

Company Registration No. 07465249 (England and Wales)

**JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE
(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2021**

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

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JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

REFERENCE AND ADMINISTRATIVE DETAILS

Members

A Morris (Appointed 29 September 2020)
F Myers MBE (Appointed 29 September 2020)
N Pascoe
D Sheppard (Appointed 29 September 2020)
D Strutt (Resigned 21 April 2021)
E Harmon (Appointed 14 December 2020)

Trustees

A Bailey (Parent) (Chair finance) (Resigned 9 June 2021)
D E Hudson (Community) (Resigned 9 June 2021)
R Jones (Parent) (Resigned 13 November 2020)
H Knapper (Support staff) (Resigned 9 June 2021)
J Markey (Teacher) (Resigned 9 June 2021)
K Nicholls (Support staff) (Resigned 9 June 2021)
D Potter (Community) (Vice chair) (Chair curriculum) (Resigned 18 May 2021)
D Strutt ((Community) (Chair of trustees)) (Resigned 21 April 2021)
N P J Griffiths (Headteacher and accounting officer) (Resigned 6 September 2021)
A Middlecote (Parent) (Resigned 9 June 2021)
N Dale (Community) (Resigned 9 June 2021)
T Murray (Parent) (Resigned 9 June 2021)
B Vinall (Community) (Chair personnel) (Resigned 16 May 2021)
L Chaplain (Parent) (Resigned 9 June 2021)
R Leather (Parent) (Resigned 9 June 2021)
H Mather (Teacher) (Resigned 9 June 2021)
M Way (Parent) (Resigned 17 February 2021)
L Salter (Local Authority) (Resigned 9 June 2021)
S Mepani (DfE Ambassador) (Appointed 9 June 2021 and resigned 9 August 2021)
R Barker (Community (Chair)) (Appointed 19 April 2021)
M Alston (Community) (Appointed 19 April 2021 and resigned 9 August 2021)
S P Hodsman (DfE Ambassador) (Appointed 9 June 2021 and resigned 3 August 2021)
A Wilson (DfE Ambassador) (Appointed 9 June 2021 and resigned 9 August 2021)
A E J McIntyre (Community (Vice Chair)) (Appointed 20 September 2021)
K Scott (Community) (Appointed 20 September 2021)
J Sturgess (Parent) (Appointed 20 September 2021)
S Parker (Parent) (Appointed 29 November 2021)

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

REFERENCE AND ADMINISTRATIVE DETAILS

Senior leadership group

- Headteacher	N Griffiths
- Operational headteacher	D Boyd
- Deputy headteacher	M Burton
- Assistant headteacher/SENCO	T Clarke
- Assistant headteacher	M Croad
- Assistant headteacher	K Phillips
- Assistant headteacher	R Wallace
- Director of business & finance	C Bryan

Company registration number 07465249 (England and Wales)

Principal and registered office
Ledbury Road
Ross-On-Wye
Herefordshire
HR9 7ET
United Kingdom

Independent auditor
Azets Audit Services
Pillar House
113-115 Bath Road
Cheltenham
Gloucestershire
GL53 7LS
United Kingdom

Bankers
Barclays Bank Plc
1-3 Broad Street
Hereford
HR4 9BH
United Kingdom

Solicitors
H Y Education Services Ltd
Reed House
Hunters Lane
Rochdale
Lancashire
OL16 1YL
United Kingdom

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

The trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates as a school for ages 11-18, serving the catchment area of Ross on Wye and surrounding area. It currently has on roll 1,419 students as at September 2021.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The Academy was incorporated on 9th December 2010 and commenced as an Academy Trust from 1 January 2011. John Kyrle's Memorandum and Articles of Association, together with the funding agreement, are the primary governing documents of the Academy Trust.

The trustees act for the charitable activities of John Kyrle High School & Sixth Form Centre and are also the Directors of the charitable company for the purposes of company law. The charitable company is known as John Kyrle High School & Sixth Form Centre.

Members of an academy have a different status from Trustees. The members, who are the subscribers to the academy's memorandum of association, have an overview of the governance arrangements.

The Members passed a special resolution in September 2021, to adopt revised articles of association for John Kyrle High School. These articles follow the Department of Education document dated 30 June 2021. The changes adopted following the approved revision, is the constitution of the trustee board and the removal of the trustee status to the position of headteacher.

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

Members' liability

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

Trustees' indemnities

Trustees are responsible under the academy's articles of association for controlling its management and administration. They have responsibility for directing its affairs and for ensuring that it is solvent, well run and delivering the trust's charitable outcomes for the benefit of the public, holding the school's leadership and Headteacher to account.

In accordance with normal commercial practice John Kyrle High School & Sixth Form Centre has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance is held with Zurich Municipal until the current policy expiry on 31 March 2022.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Method of recruitment and appointment or election of trustees

Eligibility to act as a trustee of John Kyrle High School & Sixth Form Centre is within the Constitutional Framework and Clauses 50-79 of the Articles of Association.

Trustees have been appointed via members; are sought via election from the parent body and co-opted from the local community dependent upon skill requirements. Community trustees can be appointed on the recommendation of trustees and based on the needs linked to the competency framework for trustees.

The board of trustees has an ongoing policy of attracting trustees with a range of skills and backgrounds to provide the academy with the best possible advice and support; those sought must be willing to be committed to the role of a trustee, including a willingness to take on continuous development and education for their role. To assist their role, the school has membership with Herefordshire Governors Association for training of trustees. The school also utilises S4S to act as clerk to the trustee board and for training. As part of its governance review, a national leader of governance is supporting the board for the academic year 21-22.

Policies and procedures adopted for the induction and training of trustees

The school has adopted an in-house programme of induction for all new trustees. This includes information about the school, the company and the trust.

Organisational structure

The new board held its first meeting on 8 October 2021 in order to make decisions on how the committees and board function going forward.

The board of trustees acts upon the guidance for trustees as laid out in the Governance Handbook October 2020.

The board of trustees manages the academy on behalf of the members of the academy trust. Their core functions are:

- ensuring clarity of vision, ethos and strategic direction;
- overseeing financial performance of the school and ensuring money is well spent; and
- holding the Headteacher to account for educational performance of the school and management of staff.

All trustees are both directors of the company and trustees of the charity. This encourages participation, devolved responsibility and encourages decision-making.

Trustees are responsible for setting strategic direction and general policy. They adopt an annual development plan and monitor the development of the academy through this.

The Trustees make decisions about the future direction of the Academy, capital expenditure and, with the senior leadership group, on staff appointments and pay. During 2020-21 committees monitored the effectiveness of the school through:

- Curriculum Committee
- Finance, Premises and Audit Committee
- Personnel Committee

Committees monitor the effectiveness of the school in terms of curriculum, finance and personnel, with at least termly meetings and up to six meetings per year for certain committees. Evidence including position papers, live data and benchmarking are provided by the school for the trustees. All decisions reserved for the board of trustees are taken at the appropriate level. Committees discuss key matters and are advised by leaders. Recommendations are shared with the board of trustees for approval or rejection. All decisions delegated to management are clearly communicated and outcomes monitored.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Following the governance review and changes to the board of trustees, the trustee committees have been reformed and currently consist of an Audit and Risk Committee, Pay Committee and Resources Committee – these have all met at least once since September 2021. There are plans to form an Education Committee in the new year (2022).

The school had previously used the services of Peter Kingham, PK Educational Enterprises Ltd to act as its School Improvement Partner (SIP) and this has provided the trustees with objective evidence, supporting or challenging the work of SLG. The services of appointing a SIP for 2021/22 are being reviewed under the direction of the new board. The trustees receive a weekly school internal staff bulletin and all student newsletter publications. They also attend many school events. Some trustees acted as mentors to students during 2020-21.

Trustees liaise directly with SLG on key areas. These include safeguarding, special needs, health and safety, pupil premium spend and outcomes, and careers education.

The headteacher acts as the accounting officer and works in close collaboration with the chair of the trust, the chairs of the individual committees, auditors, internal audit, and the Business and Finance director (SBM). The headteacher is informed in his role by the SBM who sits on the budget working group and schools' forum, also by Malcolm Green (Senior Finance Manager at Herefordshire Council). The headteacher also sits as a member of the local secondary heads' association and as a member of Herefordshire School Improvement Panel. The board of trustees is made aware not only of the financial position of the school, but of any changes forthcoming in the local management of schools and also any impending national funding agreements and how this can impact on the school and throughout the locality of Herefordshire and nationally.

Arrangements for setting pay and remuneration of key management personnel

The board of trustees has full oversight of the school's performance management system. Evidence is presented in support of all pay progressions, or recommendations that progression does not occur. The evidence provided in recognition of all teaching pay progressions is based on the National Teachers' Standards, what contributions have been made to the school development, also performance at examination level, taking data from a range of indicators.

The salaries of the majority of SLG are now capped in terms of performance management pay progression. There are annual reviews of leadership pay. Additionally, in 2021-22 the school will undertake a staffing and leadership review following the increase in the PAN. The aim is to ensure that the structure is sustainable going forward.

Through continued accountability, and operational scrutiny, we have reduced the SLG membership. Over the past four years, five members of staff have left the SLG, mainly the result of moving to promoted posts. We have not replaced the posts. This level of operational review has also included roles within the support staff teams, where we have looked into streamlining processes and reevaluating job roles. A major restructuring took place during the summer term 2019 in order to save money.

Pay progressions for leaders below the headteacher are assessed annually via performance management, where targets and previous performance are considered. The Chair of Trustees is informed of the recommendations from the headteacher for appropriate pay progressions or rejections and decisions are passed to the Personnel Committee for review.

Teaching staff have the ability to progress through the pay range, their performance is assessed annually via the appraisal process to ascertain if progression should occur. The pay progressions are then verified by the trustees' personnel committee once a year (November). Teaching staff are employed on the national teaching pay scales as identified in the DfE STPCD. There being no issues with staff performance prior to 'lockdown' all progression was awarded.

Support staff are employed under the previous pay ranges that were devised by Herefordshire Council's job evaluation process in 2004. Salaries were regraded to ensure each job attribute had a relevant score and an appropriate level of pay awarded for the score given. Under the trust, all support employees have an appropriate John Kyrle High School & Sixth Form Centre job description.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Related parties and other connected charities and organisations

The school works closely with the surrounding cluster of primary schools (headteachers and trustees) where we provide facilities they can use, especially for sport and specialist facilities including science, technology and art. This supports educational improvement for all children, and aids transition into John Kyrle. This latter aspect is complemented with multiple induction days and visits to the school.

As a result of Covid-19 leaders at John Kyrle worked closely with the local authority and partner primary schools. This was particularly the case in planning the support for the children of key workers.

We have a suite of facilities that are open to the public to hire for sporting events, evening classes, meetings, concerts to name a few. We have a full lettings schedule for Monday to Fridays between 18:00 and 22:00, and some weekend hire also. This offer was shut during England lockdowns, because of Covid-19.

The school works in partnership with various contractors in order to ensure quality for the school, including services and the site as a whole. This includes Alliance in Partnership who provide catering services and is a host kitchen for providing school lunches to many primary schools in the local area.

Trade Union Facility Time

John Kyrle currently does not have any trade union representatives in the organisation. Therefore, during the period 1 September 2020 and 31 August 2021, there is no data to submit.

As was the case in 2019-20, the school pays for staff to receive union support if required. During 20-21 only one member of staff called upon this support. This aside, there was no formal involvement with trade unions. The school pays for all policies which have been reviewed by unions. One of the assistant head teachers sits on the 'Heads Group' meeting with union reps and HR to discuss policies and pay.

Objectives and activities

Objects and aims

Our vision

The school's student council has condensed our aspiration for students as:

Happy, healthy and successful

- We are a truly safe, inclusive and comprehensive school;
- We are committed to raising the achievement of students of all abilities;
- We focus upon the individual, tailoring a programme of study and pastoral support to enable students to leave us as confident, articulate and empowered young adults;
- We ensure students are well prepared to respect others and contribute to wider society and life in Britain today;
- We help our students to respect themselves, the school and wider environment; and
- Our students will experience a rich and broad curriculum.

Objectives, strategies, and activities

During the spring term 2020, when school was closed for most students, the headteacher produced a strategy document. The focus of this was how the school community would respond once there was a full reopening. The focus was upon repair, rebuild and strengthen. The aim was not to produce a raft of new developments beyond those required by the DfE. A continuation of the school's key strengths was needed. This was termed 'ordinary magic'. This philosophy was maintained when students came back to school in the summer of 2021 and into the start of the new school year 2021-22.

Public benefit

The academy trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising powers or duties. This has been with particular reference to Principles 1 and 2 as found in 'The Advancement of Education for the Public Benefit: 2008'.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Strategic report

Achievements and performance

During the summer term of 2020 the headteacher accepted the request of Ofsted to visit the school. This was to allow Ofsted to pilot their new monitoring visits. These were to be rolled out in schools from 28th September 2020. On 16th September two HMIs visited the school for a full day to undertake the pilot.

As with all schools nationally, the school had a staggered year. The autumn term was very successful, with high attendance. Spring term lockdown led to a return of virtual learning which had been successful the previous year. We augmented learning with greater online 'Teams' lessons and this was appreciated by students and parents. We also had virtual parents' evenings – these may continue with a mix of face-to-face meetings.

We were unable to run our usual induction programme for Year 6 but provided a live video call with most primary schools. Year 7 have started the new school year very well and are a credit to their primary schools.

Students returned to school well and, with allowance for those having to isolate, attendance was generally pleasing.

Years 11 and 13 were exemplary in their approach to assessments. Our Teacher Assessed grades were all accepted by the examination board. Students were pleased with their outcomes in August, and all have moved on to 'first-choice futures'. We envisage no student will be NEET.

The HMIs reviewed documentation beforehand and met members of the senior team during the day. As is the case in actual visits, there were no judgements made. However, following the visit the headteacher shared the process of the day with parents. A copy of the letter was sent to the lead HMI who agreed with it.

The following was included in the letter:

Although this was a pilot visit, inspectors reserved the right to convert to a full inspection. This would occur should there be issues around safeguarding and/or leadership and management. Inspectors had no concerns about these issues, nor anything we shared.

In my view, inspectors have a good understanding of what we had done since March 2020, our current position and plans going forward. We welcomed the chance to share ideas and answer inspectors questions.

In the spring term of 2020, the school's IT system suffered a cyber-attack. Later that term there was further system failure from a virus. Parents and the wider community were informed. Many schools learned from John Kyrle's experiences. No data was leaked and the ICO took no action. From 2020 the school's IT system is under totally new management.

Due to Covid-19 the examination season in 2020 was cancelled. Schools used centre-assessed grades to determine students' outcomes at both GCSE and A-level. School leaders were delighted with the final outcomes. The hard work of staff and students was recognised. Students gained the high grades they deserved. Students were able to move on to the next stage of their learning, training and/or employment.

Most students gained places at their first-choice institution with a third of all applicants departing for Russell Group universities. As ever, there was success in gaining higher apprenticeships with large national accountancy and management firms as well as employment in public services including the defence and automotive industries.

The government announced the suspension of performance tables for 2020. In agreement with Herefordshire Association of Secondary Headteachers, schools did not produce data on their final outcomes. John Kyrle's data was looked at internally by leaders and trustees.

Specialisms continue to underpin the standards and contribute to students' experience within and outside the classroom. Technology is popular at KS4 and offered across five subject areas. MFL uptake is actively encouraged as part of the school's commitment to the EBacc.

The school will be at the heart of its community, promoting community cohesion and sharing facilities with other schools and the wider community (funding agreement).

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

The outward-facing nature of the school is emphasised with school-to-school and community support:

- formal links with primary schools, for example using our specialist facilities to assist them to deliver their priorities
- close work with primary schools on transition, especially for students with learning and/or attendance challenges
- headteacher advising several other schools individually in his capacity as improvement advisor
- the school deploying specialist to support schools, including those in Ofsted categories and with a grading of 'requires improvement'

Extra-curricular activities

The school offers a range of additional provision for students. This includes sport, music, drama, chess and a range of clubs and societies. These are all updated on the school website.

This offer has been curtailed because of Covid-19.

All aspects of PSHE/Citizenship/FBV are delivered across the curriculum and within our bespoke 'Happy, Healthy, Successful' curriculum. This aspect of our provision was given greater prominence as a result of Covid-19. There were regular well-being updates to students when the school was closed for most. These continued on our full reopening. Safeguarding is and will remain Job # 1.

Trips planned in the academic year 2019/2020 and into 2020/2021 included:

- Geography field trips to the Forest of Dean, Cardiff, Oxwich Bay, Nettlecombe and Birmingham;
- Geology field trips to Lulworth and Broadhaven;
- MFL trips to the Cologne Christmas Markets, and Betzdorf;
- History trips to Hampton Court and Berlin;
- R.S. / Art trip to Krakow;
- Physics trip to CERN;
- Biology field trip to Orielton;
- Maths field trip to Disneyland Paris;

as well as trips to Kenya/Uganda, the Sports Tour, the Ski trip, a trip to Oxford University, the UCAS Convention and the Bushcraft experience.

Clearly, the majority of these did not run owing to the pandemic. The school is reviewing its ECA provision during the autumn term 2021. Trips were curtailed in 2020-21 and unfortunately from mid-September 2021 due to concerns over covid.

Only two members of staff left at the end of the 2020-21 school year. One retired and the other relocated home to Wales. There are 10 new members of teaching and support staff who joined us in September 2021. These included TAs supporting students with SEN, replacement staff, some additional staff in core departments, illness and maternity cover.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Key performance indicators

Student numbers

One, possibly the key, indicator of a school's success is parental preference. The school has seen an upward trend in student numbers, despite recent falling rolls in the primary sector. While still fulfilling its mission to draw students mainly from its locality, the school is increasingly popular with parents outside the traditional catchment area and across local authorities.

Number on roll:

• September '21	1,419	•	2017-18	1,387
• 2020-21	1,408	•	2016-17	1,373
• 2019-20	1,427	•	2015-16	1,428
• 2018-19	1,452	•	2014-15	1,363

Sixth Form

The current intake of Year 12 is 86 and is between 50-80 lower than previous years given the setting up of a school sixth form just over the border in Gloucestershire. Leaders at JKHS continue to share concern regarding this with the Regional School Commissioner.

Gathering parental feedback

We have issued the biennial Kirkland Rowell survey since 2006. It is always very positive. While this is to be welcomed, of course, the survey is expensive. We aim to discontinue it and use the Ofsted questionnaire, survey monkey and parental engagement evenings to capture feedback. We also encourage personal dialogue with parents via meeting with SLG 08:00 - 08.20 daily for which no appointment is necessary.

A settling in survey is sent to Year 7 parents in September. Feedback in October 2020 was similar to other years. All areas graded 90%+ agree/strongly for the majority of questions. The lowest was 86% agree/strongly agree. Parental feedback is almost unanimously positive. We are very happy to address any concerns raised and welcome communication offering ideas on how we can improve.

Attendance

Attendance is always above and persistent absences is always below the national averages. Unfortunately due to coronavirus (Covid-19) the last full-year release of published DfE school attendance data, is from the academic year 2018-19. For the autumn term 2020 the DfE published an overall absence rate of 4.7% (this percentage does not include those sessions where pupils were not attending in circumstances relating to covid-19). For John Kyrle High School & Sixth Form Centre, our overall absence rate was 4.95% for the autumn term 2021. We are not able to provide figures for the spring term 2021, due to the national lockdown and students reverting to online learning.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Risk management

Since incorporation, the trustees and SLG have completed a financial and whole-school risk assessment to identify and implement strategies for addressing risk. The trustees have also completed an assessment of internal control for the ESFA (Education and Skills Funding Agency). The process allowed risks to be identified and strategies implemented for addressing risks. Trustees have reviewed the risks to which the school is exposed, and considered those relating to teaching, provision of facilities, other operational areas of the school, and its finances. Where significant risks remain, they have ensured adequate insurance cover and discussed significant risk mitigation measures.

As part of the risk management of the organisation, the trustees have ensured they have an appropriate Whistleblowing Policy, which provides written procedures and is to protect staff who report individual(s) they believe are doing something wrong or illegal.

Risk-assessments resulting from Covid-19 were extensive. These focused upon health and safety. All documents were overseen by an external Health and Safety consultant and they were shared with trustees, via the trustee with responsibility for this area. Everything was logged with the local authority. On assessing all the risks involved within the site, it was clear there was an ongoing requirement for additional hygiene, site management procedures and staffing measures.

School Development Plan 2020-21

The school uses the Ofsted model as the framework for its school development plan. In 2020-21 we focused upon:

- outcomes;
- quality of education;
- behaviour and attitudes;
- personal development; and
- leadership and management.

The aim is for high-quality provision in all areas.

The school set 10 key performance indicators. Each department/year group took several of these KPI's and developed them within the context of their area. Each KPI was the responsibility of a member of SLG who reported progress to the relevant trustee committee. This group, in turn RAG (red, amber, green) rated each area on a least a termly basis. Many areas were graded green, with nothing red.

The school utilises bespoke software for school development planning, appraisals and monitoring. There is a demonstrable link between key aspects of the school budget and the school development plan via capitation and capital planning.

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. In particular, in light of financial forecasts and the trustees' assessment of the potential impact of a final settlement expected in relation to the employment tribunal, we do not believe that there is any material uncertainty in respect of going concern. We as a board are keeping this matter under constant review, together with regular communication with the ESFA who have indicated that financial support would be forthcoming if required.

For this reason, the board of trustees continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Financial review

The accounting period is from the 1 September 2020 to 31 August 2021. The majority of the school's income is obtained from the ESFA in the form of a recurrent grant, the use of which is restricted to a particular purpose. The grant received from the ESFA during the year ending 31 August 2021 and the associated expenditure are shown as restricted funds (non-fixed assets) in the statement of financial activities.

Key performance indicators include: Student / Teacher ratio

2020/21:16.3

2019/20:18.6

2018/19: 19.1

2017/18: 17.8

2016/17: 17.6

2015/16: 17.1

2014/15: 16.1

Staff costs as % of GAG income:

2020/21:93.4%

2019/20:90.0%

2018/19:90.0%

2017/18: 88.0%

2016/17 85.9%

2015/16 86.5%

2014/15 83.6%

Financial position

An in year revenue deficit of £106,887 has been made prior to transfers to fund capital expenditure, however this includes exceptional net expenditure of £365,060 in relation to an interim payment made in respect on the ongoing employment tribunal (refer to the Exceptional items note). The underlying surplus on operating activities is therefore £258,173. The school continues to maintain a good level of funds with unrestricted reserves at £875,512, restricted revenue reserves of £404,313 before a pension deficit of £4,010,000 and restricted fixed asset funds of £18,366,575.

During July 2021 the academy received a valuation certificate from the DfE for the land and buildings at John Kyrle High School & Sixth Form Centre. As a new board of trustees it has been decided that additional information is required in order to consider the appropriateness of this valuation with regard to the quality of the information used to prepare it and also the information used to estimate the initial transfer value upon becoming an academy in 2011.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Reserves policy

The Finance committee has established a Reserves' Policy in line with guidelines. The trustees can view the reserves of the academy at each financial committee meeting, from the management accounts. The Academy's 'free' reserves are the funds remaining after excluding any restricted funds. 'Reserves' are therefore the resources the Academy has or can make available to spend for the Academy's purposes once it has met its commitments and covered other planned expenditure. There are no ESFA carry forward restrictions.

The Academy's policy states that the appropriate level of revenue reserves should be equivalent to one month's expenditure, currently estimated to be between £650,000 and £700,000. This being to provide sufficient working capital, in order to cover delays between spending and receipt of grants.

The free reserves figure is currently £876k (2020: £1,474k) the value of approximately 1.3 (2020: 2.27) month's academy expenditure which provides a cushion to deal with unexpected emergencies such as urgent maintenance. The Reserves will ultimately change as a consequence of the tribunal award, which is yet to be finalised and published.

Due to the accounting requirements for the Local Government Pension Scheme (LGPS), we have recognised a significant pension fund deficit. Where this creates a deficit in the restricted general fund this does not mean that an immediate liability for this amount will crystallize. The deficit position of the pension scheme results in a cash flow effect for the Academy Trust in the form of an increase in employers' pension contributions over a period of 19 years from 2011.

Investment policy

The investment policy is required to ensure that investments are protected rather than maximising interest. Short-term investments are restricted to transfers to the academy deposit account. The academy's business and finance director ensures that surplus funds are deposited to maximize interest. The academy's current account will hold enough funding to cover the monthly outgoings.

Details of monthly deposit account transfers will be sent by the business and finance director to:

- headteacher for authorisation
- chair of trustees (for information)
- chair of finance committee (for information)

Principal risks and uncertainties

The trustees, in conjunction with senior managers, complete a whole-school risk assessment each year. Regular finance committee meetings also highlight uncertainties enabling us to plan any potential impact. The following areas of potential impact which pose as a risk to the academy are:

Funding/expenditure:

- Impact of lower student numbers (also catchment schools v nearest school)
- Impact of national funding formula, particularly in an area with a proliferation of schools requiring top-slicing by the Local Authority for both small-school protection and receiving minimum-funding guarantee
- Impact of inflationary pressures over the next three years, currently estimated at 15%
- Impact of teachers' pay award and pension contributions
- Increase in NI costs from April 2022
- Cost of lost employment tribunal.

Competition:

- The relatively small number of available staff to either replace existing teachers or expand departments is becoming an increasing pressure. Recruitment and retention throughout the teaching profession is a concern nationally.
- Impact of new post-16 facility locally is seen in reduced numbers of external sixth form students. Nonetheless, the sixth form remains strong in terms of numbers and standards.

Ofsted:

- We benchmark ourselves against the Ofsted criteria.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Financial and risk management objectives and policies

All risks are assessed annually against a three-year rolling budget forecast verified by the Internal Auditors. The trust does not anticipate any credit, cash flow or liquidity risks for the foreseeable future. The pension deficit is covered in detail within note 24.

Fundraising

John Kyrle students are involved in raising money for charities each year. The students mainly raise funds through non-uniform days, where a nominated fee per student is paid. A record of the total sum raised, is banked within the School Fund bank account. Once all the funds for the year have been collected, the total amount is provided to the Student Council and the decision is made on how the funds are split between their chosen charities and a record of how much to be given is kept via the minutes of the meeting.

The academy trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the CFO.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Streamlined energy and carbon reporting

Energy consumption (kWh)

Aggregate of energy consumption in the year

kWh
1,503,222

Emissions of CO2 equivalent

Scope 1 - direct emissions

- Gas combustion

metric tonnes
189.50

- Fuel consumed for owned transport

104.00

metric tonnes
293.50

Scope 2 - indirect emissions

- Electricity purchased

99.50

Scope 3 - other indirect emissions

- Fuel consumed for transport not owned by the academy trust

223.14

Total gross emissions

616.14

Intensity ratio

Tonnes CO2e per pupil

0.44

Quantification and reporting methodology

We have followed the 2019 HM Government Environmental Reporting guidelines. We have also used the GHG Reporting Protocol – Corporate Standards and have used the 2020 and 2021 UK Government's conversion factors for company reporting.

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes in CO2e per student, the recommended ratio for the sector.

Measures taken to improve energy efficiency

We have undertaken an audit of LED lighting throughout the school buildings and where appropriate have already replaced old lights with LED alternatives.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Plans for future periods

As with all schools we operated successfully during the unprecedented period of lockdown and into full reopening. We have much which to build. This includes excellent communication with parents/carers and effective partnership work with the community. Outcomes at GCSE and A level were strong. We submitted English and science at KS4; chemistry at KS5 for external moderation. There were no challenges to the evidence. All submitted grades were accepted.

Herefordshire local authority agreed to fund capital development at the school for it to accommodate 30 additional students per annum for the next five years. In correspondence with the headteacher in the summer of 2019, Andrew Hines, Interim Capital Manager for the LA stated:

'In principle we would like to support you in expanding to take an additional 30 students per year group, to meet demographic growth in the area, and the strong parental preference for places at JKHS'

During the summer of 2020 and into the new term, we worked with agencies on the construction of a £2.3 million new science block.

We planned consultation exercises to increase the student admission number at the school.

The regional schools' commissioner's office has encouraged us to consider taking other schools into our academy trust.

By September 2021, plans had come to fruition. The requested increase in the PAN had been accepted and work has begun on the £2.3 million Science Centre.

Auditor

In so far as the trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 14 December 2021 and signed on its behalf by:



R Barker

Community (Chair)

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2021

Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that John Kyrle High School & Sixth Form Centre 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 John Kyrle High School & Sixth Form Centre and the Secretary of State for Education. The accounting officer is also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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 6 times during the year.

Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
A Bailey (Parent) (Chair finance) (Resigned 9 June 2021)	4	4
D E Hudson (Community) (Resigned 9 June 2021)	4	4
R Jones (Parent) (Resigned 13 November 2020)	0	1
H Knapper (Support staff) (Resigned 9 June 2021)	3	4
J Markey (Teacher) (Resigned 9 June 2021)	4	4
K Nicholls (Support staff) (Resigned 9 June 2021)	3	4
D Potter (Community) (Vice chair) (Chair curriculum) (Resigned 18 May 2021)	3	4
D Strutt ((Community) (Chair of trustees)) (Resigned 21 April 2021)	3	3
N P J Griffiths (Headteacher and accounting officer) (Resigned 6 September 2021)	5	6
A Middlecote (Parent) (Resigned 9 June 2021)	4	5
N Dale (Community) (Resigned 9 June 2021)	3	4
T Murray (Parent) (Resigned 9 June 2021)	2	4
B Vinall (Community) (Chair personnel) (Resigned 16 May 2021)	3	3
L Chaplain (Parent) (Resigned 9 June 2021)	3	4
R Leather (Parent) (Resigned 9 June 2021)	4	4
H Mather (Teacher) (Resigned 9 June 2021)	3	4
M Way (Parent) (Resigned 17 February 2021)	1	2
L Salter (Local Authority) (Resigned 9 June 2021)	4	4
S Mepani (DfE Ambassador) (Appointed 9 June 2021 and resigned 9 August 2021)	2	2
R Barker (Community (Chair)) (Appointed 19 April 2021)	3	3
M Alston (Community) (Appointed 19 April 2021 and resigned 9 August 2021)	3	3
S P Hodsman (DfE Ambassador) (Appointed 9 June 2021 and resigned 3 August 2021)	1	2
A Wilson (DfE Ambassador) (Appointed 9 June 2021 and resigned 9 August 2021)	2	2
A E J McIntyre (Community (Vice Chair)) (Appointed 20 September 2021)	0	0
K Scott (Community) (Appointed 20 September 2021)	0	0
J Strugess (Parent) (Appointed 20 September 2021)	0	0
S Parker (Parent) (Appointed 29 November 2021)	0	0

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

The global pandemic has seen a change in how the role of governance is provided, especially as the school has moved to virtual committee and board meetings. It has been a challenging year throughout and the trustees undertake an annual review of their effectiveness, using the RAG rating to establish areas for improvement.

Following the loss of an employment tribunal in the summer 2020, we undertook a governance review. The then governing body enacted a number of developments via an action plan, drawn up by the trust's members. There was work to enact this plan during the summer of 2021 with more work to be undertaken in 2021-22.

Following liaison with both the Region Schools Commissioner and the Academy Ambassadors programme, we appointed four new trustees and a chair and vice chair of the trustee body, both of whom were former members of the governing body. This was a challenge but opened up some opportunities in the way of sharing ideas and adapting practices to suit different requirements.

While the work done by this group was largely positive, issues between trustees and members, led to resignations in the summer holiday. Three new trustees from the community were appointed in September and there is liaison with the DfE over the appointment of new ambassadors. Continuity is provided by school leadership, and national leader of governance and the vice chair of trustees who stepped up to the role of chair.

The RSC's office is fully involved with changes.

The stability of the school is seen with a return in September that has been as positive as leaders can remember.

Trustees usually meet formally six times during the year, but review their effectiveness twice a year in both January and July, where they set aside time to discuss the effectiveness of governance using a range of approaches such as:

- annual skills audit to identify any skills gap which in turn informs recruitment and effective use of all trustee skills;
- evaluation of training e.g., induction training for new trustees, safeguarding, Prevent;
- short quizzes to check trustee knowledge; and
- review of effectiveness benchmarked to national standards of effective governance e.g. NGA 20 questions and most recent Ofsted framework for leadership and management.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
A Bailey (Parent) (Chair finance) (Resigned 9 June 2021)	5	5
D E Hudson (Community) (Resigned 9 June 2021)	5	5
H Knapper (Support staff) (Resigned 9 June 2021)	2	5
N P J Griffiths (Headteacher and accounting officer) (Resigned 6 September 2021)	5	5
T Murray (Parent) (Resigned 9 June 2021)	2	5
B Vinall (Community) (Chair personnel) (Resigned 16 May 2021)	5	5
L Chaplain (Parent) (Resigned 9 June 2021)	5	5
M Way (Parent) (Resigned 17 February 2021)	3	3
S Mepani (DfE Ambassador) (Appointed 9 June 2021 and resigned 9 August 2021)	1	1
R Barker (Community (Chair)) (Appointed 19 April 2021)	1	1
A Wilson (DfE Ambassador) (Appointed 9 June 2021 and resigned 9 August 2021)	1	1

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:

- the school works well within its budget as evidenced by auditors' reports and a healthy carry forward. This was achieved partly by a reduction in staff, including part-time variable contracts in line with contraction of the curriculum; the progress and achievement levels achieved at KS4 and KS5 are significantly above national levels;
- the use of school resources is in the National Support School role whereby John Kyrle staff share resources and expertise with other schools in the primary and secondary sectors. These occur on an informal basis and more formally with contracts drawn up with individual schools and Local Authorities.
- major challenges exist with the projected increase in costs of 15% over three years. These challenges if met will not be a compromise in terms of student outcomes.
- 2021-22 academic year will no doubt continue to see an increase in measures taken to tackle Covid-19, this will mean a financial impact to the budget, as we invest in additional online teaching resources, additional cleaning and site management procedures, additional technological equipment in the event of a further lockdown or in order to deliver blended learning.

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 John Kyrle High School & Sixth Form Centre for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and accounts.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Capacity to handle risk

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

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the finance, premises and audit 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 decided to buy-in an internal audit service from Devon Audit Partnership for the year.

The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the academy trust's systems. In particular, the checks carried out in the current period included:

- testing of governance, accounting and financial control systems;
- testing of purchase and payment systems;
- testing of salaries, wages and expense systems;
- testing of income, debtors and debt management systems;
- testing of contract and tendering control systems; and
- testing of asset control systems.

On a termly basis, the auditor reports to the board of trustees through the finance, premises 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.

The internal audit function has delivered the schedule of work as planned for 2020-21, albeit two meetings were conducted remotely due to covid restrictions. This did not impact on the audit reporting, as remote access was given to systems, to ensure a robust audit could be conducted. There have been no material control issues arising from the internal audit reports.

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 auditors;
- the financial management and governance self-assessment process; and
- the work of the senior leaders within the academy who have responsibility for the development and maintenance of the internal control framework.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the finance, premises and audit committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 14 December 2021 and signed on its behalf by:



N P J Griffiths
Headteacher and accounting officer



R Barker
Community (Chair)

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

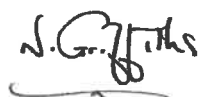
STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2021

As accounting officer of John Kyrle High School & Sixth Form Centre, I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the 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's board of trustees are able to identify any material irregular or improper use of 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.



N P J Griffiths
Accounting Officer

14 December 2021

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2021

The trustees (who are also the directors of John Kyrle High School & Sixth Form Centre for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2020 to 2021 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare accounts for each financial year. Under company law, the trustees must not approve the accounts 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 accounts, the trustees are required to:

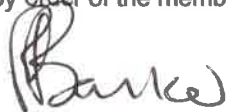
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts 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 accounts 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 that 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 accounts may differ from legislation in other jurisdictions.

Approved by order of the members of the board of trustees on 14 December 2021 and signed on its behalf by:



R Barker
Community (Chair)

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

FOR THE YEAR ENDED 31 AUGUST 2021

Opinion

We have audited the accounts of John Kyrle High School & Sixth Form Centre for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- 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 prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts 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 academy trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

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

We have nothing to report in this regard.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated strategic report.

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the accounts

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

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.

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

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Governors/Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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.

Azets Audit Services

**Katherine Parkin (Senior Statutory Auditor)
for and on behalf of Azets Audit Services**

20/12/2021
.....

**Chartered Accountants
Statutory Auditor**

Pillar House
113-115 Bath Road
Cheltenham
Gloucestershire
United Kingdom
GL53 7LS

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE AND THE EDUCATION AND SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2021

In accordance with the terms of our engagement letter dated 14 September 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by John Kyrle High School & Sixth Form Centre 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 John Kyrle High School & Sixth Form Centre and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the John Kyrle High School & Sixth Form Centre and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than John Kyrle High School & Sixth Form Centre and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of John Kyrle High School & Sixth Form Centre's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of John Kyrle High School & Sixth Form Centre's funding agreement with the Secretary of State for Education dated 22 December 2010 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.

Approach

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

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

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

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

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment or risk of material irregularity.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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.

Azets Audit Services

Reporting Accountant

Azets Audit Services

Dated: 20/12/2021

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted funds £	Restricted funds: General Fixed asset £	£	Total 2021 £	Total 2020 £
Income and endowments from:						
Donations and capital grants	3	-	-	352,583	352,583	83,831
Charitable activities:						
- Funding for educational operations	4	114,887	7,918,101	-	8,032,988	7,736,629
Other trading activities	5	17,341	-	-	17,341	43,849
Investments	6	100	-	-	100	1,185
Exceptional income	12	-	100,000	-	100,000	-
Total		132,328	8,018,101	352,583	8,503,012	7,865,494
Expenditure on:						
Raising funds	7	-	-	-	-	1,600
Charitable activities:						
- Educational operations	8	109,065	7,807,191	799,328	8,715,584	8,357,291
Exceptional expenditure	12	365,060	100,000	-	465,060	-
Total	7	474,125	7,907,191	799,328	9,180,644	8,358,891
Net income/(expenditure)		(341,797)	110,910	(446,745)	(677,632)	(493,397)
Transfers between funds	17	(256,601)	-	256,601	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit pension schemes	26	-	145,000	-	145,000	(414,000)
Net movement in funds		(598,398)	255,910	(190,144)	(532,632)	(907,397)
Reconciliation of funds						
Total funds brought forward		1,473,910	(3,861,597)	18,556,719	16,169,032	17,076,429
Total funds carried forward		875,512	(3,605,687)	18,366,575	15,636,400	16,169,032

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

Comparative year information Year ended 31 August 2020	Notes	Unrestricted funds £	Restricted funds: General Fixed asset £ £		Total 2020 £
Income and endowments from:					
Donations and capital grants	3	9,770	-	74,061	83,831
Charitable activities:					
- Funding for educational operations	4	100,285	7,636,344	-	7,736,629
Other trading activities	5	43,849	-	-	43,849
Investments	6	1,185	-	-	1,185
Total		155,089	7,636,344	74,061	7,865,494
Expenditure on:					
Raising funds	7	1,600	-	-	1,600
Charitable activities:					
- Educational operations	8	-	7,586,247	771,044	8,357,291
Total	7	1,600	7,586,247	771,044	8,358,891
Net income/(expenditure)		153,489	50,097	(696,983)	(493,397)
Transfers between funds	17	-	(24,483)	24,483	-
Other recognised gains/(losses)					
Actuarial losses on defined benefit pension schemes	26	-	(414,000)	-	(414,000)
Net movement in funds		153,489	(388,386)	(672,500)	(907,397)
Reconciliation of funds					
Total funds brought forward		1,320,421	(3,473,211)	19,229,219	17,076,429
Total funds carried forward		1,473,910	(3,861,597)	18,556,719	16,169,032

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

BALANCE SHEET

AS AT 31 AUGUST 2021

	Notes	2021		2020	
		£	£	£	£
Fixed assets					
Tangible assets	13		18,366,575		18,556,719
Current assets					
Debtors	14	769,980		396,196	
Cash at bank and in hand		1,736,187		1,764,952	
		<u>2,506,167</u>		<u>2,161,148</u>	
Current liabilities					
Creditors: amounts falling due within one year	15	(1,226,342)		(517,835)	
Net current assets			<u>1,279,825</u>		<u>1,643,313</u>
Net assets excluding pension liability			<u>19,646,400</u>		<u>20,200,032</u>
Defined benefit pension scheme liability	26		(4,010,000)		(4,031,000)
Total net assets			<u>15,636,400</u>		<u>16,169,032</u>
Funds of the academy trust:					
Restricted funds	17				
- Fixed asset funds			18,366,575		18,556,719
- Restricted income funds			404,313		169,403
- Pension reserve			(4,010,000)		(4,031,000)
Total restricted funds			<u>14,760,888</u>		<u>14,695,122</u>
Unrestricted income funds	17		875,512		1,473,910
Total funds			<u>15,636,400</u>		<u>16,169,032</u>

The accounts on pages 30 to 56 were approved by the trustees and authorised for issue on 14 December 2021 and are signed on their behalf by:



R Barker
Community (Chair)

Company Number 07465249

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Net cash provided by operating activities	21		137,259		476,801
Cash flows from investing activities					
Dividends, interest and rents from investments		100		1,185	
Capital grants from DfE Group		29,552		30,111	
Capital funding received from sponsors and others		-		20,000	
Purchase of tangible fixed assets		(195,676)		(216,553)	
Net cash used in investing activities			(166,024)		(165,257)
Net (decrease)/increase in cash and cash equivalents in the reporting period			(28,765)		311,544
Cash and cash equivalents at beginning of the year			1,764,952		1,453,408
Cash and cash equivalents at end of the year			1,736,187		1,764,952

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

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.

1.1 Basis of preparation

The accounts 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.

1.2 Going concern

The trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable 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 accounts. After making appropriate enquiries and in light of financial forecasts and the trustees' assessment of the potential impact of a final settlement expected in relation to the employment tribunal, the board of trustees have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and the ESFA have indicated that financial support would be forthcoming if required. Therefore the trustees believe that 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 accounts.

1.3 Income

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

Grants

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

General Annual Grant is recognised in full in the statement of financial activities in the period 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.

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

Donations

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

Other income

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

Donated goods, facilities and services

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

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The 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.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

1.5 Tangible fixed assets and depreciation

Assets costing £5,000 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 that require 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 freehold land and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Long Leasehold Buildings	2%
Leasehold improvements	10%
Plant and machinery	10%
Fixtures and fittings and computer equipment	25% - 33%
Motor vehicles	25%

The Academy Trust leases land and buildings from Herefordshire Council. On conversion the Trustees agreed to base their valuation of land and buildings on insurance valuation. This was chosen in favour of having a formal valuation done as the cost of a formal valuation would be onerous compared with the additional benefit derived by users of the accounts.

Due to the Academy Trust's buildings being deemed specialist in nature and therefore not traded in an open market, insurance valuation was deemed to be a reasonable estimate of depreciated replacement cost for recognition purposes.

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the statement of financial activities.

1.6 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.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

1.7 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.

1.8 Leased assets

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

1.9 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 is classified as a basic financial instrument and is measured at face value.

Financial liabilities

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

1.10 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 chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.11 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 and the assets are held separately from those of the academy trust.

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. The 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 are recognised in the period to which they relate.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

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 or 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.

1.12 Fund accounting

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

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

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency, Department for Education and School Fund accounts.

1.13 Long Leasehold Buildings

The academy has a 125 year lease for the property it operates from. The terms and conditions attached to the lease have been considered by the Trustees and they have concluded that the risk and rewards of ownership have substantially transferred to the Academy and therefore a Long Leasehold Buildings asset has been recognised within fixed assets and depreciated in line with the accounting policy. The valuation of the Long Leasehold Building has also been considered by the Trustees and included at what they consider a reasonable and reliable estimate of the current market value.

1.14 Agency arrangements

The Academy Trust acts as an agent in distributing certain monies to students, for example 16-19 Bursary funding from ESFA in so far as these are not discretionary in nature.

2 Critical accounting estimates and areas of judgement

Accounting 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.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

2 Critical accounting estimates and areas of judgement

(Continued)

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, 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.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Capital grants	-	352,583	352,583	54,061
Other donations	-	-	-	29,770
	<u>-</u>	<u>352,583</u>	<u>352,583</u>	<u>83,831</u>

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
DfE / ESFA grants				
General annual grant (GAG)	-	6,975,429	6,975,429	6,799,957
Other DfE / ESFA grants:				
Pupil premium	-	194,546	194,546	199,995
Teachers pension grants	-	279,680	279,680	282,723
Teachers pay grants	-	98,976	98,976	100,053
COVID-19 catch up premium	-	90,800	90,800	-
Others	-	148,992	148,992	36,924
	-	7,788,423	7,788,423	7,419,652
Other government grants				
Local authority grants	-	114,307	114,307	61,222
COVID-19 additional funding (DfE/ESFA)				
Coronavirus exceptional support	-	-	-	23,176
Other funding				
School fund	-	15,371	15,371	132,294
Other incoming resources	114,887	-	114,887	100,285
	114,887	15,371	130,258	232,579
Total funding	114,887	7,918,101	8,032,988	7,736,629

The academy received £90,800 of funding for catch-up premium and costs incurred in respect of this funding totalled £90,800.

The funding received in the prior year for coronavirus exceptional support covered £23,176 of cleaning materials, free school meal vouchers, premises repairs and maintenance and educational equipment costs. These costs are included in notes 7 and 9 below as appropriate.

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Hire of facilities	17,341	-	17,341	42,449
Other income	-	-	-	1,400
	17,341	-	17,341	43,849

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

6 Investment income	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £	
Short term deposits	100	-	100	1,185	
7 Expenditure					
	Staff costs £	Non-pay expenditure Premises Other £ £		Total 2021 £	Total 2020 £
Expenditure on raising funds					
- Allocated support costs	-	-	-	-	1,600
Academy's educational operations					
- Direct costs	5,646,063	-	402,028	6,048,091	5,823,566
- Allocated support costs	872,166	1,066,555	728,772	2,667,493	2,533,725
Exceptional expenditure	-	-	465,060	465,060	-
	<u>6,518,229</u>	<u>1,066,555</u>	<u>1,595,860</u>	<u>9,180,644</u>	<u>8,358,891</u>

Refer to the Exceptional items note for further details regarding items of exceptional expenditure.

Net income/(expenditure) for the year includes:	2021 £	2020 £
Fees payable to auditor for:		
- Audit	10,420	10,010
- Assurance services other than audit	2,915	2,295
- Other services	1,550	1,500
Operating lease rentals	30,853	33,073
Depreciation of tangible fixed assets	799,328	771,044
Net interest on defined benefit pension liability	69,000	60,000
	<u> </u>	<u> </u>

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

8 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Direct costs				
Educational operations	-	6,048,091	6,048,091	5,823,566
Support costs				
Educational operations	109,065	2,558,428	2,667,493	2,533,725
	<u>109,065</u>	<u>8,606,519</u>	<u>8,715,584</u>	<u>8,357,291</u>
			2021 £	2020 £
Analysis of support costs				
Support staff costs			872,166	844,187
Depreciation			799,328	771,044
Technology costs			166,569	133,901
Premises costs			267,227	371,580
Legal costs			6,486	-
Other support costs			515,580	396,383
Governance costs			40,137	16,630
			<u>2,667,493</u>	<u>2,533,725</u>

During the year ended 31 August 2021, the Academy Trust incurred £73,471 of Governance costs that are included in the Direct costs of Educational Operations (2020 - £89,289). Total Governance costs were £113,878 (2020: £105,919).

9 Staff

Staff costs

Staff costs during the year were:

	2021 £	2020 £
Wages and salaries	4,718,593	4,472,452
Social security costs	476,718	447,488
Pension costs	1,215,155	1,187,983
Staff costs - employees	<u>6,410,466</u>	<u>6,107,923</u>
Agency staff costs	107,763	38,017
Total staff expenditure	<u>6,518,229</u>	<u>6,145,940</u>

Agency staff costs have increased as a result of IT consultancy.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

9 Staff (Continued)

Staff numbers

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

	2021 Number	2020 Number
Teachers	86	88
Administration and support	84	91
Management	9	9
	<u>179</u>	<u>188</u>

Higher paid staff

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

	2021 Number	2020 Number
In the band £70,001 - £80,000	-	1
In the band £80,001 - £90,000	4	4
In the band £90,001 - £100,000	1	-
In the band £100,001 - £110,000	1	1
In the band £140,001 - £150,000	1	1
	<u>7</u>	<u>7</u>

Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior leadership group as listed on the reference and administrative details pages. 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 £1,144,064 (2020: £1,193,261).

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

10 Trustees' remuneration and expenses

One or more of the trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The headteacher and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of headteacher and staff members under their contracts of employment, and not in respect of their services as trustees.

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

Nigel Griffiths (Headteacher/Accounting Officer)

Remuneration £145,000 - £150,000 (2020 - £145,000 - £150,000)

Employer's pension contributions £30,000 - £35,000 (2020 - £30,000 - £35,000)

Kate Nicholls (Support Staff)

Remuneration £15,000 - £20,000 (2020 - £20,000 - £25,000)

Employer's pension contributions £0 - £5,000 (2020 - £0 - £5,000)

Hayley Knapper (Support Staff)

Remuneration £20,000 - £25,000 (2020 - £30,000 - £35,000)

Employer's pension contributions £0 - £5,000 (2020 - £5,000 - £10,000)

Julie Markey (Teacher)

Remuneration £20,000 - £25,000 (2020 - £20,000 - £25,000)

Employer's pension contributions £0 - £5,000 (2020 - £0 - £5,000)

Helen Mather (Teacher)

Remuneration £25,000 - £30,000 (2020 - £35,000 - £40,000)

Employer's pension contributions £5,000 - £10,000 (2020 - £5,000 - £10,000)

Nick Dale (Community)

Remuneration £0 - £5,000 (2020 - £0 - £5,000)

Employer's pension contributions £0 - £5,000 (2020 - £0 - £5,000)

During the year ended 31 August 2021, travel expenses reimbursed to trustees totalled £Nil (2020 - £Nil).

Other related party transactions involving the Trustees are set out in the Related party transactions note.

11 Trustees' and officers' insurance

In accordance with normal commercial practice, the academy trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2021 was £214 (2020: £214). The cost of this insurance is included in the total insurance cost.

12 Exceptional items

A £465,060 interim payment made in respect of compensation as a result of an employment tribunal has been recognised as exceptional expenditure.

A £100,000 insurance claim awarded in relation to a claim for legal expenses and compensation awards arising as a result of the employment tribunal is recognised in exceptional income.

Refer to the Events after the end of the reporting period note for further detail.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

13 Tangible fixed assets	Cost	Long Leasehold		Assets	Plant and		Fixtures		Motor	Total
		Buildings	Improvements		under construction	machinery and equipment	and fittings and computer equipment	vehicles		
	£	£	£	£	£	£	£	£	£	£
At 1 September 2020	21,312,529	3,446,802	-	-	49,239	404,956	25,305	25,238,831		
Reclassification	-	(23,950)	23,950	316,098	-	(316,098)	-	-		
Additions	-	103,440	376,863	121,062	7,819	-	-	609,184		
At 31 August 2021	21,312,529	3,526,292	400,813	437,160	57,058	88,858	25,305	25,848,015		
Depreciation										
At 1 September 2020	4,120,429	2,125,095	-	-	41,121	370,162	25,305	6,682,112		
Charge for the year	426,251	347,811	-	15,430	5,034	4,802	-	799,328		
Reclassification	-	-	-	294,004	-	(294,004)	-	-		
At 31 August 2021	4,546,680	2,472,906	-	309,434	46,155	80,960	25,305	7,481,440		
Net book value										
At 31 August 2021	16,765,849	1,053,386	400,813	127,726	10,903	7,898	-	18,366,575		
At 31 August 2020	17,192,100	1,321,707	-	-	8,118	34,794	-	18,556,719		

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

14 Debtors

	2021	2020
	£	£
Trade debtors	38,415	76,447
VAT recoverable	124,763	85,574
Prepayments and accrued income	606,802	234,175
	<u>769,980</u>	<u>396,196</u>

15 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	94,080	118,001
Other taxation and social security	125,073	115,755
Other creditors	120,160	118,954
Accruals and deferred income	887,029	165,125
	<u>1,226,342</u>	<u>517,835</u>

16 Deferred income

	2021	2020
	£	£
Deferred income is included within:		
Creditors due within one year	<u>37,660</u>	<u>38,967</u>
Deferred income at 1 September 2020	38,967	19,551
Released from previous years	(38,967)	(19,551)
Resources deferred in the year	<u>37,660</u>	<u>38,967</u>
Deferred income at 31 August 2021	<u><u>37,660</u></u>	<u><u>38,967</u></u>

Income received during the period specific to funding for future periods, such as rates relief, has been deferred accordingly.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

17 Funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
Restricted general funds					
General Annual Grant (GAG)	127,202	6,975,429	(6,743,887)	-	358,744
Pupil premium	-	194,546	(194,546)	-	-
Teachers pension grants	-	279,680	(279,680)	-	-
Teachers pay grants	-	98,976	(98,976)	-	-
COVID-19 catch up premium	-	90,800	(90,800)	-	-
Other DfE / ESFA grants	-	148,992	(131,193)	-	17,799
Other government grants	-	114,307	(114,307)	-	-
Insurance claim	-	100,000	(100,000)	-	-
Other restricted funds	42,201	15,371	(29,802)	-	27,770
Pension reserve	(4,031,000)	-	(124,000)	145,000	(4,010,000)
	<u>(3,861,597)</u>	<u>8,018,101</u>	<u>(7,907,191)</u>	<u>145,000</u>	<u>(3,605,687)</u>
Restricted fixed asset funds					
DfE group capital grants	17,759,238	29,552	(527,666)	(23,950)	17,237,174
Capital expenditure from GAG	271,544	-	(102,506)	-	169,038
Partnership for Schools capital grant	13,088	-	(13,088)	-	-
Local authority grants	-	323,031	-	23,950	346,981
Other grants and donations	48,134	-	(11,369)	-	36,765
Other donations	74,000	-	(11,000)	-	63,000
Unrestricted funds	359,366	-	(127,688)	256,601	488,279
Section 106 Monies	31,349	-	(6,011)	-	25,338
	<u>18,556,719</u>	<u>352,583</u>	<u>(799,328)</u>	<u>256,601</u>	<u>18,366,575</u>
Total restricted funds	<u>14,695,122</u>	<u>8,370,684</u>	<u>(8,706,519)</u>	<u>401,601</u>	<u>14,760,888</u>
Unrestricted funds					
General funds	1,473,910	132,328	(109,065)	(621,661)	875,512
Employment tribunal award	-	-	(365,060)	365,060	-
	<u>1,473,910</u>	<u>132,328</u>	<u>(474,125)</u>	<u>(256,601)</u>	<u>875,512</u>
Total funds	<u>16,169,032</u>	<u>8,503,012</u>	<u>(9,180,644)</u>	<u>145,000</u>	<u>15,636,400</u>

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

17 Funds

(Continued)

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

The Restricted General Funds includes GAG and other grants receivable from the ESFA and Local Authority towards the School's educational activities. School funds held in respect of educational visits and events are also included in the Restricted General Fund.

The Restricted General Fixed Assets Fund includes amounts receivable from the ESFA in respect of tangible fixed assets held for Academy use and amounts received from the Local Authority in respect of donated tangible fixed assets held for Academy use. The transfer between GAG fund and Restricted Fixed Assets Fund relates to Devolved Formula Capital which has been used to fund premises repairs and maintenance.

The Pension Reserve relates to the School's share of the deficit of the Local Government Pension Scheme overseen by the Local Authority.

Transfers between funds relate to fixed asset purchases made from GAG and unrestricted reserves.

Transfers within the unrestricted funds relate to funds reallocated in relation to an employment tribunal award payment.

The academy trust is not subject to GAG carried forward limits.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

17 Funds

(Continued)

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2020 £
Restricted general funds					
General Annual Grant (GAG)	-	6,799,957	(6,648,272)	(24,483)	127,202
Pupil premium	-	199,995	(199,995)	-	-
Teachers pension grants	-	282,723	(282,723)	-	-
Teachers pay grants	-	100,053	(100,053)	-	-
Other DfE / ESFA grants	-	60,100	(60,100)	-	-
Other government grants	-	61,222	(61,222)	-	-
Other restricted funds	25,789	132,294	(115,882)	-	42,201
Pension reserve	(3,499,000)	-	(118,000)	(414,000)	(4,031,000)
	<u>(3,473,211)</u>	<u>7,636,344</u>	<u>(7,586,247)</u>	<u>(438,483)</u>	<u>(3,861,597)</u>
Restricted fixed asset funds					
DfE group capital grants	18,224,464	54,061	(519,287)	-	17,759,238
Capital expenditure from GAG	341,862	-	(94,801)	24,483	271,544
Partnership for Schools capital grant	45,876	-	(32,788)	-	13,088
Other grants and donations	58,760	-	(10,626)	-	48,134
Other donations	63,000	20,000	(9,000)	-	74,000
Unrestricted funds	457,897	-	(98,531)	-	359,366
Section 106 Monies	37,360	-	(6,011)	-	31,349
	<u>19,229,219</u>	<u>74,061</u>	<u>(771,044)</u>	<u>24,483</u>	<u>18,556,719</u>
Total restricted funds	<u>15,756,008</u>	<u>7,710,405</u>	<u>(8,357,291)</u>	<u>(414,000)</u>	<u>14,695,122</u>
Unrestricted funds					
General funds	<u>1,320,421</u>	<u>155,089</u>	<u>(1,600)</u>	<u>-</u>	<u>1,473,910</u>
Total funds	<u>17,076,429</u>	<u>7,865,494</u>	<u>(8,358,891)</u>	<u>(414,000)</u>	<u>16,169,032</u>

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets	-	-	18,366,575	18,366,575
Current assets	1,240,572	852,087	413,508	2,506,167
Creditors falling due within one year	(365,060)	(447,774)	(413,508)	(1,226,342)
Defined benefit pension liability	-	(4,010,000)	-	(4,010,000)
Total net assets	875,512	(3,605,687)	18,366,575	15,636,400

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2020 are represented by:				
Tangible fixed assets	-	-	18,556,719	18,556,719
Current assets	1,473,910	635,229	52,009	2,161,148
Creditors falling due within one year	-	(465,826)	(52,009)	(517,835)
Defined benefit pension liability	-	(4,031,000)	-	(4,031,000)
Total net assets	1,473,910	(3,861,597)	18,556,719	16,169,032

19 Capital commitments

	2021 £	2020 £
Expenditure contracted for but not provided in the accounts	1,990,056	23,950

The above commitment relates to capital expenditure, of which £2,300,900 will be funded by a local Government grant.

20 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:

	2021 £	2020 £
Amounts due within one year	18,353	18,345
Amounts due in two and five years	29,235	21,690
	47,588	40,035

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

21 Reconciliation of net expenditure to net cash flow from operating activities

	2021 £	2020 £
Net expenditure for the reporting period (as per the statement of financial activities)	(677,632)	(493,397)
Adjusted for:		
Capital grants from DfE and other capital income	(352,583)	(74,061)
Investment income receivable	(100)	(1,185)
Defined benefit pension costs less contributions payable	55,000	58,000
Defined benefit pension scheme finance cost	69,000	60,000
Depreciation of tangible fixed assets	799,328	771,044
(Increase) in debtors	(50,753)	(142,625)
Increase in creditors	294,999	299,025
Net cash provided by operating activities	137,259	476,801

22 Analysis of changes in net funds

	1 September 2020 £	Cash flows £	31 August 2021 £
Cash	1,764,952	(28,765)	1,736,187

23 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

24 Contingent liabilities

During the prior year, the court ruled in favour of an employee in respect of an employment tribunal. After the balance sheet date, an interim compensation payment was made to the employee and this has been accrued at the balance sheet date and is recognised as exceptional expenditure. A further liability is expected to arise, in relation to legal costs and further compensation, however the amount of the obligation cannot be estimated with sufficient reliability to recognise a provision.

Contingent asset

Prior to the balance sheet date, the Trust made an insurance claim in relation to legal costs and compensation awards in respect of the above employment tribunal. Exceptional income of £100,000 has been recognised within the Statement of Financial Activities. It is probable that further insurance reimbursements will be received up to the value of £150,000. An asset has not been recognised in respect of this as the amount of the reimbursement is dependant on the final legal costs and award amounts which are currently unknown.

Further details regarding the above is provided in the Exceptional items note and Events after the end of the reporting period note.

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

25 Events after the end of the reporting period

After the balance sheet date, an interim award payment of £465,060 was made in respect of an employment tribunal. The court ruled in favour of the employee during the prior year therefore the interim payment is an adjusting event after the reporting date and has been accrued at the balance sheet date. Refer to the Exceptional items note.

After the balance sheet date, an interim receipt of £100,000 was awarded in relation to a claim for legal expenses and compensation awards arising as a result of the employment tribunal. This is an adjusting post balance sheet event and has been accrued at the balance sheet date. Refer to the Exceptional items note.

26 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 Worcestershire County Council. Both are multi-employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2019.

Contributions amounting to £101,546 (TPS) and £17,369 (LGPS) were payable to the schemes at 31 August 2021 (2020 - £95,087 (TPS) and £16,345 (LGPS)) and are included within creditors.

Additional LGPS contributions amounting to £78,808 were prepaid at 31 August 2021 (2020: £75,833) and are included within prepayments.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

26 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration charge)
- 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. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to the TPS in the period amounted to £865,626 (2020: £822,154).

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 contributions are as noted below. The agreed contribution rates for future years are 35.69% for employers and 5.5 - 12.5% for employees.

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

Total contributions made	2021	2020
	£	£
Employer's contributions	295,000	272,000
Employees' contributions	51,000	49,000
	<hr/>	<hr/>
Total contributions	346,000	321,000
	<hr/> <hr/>	<hr/> <hr/>

Principal actuarial assumptions	2021	2020
	%	%
Rate of increase in salaries	4.2	3.90
Rate of increase for pensions in payment/inflation	2.8	2.50
Discount rate for scheme liabilities	1.7	1.80
Inflation assumption (CPI)	2.7	2.40
Commutation of pensions to lump sums	50	50.00
	<hr/> <hr/>	<hr/> <hr/>

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

26 Pension and similar obligations

(Continued)

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

	2021 Years	2020 Years
Retiring today		
- Males	22.7	22.6
- Females	25.1	25
Retiring in 20 years		
- Males	24.4	24.2
- Females	27.1	27

Scheme liabilities would have been affected by changes in assumptions as follows:

	2021	2020
Discount rate + 0.1%	(139,000)	(125,000)
Discount rate - 0.1%	139,000	125,000
Mortality assumption + 1 year	261,000	216,000
Mortality assumption - 1 year	(261,000)	(216,000)
CPI rate + 0.1%	140,000	128,000
CPI rate - 0.1%	(140,000)	(128,000)

The academy trust's share of the assets in the scheme

	2021 Fair value £	2020 Fair value £
Equities	3,293,000	2,088,000
Government bonds	-	212,000
Other bonds	4,000	168,000
Cash/liquidity	99,000	133,000
Property	174,000	171,000
Other assets	388,000	396,000
Total market value of assets	3,958,000	3,168,000

The actual return on scheme assets was £600,000 (2020: £193,000).

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

26 Pension and similar obligations	(Continued)	
Amount recognised in the Statement of Financial Activities	2021	2020
	£	£
Current service cost	347,000	321,000
Past service cost	-	6,000
Interest income	(59,000)	(52,000)
Interest cost	128,000	112,000
Administration expenses	3,000	3,000
Total operating charge	419,000	390,000
Changes in the present value of defined benefit obligations	2021	2020
	£	£
At 1 September 2020	7,142,000	6,265,000
Current service cost	347,000	321,000
Interest cost	128,000	112,000
Employee contributions	51,000	49,000
Actuarial loss	396,000	555,000
Benefits paid	(153,000)	(166,000)
Past service cost	-	6,000
At 31 August 2021	7,911,000	7,142,000
Changes in the fair value of the academy trust's share of scheme assets	2021	2020
	£	£
At 1 September 2020	3,111,000	2,766,000
Interest income	59,000	52,000
Actuarial gain	541,000	141,000
Employer contributions	295,000	272,000
Employee contributions	51,000	49,000
Benefits paid	(153,000)	(166,000)
Effect of non-routine settlements and administration expenses	(3,000)	(3,000)
At 31 August 2021	3,901,000	3,111,000

JOHN KYRLE HIGH SCHOOL & SIXTH FORM CENTRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

27 Related party transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH, including notifying the ESFA of all transactions made on or after 1 April 2020 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the period of account (2020: £Nil), other than certain trustees' remuneration and expenses already disclosed in note 10.

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