other income	-	5,100	5,100	1,900
	-	94,969	94,969	87,512
	-	1,944,909	1,944,909	1,745,156
Total 2020	-	1,745,156	1,745,156	

Following the reclassification of some grants received from the Department for Education and the ESFA in the Academies Accounts Direction 2020/21, the Academy Trust's funding for UFSM, PE and sports grant, Teachers' pay grant, and Teachers' pension grant are no longer reported under the Other DfE grants heading, but as separate lines under the DfE/ESFA grants heading. The prior year numbers have been reclassified.

The Academy Trust received £32,400 of funding for catch-up premium and costs incurred in respect of this funding totalled £32,400, with the remaining £nil to be spent in 2021/22.

The Academy Trust received other Coronavirus funding in respect of the Contain Outbreak Management Fund.

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

4 Other trading activities

	Unrestricted funds £	Restricted funds £	2020/21 Total £	2019/20 Total £
Hire of facilities	13,213	-	13,213	13,435
Sale of goods and services	2,590	-	2,590	9,238
	<u>15,803</u>	<u>-</u>	<u>15,803</u>	<u>22,673</u>
Total 2020	<u>22,673</u>	<u>-</u>	<u>22,673</u>	

5 Investment income

	Unrestricted funds £	Restricted funds £	2020/21 Total £	2019/20 Total £
Short term deposits	1,695	-	1,695	1,485
	<u>1,485</u>	<u>-</u>	<u>1,485</u>	

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

6 Expenditure

	Staff costs	Non Pay Expenditure		Total	Total
		Premises	Other	2020/21	2019/20
	£	£	£	£	£
Academy's educational operations:					
Direct costs	1,236,683	-	154,695	1,391,378	1,291,087
Allocated support costs	304,034	144,845	261,022	709,901	605,883
	<u>1,540,717</u>	<u>144,845</u>	<u>415,717</u>	<u>2,101,279</u>	<u>1,896,970</u>
Total 2020	<u>1,408,477</u>	<u>105,009</u>	<u>383,484</u>	<u>1,896,970</u>	

Net income/(expenditure) for the period includes:

	2020/21	2019/20
	£	£
Operating lease rentals	2,186	3,847
Depreciation	82,873	71,901
Fees payable to auditor for:		
Audit	5,205	5,205
Other services	<u>2,680</u>	<u>3,180</u>

Included within expenditure are the following transactions:

	Total	Individual items above £5,000	
	Amount	Amount	Reason
	£	£	
Gifts made by the Academy Trust	1,600	-	-

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

7 Charitable activities

	2020/21 Total £	2019/20 Total £
Direct costs	1,391,378	1,291,087
Support costs	709,901	605,883
	<u>2,101,279</u>	<u>1,896,970</u>

Analysis of support costs:

	Educational operations £	2020/21 Total £	2019/20 Total £
Support staff costs	304,034	304,034	272,797
Depreciation	82,873	82,873	71,901
Technology costs	10,704	10,704	11,904
Premises costs	144,845	144,845	105,009
Other support costs	159,560	159,560	135,887
Governance costs	7,885	7,885	8,385
Total support costs	<u>709,901</u>	<u>709,901</u>	<u>605,883</u>
Total 2020	<u>605,883</u>	<u>605,883</u>	

Premises costs includes £15,193 (2020: £18,647) in respect of expenditure on capital projects, which were funded by capital grants from the ESFA.

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

8 Staff

a) Staff costs

Staff costs during the period were:

	2020/21	2019/20
	£	£
Wages and salaries	1,100,183	1,015,370
Social security costs	94,367	83,097
Pension costs	345,803	305,601
	<u>1,540,353</u>	<u>1,404,068</u>
Agency staff costs	364	4,409
	<u>1,540,717</u>	<u>1,408,477</u>

b) Staff numbers

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

	2020/21	2019/20
	No.	No.
Teachers	16	15
Administration and support	42	41
Management	3	3
	<u>61</u>	<u>59</u>

c) Higher paid staff

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

	2020/21	2019/20
	No.	No.
£70,001 - £80,000	1	1

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 pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £281,939 (2020: £275,638).

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

9 Related Party Transactions – Trustees' remuneration and expenses

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

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

		2020/21 £000	2019/20 £000
Julie Nunn (Staff trustee)	Remuneration	10-15	10-15
	Employer's pension contributions paid	0-5	0-5
Nicole Whybrow (Staff trustee)	Remuneration	35-40	35-40
	Employer's pension contributions paid	5-10	5-10
Sara Willoughby (Staff trustee)	Remuneration	75-80	70-75
	Employer's pension contributions paid	15-20	15-20

During the period ended 31 August 2021, no trustees received any reimbursement of expenses (2020: none).

10 Trustees and officers insurance

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

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

11 Tangible fixed assets

	Leasehold Land and Buildings £	Furniture and Equipment £	Computer Equipment £	Total £
Cost				
At 1 September 2020	4,276,000	66,995	110,691	4,453,686
Acquisitions	-	-	16,510	16,510
At 31 August 2021	<u>4,276,000</u>	<u>66,995</u>	<u>127,201</u>	<u>4,470,196</u>
Depreciation				
At 1 September 2020	533,120	26,757	100,912	660,789
Charged in year	66,640	8,199	8,034	82,873
At 31 August 2021	<u>599,760</u>	<u>34,956</u>	<u>108,946</u>	<u>743,662</u>
Net book values				
At 31 August 2020	3,742,880	40,238	9,779	3,792,897
At 31 August 2021	<u>3,676,240</u>	<u>32,039</u>	<u>18,255</u>	<u>3,726,534</u>

12 Debtors

	2020/21 £	2019/20 £
Trade debtors	1,379	2,409
VAT recoverable	19,528	15,208
Prepayments and accrued income	<u>52,824</u>	<u>55,934</u>
	<u>73,731</u>	<u>73,551</u>

13 Current asset investments

	2020/21 £	2019/20 £
Bank deposits	<u>153,600</u>	<u>152,000</u>

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

14 Creditors: amounts falling due within one year

	2020/21	2019/20
	£	£
Trade creditors	90,680	88,492
Other taxation and social security	21,727	20,327
Loans falling due within one year	2,244	2,244
Other creditors falling due within one year	28,226	24,530
Accruals and deferred income	80,976	67,676
	<u>223,853</u>	<u>203,269</u>

	2020/21	2019/20
	£	£
Deferred income at 1 September 2020	64,617	70,828
Released from previous years	(64,617)	(70,828)
Resources deferred in the year	65,252	64,617
Deferred income at 31 August 2021	<u>65,252</u>	<u>64,617</u>

At the balance sheet date the academy trust was holding funds received in advance from the ESFA for provisional funding received in respect of the Universal Infant Free School Meals programme, and trips in respect of the forthcoming financial year.

Loans falling due within one year comprises an interest free energy efficiency loan from Salix Finance, which is repayable in instalments over eight years between October 2018 and September 2026.

15 Creditors: amounts falling due in greater than one year

	2020/21	2019/20
	£	£
Loans falling due in greater than one year	<u>10,098</u>	<u>12,342</u>

Loans falling due in greater than one year comprises an interest free energy efficiency loan from Salix Finance, which is repayable in instalments over eight years between October 2018 and September 2026.

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

16 Funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance at 31 August 2021 £
Restricted general funds						
General Annual Grant (GAG)	-	1,556,250	(1,556,250)	-	-	-
Pupil premium	-	48,010	(48,010)	-	-	-
UIFSM	-	73,629	(73,629)	-	-	-
PE and sports grant	-	19,550	(19,550)	-	-	-
Teachers' pay grant	-	19,317	(19,317)	-	-	-
Teachers' pension grant	-	54,584	(54,584)	-	-	-
Local authority grants	-	34,200	(34,200)	-	-	-
Catch-up premium	-	32,400	(32,400)	-	-	-
Other Coronavirus funding	-	12,000	(12,000)	-	-	-
Other educational activities	153,476	113,115	(32,273)	(13,003)	-	221,315
	153,476	1,963,055	(1,882,213)	(13,003)	-	221,315
Pension reserve	(1,032,000)	-	(121,000)	-	35,000	(1,118,000)
	(878,524)	1,963,055	(2,003,213)	(13,003)	35,000	(896,685)
Restricted fixed asset funds						
Fixed asset fund	3,792,897	-	(82,873)	16,510	-	3,726,534
ESFA capital grants (DFC)	16,170	8,635	(15,193)	-	-	9,612
Donated fixed assets	-	3,507	-	(3,507)	-	-
	3,809,067	12,142	(98,066)	13,003	-	3,736,146
Total restricted funds	2,930,543	1,975,197	(2,101,279)	-	35,000	2,839,461
Total unrestricted funds	139,459	17,498	-	-	-	156,957
Total funds	3,070,002	1,992,695	(2,101,279)	-	35,000	2,996,418

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

16 Funds (continued)

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

General annual grant

This includes all funding received from the ESFA to carry out the objectives of the academy. It includes the school budget share; minimum funding guarantee; education services grant; insurance; rates; and pre-16 high needs funding streams.

Other DfE/ESFA grants

This is funding received from the ESFA for specific purposes.

Local authority grants

This is funding received from the local authority for specific purposes, for example Special Educational Needs funding.

Other educational activities

This includes all other educational income/expenditure.

Pension reserve

This represents the negative reserve in respect of the liability on the LGPS pension scheme which was transferred to the Academy Trust on conversion.

Fixed asset fund

The fund includes the value of the tangible fixed assets of the academy on conversion, and amounts transferred from GAG or other restricted funds specifically for expenditure on tangible fixed assets, and the annual charges for depreciation of these assets.

DfE/ESFA capital grants

This is funding received from the DfE/ESFA specifically for expenditure on tangible fixed assets.

Transfers between funds

Transfers to the restricted fixed asset fund represent the cost of fixed asset additions which have been funded from restricted or unrestricted general funds.

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.

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

16 Funds (continued)

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance at 31 August 2020 £
Restricted general funds						
General Annual Grant (GAG)	-	1,433,536	(1,433,536)	-	-	-
Pupil premium	-	60,081	(60,081)	-	-	-
UIFSM	-	69,702	(69,702)	-	-	-
PE and sports grant	-	19,570	(19,570)	-	-	-
Teachers' pay grant	-	19,541	(19,541)	-	-	-
Teachers' pension grant	-	55,214	(55,214)	-	-	-
Other educational activities	99,705	118,698	(58,778)	(6,149)	-	153,476
	99,705	1,776,342	(1,716,422)	(6,149)	-	153,476
Pension reserve	(731,000)	-	(90,000)	-	(211,000)	(1,032,000)
	(631,295)	1,776,342	(1,806,422)	(6,149)	(211,000)	(878,524)
Restricted fixed asset funds						
Fixed asset fund	3,817,103	-	(71,901)	47,695	-	3,792,897
ESFA capital grants (DFC)	37,405	8,658	(18,647)	(11,246)	-	16,170
Other capital income	-	30,300	-	(30,300)	-	-
	3,854,508	38,958	(90,548)	6,149	-	3,809,067
Total restricted funds	3,223,213	1,815,300	(1,896,970)	-	(211,000)	2,930,543
Total unrestricted funds	115,301	24,158	-	-	-	139,459
Total funds	3,338,514	1,839,458	(1,896,970)	-	(211,000)	3,070,002

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

17 Analysis of net assets between funds

	Un-restricted funds	Restricted general funds	Restricted pension funds	Restricted fixed asset funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	-	-	3,726,534	3,726,534
Current assets	156,957	455,266	-	9,612	621,835
Current liabilities	-	(223,853)	-	-	(223,853)
Non-current liabilities	-	(10,098)	-	-	(10,098)
Pension scheme liability	-	-	(1,118,000)	-	(1,118,000)
Total net assets	156,957	221,315	(1,118,000)	3,736,146	2,996,418

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

	Un-restricted funds	Restricted general funds	Restricted pension funds	Restricted fixed asset funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	-	-	3,792,897	3,792,897
Current assets	139,459	369,087	-	16,170	524,716
Current liabilities	-	(203,269)	-	-	(203,269)
Non-current liabilities	-	(12,342)	-	-	(12,342)
Pension scheme liability	-	-	(1,032,000)	-	(1,032,000)
Total net assets	139,459	153,476	(1,032,000)	3,809,067	3,070,002

18 Long-term commitments, including operating leases

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

	2020/21	2019/20
	£	£
Amounts due within one year	2,400	2,149

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

19 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2020/21	2019/20
	£	£
Net expenditure for the reporting period	(108,584)	(57,512)
Adjusted for:		
Depreciation	82,873	71,901
Capital grants from DfE and other capital income	(12,142)	(8,658)
Interest receivable	(1,695)	(1,485)
Defined benefit pension scheme cost less contributions payable	104,000	77,000
Defined benefit pension scheme finance cost	17,000	13,000
Increase in debtors	(180)	(16,669)
Increase in creditors	20,584	30,943
Net cash provided by Operating Activities	<u>101,856</u>	<u>108,520</u>

20 Cash flows from financing activities

	2020/21	2019/20
	£	£
Repayments of borrowing	(2,244)	(2,244)
Net cash used in financing activities	<u>(2,244)</u>	<u>(2,244)</u>

21 Cash flows from investing activities

	2020/21	2019/20
	£	£
Dividends, interest and rents from investments	1,695	1,485
(Increase) / decrease in current asset investments	(1,600)	-
Purchase of tangible fixed assets	(13,003)	(47,695)
Capital grants from DfE Group	8,635	8,658
Net cash used in investing activities	<u>(4,273)</u>	<u>(37,552)</u>

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

22 Analysis of cash and cash equivalents

	2020/21	2019/20
	£	£
Cash at bank and in hand	243,865	195,595
Notice deposits (less than 3 months)	150,639	103,570
Total cash and cash equivalents	<u>394,504</u>	<u>299,165</u>

23 Analysis of changes in net debt

	At 1 September 2020 £	Cash flows £	Acquisition/ disposal of subsidiaries £	New finance leases £	Other non-cash changes £	At 31 August 2021 £
Cash	195,595	48,270	-	-	-	243,865
Cash equivalents	103,570	47,069	-	-	-	150,639
	<u>299,165</u>	<u>95,339</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>394,504</u>
Loans falling due within one year	(2,244)	-	-	-	-	(2,244)
Loans falling due after more than one year	(12,342)	2,244	-	-	-	(10,098)
Total	<u>284,579</u>	<u>97,583</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>382,162</u>

24 Members liability

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

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

25 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 Hampshire County Council. 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 £27,887 were payable to the schemes at 31 August 2021 (2020: £24,530) and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for 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 four years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

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

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

25 Pension and similar obligations (continued)

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 £173,568 (2020: £160,600).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is 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.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was as follows:

	2021	2020
	£	£
Employer's contributions	66,000	66,000
Employees' contributions	20,000	18,000
	<u>86,000</u>	<u>84,000</u>

The agreed contribution rates for future years are 18.9% for employers and 5.5% to 12.5% for employees.

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

	2021	2020
Rate of increase in salaries	3.7%	3.3%
Rate of increase for pensions in payment/inflation	2.7%	2.3%
Discount rate for scheme liabilities	1.7%	1.7%
Inflation assumption (CPI)	<u>2.7%</u>	<u>2.3%</u>

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

	2021	2020
Retiring today		
Males	23.1	23.0
Females	<u>25.5</u>	<u>25.5</u>
Retiring in 20 years		
Males	24.8	24.7
Females	<u>27.3</u>	<u>27.2</u>

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

25 Pension and similar obligations (continued)

Sensitivity analysis	Increase/(reduction) in defined benefit obligation	
	2021	2020
	£	£
Discount rate +0.1%	(64,000)	(55,000)
Discount rate -0.1%	64,000	55,000
Mortality assumption – 1 year increase	111,000	91,000
Mortality assumption – 1 year decrease	<u>(108,000)</u>	<u>(88,000)</u>

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

	2021	2020
	£	£
Equities	1,039,000	843,000
Gilts	319,000	288,000
Property	108,000	89,000
Cash	14,000	24,000
Other	314,000	242,000
Total market value of assets	<u>1,794,000</u>	<u>1,486,000</u>

The actual return on scheme assets was £272,000 (2020: £281,000).

Amount recognised in the Statement of Financial Activities

	2020/21	2019/20
	£	£
Current service cost	170,000	143,000
Interest income	(26,000)	(21,000)
Interest cost	43,000	34,000
Total amount recognised in the SOFA	<u>187,000</u>	<u>156,000</u>

Hook-with-Warsash Church of England Academy

Notes to the Financial Statements for the Year Ended 31 August 2021

25 Pension and similar obligations (continued)

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

	2020/21	2019/20
	£	£
At 1 September	2,518,000	1,875,000
Current service cost	170,000	143,000
Interest cost	43,000	34,000
Employee contributions	20,000	18,000
Actuarial loss	211,000	471,000
Benefits paid	(50,000)	(23,000)
At 31 August	<u>2,912,000</u>	<u>2,518,000</u>

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

	2020/21	2019/20
	£	£
At 1 September	1,486,000	1,144,000
Interest income	26,000	21,000
Actuarial gain	246,000	260,000
Employer contributions	66,000	66,000
Employee contributions	20,000	18,000
Benefits paid	(50,000)	(23,000)
At 31 August	<u>1,794,000</u>	<u>1,486,000</u>

26 Related party transactions

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 9.