

Cams Hill School
(A Company Limited by Guarantee)
Annual Report and Financial Statements
Year ended 31 August 2020

Company Registration Number:
07751232 (England and Wales)

Cams Hill School

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Cams Hill School

Reference and Administrative Details

Members:

A Kaye
A Williams
J Bowles
N Rawlings
R Cheatle

Trustees:

J Anderson (resigned 1 October 2019)
J Bowles
S Brooker
N Bryce (appointed 16 November 2020)
B Challoner (resigned 21 September 2020)
R Cheatle
H Farmer (appointed 14 October 2019)
G Harrison-Jones
J Jones (resigned 15 October 2020)
A Kaye
C Keep
J Kent (appointed 16 February 2020)
T Noble
V Quilter (appointed 7 October 2020)
N Rawlings
S Read
C Reilly
N Trend
A Williams

Senior Management Team:

| | |
|------------------------|------------------------------------|
| G Harrison-Jones | Headteacher |
| R Matthews Deputy | Headteacher |
| I Hudson Assistant | Headteacher |
| J Lawrence Assistant | Headteacher |
| T Noble Assistant | Head teacher |
| A Potts Assistant | Headteacher |
| C Nunn School Business | Infrastructure and Finance Manager |
| M Charles | IT Systems and Networks Manager |

Company Name
Cams Hill School

Cams Hill School

Reference and Administrative Details

Principal and Registered Office
Shearwater Avenue
Fareham
Hampshire
PO16 8AH

Company Registration Number
07751232 (England and Wales)

Independent Auditor
Hopper Williams & Bell Limited
Statutory Auditor
Highland House
Mayflower Close
Chandlers Ford
Eastleigh
Hampshire
SO53 4AR

Bankers
Lloyds Bank Plc
PO Box 1000
BX1 1LT

Solicitors
DAS Law
North Quay
Temple Black
Bristol
BS1 6FL

Cams Hill School

Trustees' Report

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2020. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

Structure, Governance and Management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Cams Hill School are also the directors of the charitable company for the purposes of company law. The charitable company operates as Cams Hill School.

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

Cams Hill School holds an insurance policy with Zurich Municipal Policy Number KSC-272013-8243 which includes Governors' liability insurance. This qualifies as third party indemnity insurance, as defined by Section 234 of the Companies Act 2006.

Method of Recruitment and Appointment or Election of Trustees

They will be recruited according to the provisions of the Articles of Association as follows:

- a) Up to 16 Governors appointed by the Cams Hill Academy Trust
- b) Two Staff Governors appointed from candidates by election, if necessary
- c) One Local Authority Governor if the LA wishes to make an appointment
- d) A minimum of one Parent Governors appointed by election, if necessary, from the parents of children currently attending the school
- e) the Headteacher
- f) Up to two Governors co-opted, for example, to bring specific skills to the Board. This could result from a need identified by a skills audit or following a recommendation from an existing governor

Cams Hill School

Trustees' Report

Policies and Procedures Adopted for the Induction and Training of Trustees

All Governors are issued with a welcome pack and meet with the Headteacher and Chair of Governors. All new Governors attend a Local Authority Induction Course. The Training Liaison Governor will discuss training course requirements with the new Governors. In house training, and/or external speaker presentations are provided to Governors 3 times a year. The Governors have access to the resources at the National Governors Association (NGA), Hampshire Governors web portal along with a specific subscription to 'The Key' governor website.

Organisational Structure

The academy was set up with a management structure to support the Education Brief. The organisational structure consists of the Governors and Senior Leadership Team.

The Governors are responsible for setting general policy, adopting an annual plan and budget, monitoring its financial and operational performance, making strategic decisions about the direction of the Academy, approving major items of expenditure and making senior staff appointments.

The Governing Body consists of four main committees (Curriculum, Finance, Audit and Premises), three Sub Committees (Executive and Personnel, Admissions, and Headteacher Performance Management Review), and six Committees that meet when required (Pupil Discipline, Admissions Appeal, Staff Dismissal, Staff Dismissal Appeal, Governors' Complaints Panel and ICT Working Group).

From the Summer Term 2015, the Governing Body reduced the Committees down to three core Committees plus Full Board of Governors. Finance, Audit and Premises is now within Resources, Curriculum is now Teaching and Learning and a new committee for Pastoral. Ad hoc committees are owned by these core committees. Governors sit on one core committee each. New Terms of Reference have been ratified.

The Governors have approved a scheme of financial delegation which clearly sets out the level of financial authority delegated to the Headteacher, Senior Leadership team and beyond

The Headteacher and Senior Leadership Team manage the Academy at an executive level implementing all policies approved by the governors and the teaching and curriculum at the Academy. They are responsible for the authorization of spending within agreed budgets and limits and for the appointment of staff with the exception of Senior Leadership Team members. The Headteacher is the Academy Trust's Accounting Officer.

Arrangements for setting pay and remuneration of key management personnel

Pay and remuneration is set and reviewed annually by the Governing Body. Further details are given in the academy's pay and remuneration policy.

Cams Hill School

Trustees' Report

Trade union facility time

The Academy Trust did not have any relevant union officials during the year and no facility time was provided.

Related Parties and other Connected Charities and Organisations

The Academy Trust has no connected organisations. There are no Related Party Relationships other than those noted in the notes to the financial statements.

Objectives and Activities

Objects and Aims

The Academy Trust's objective is set out in the Articles of Association and referred to above. In summary, it is to establish, maintain, manage and develop a school offering a broad and balanced curriculum with an emphasis on ensuring individual progress in line with or above expectations.

In accordance with the Articles of Association the Academy has adopted a Funding Agreement approved by the Secretary of State for Education. The Funding Agreement specifies, amongst other things, the basis for admitting pupils to the Academy. The capacity of the Academy is 1,200 (currently 1,167) in the age range 11 – 16 and is an all ability inclusive school operating an 'Equal Preference' admissions system. The school has increased its intake for the past 5 years. This will cease now the school has 8 rather than 7 form entry (210 to 240) throughout, having reached maximum capacity September 2017.

Objectives, Strategies and Activities

Cams Hill School is a converter academy which exists to provide a high quality education for 11 to 16 year old pupils of all abilities. The academy is committed to supporting all children to do their best through cognitive, creative, physical, personal and social achievements. Special emphasis is placed on academic achievement because this is where the academy can make the greatest differences to pupils' lives. The academy aims to enable each emerging adult to take his or her place in society as an industrious, happy, self-motivated individual. The academy hopes that each will contribute to the development of society and its improvement, demonstrate resilience, tolerance and respect for self and for the welfare of others, a positively questioning attitude, the ability to discriminate, and the flexibility and resilience to adapt in a rapidly changing world.

Cams Hill School

Trustees' Report

Objectives, Strategies and Activities (continued)

In doing so, the academy will meet all statutory requirements and provide value for money. The academy set objectives for the year ended 31 August 2020 which focussed on:

1. Increase the percentage of grades 7-9
 - Class of 2020 25% (Class of 2019 19%)
2. Increase the focus on progress made by high ability (on entry) pupils
 - Class of 2020 0.00 in line with progress of high attainers nationally. (2019-0.31)
 - (longer term whole school KS3 and 4 focus on high ability on entry pupils stretch, challenge)
3. Increase English and Maths 9-5 basics
 - Class of 2020 60% (Class of 2019 50%) This is above prediction as at September 2019 and therefore an aspirational target. The gap needs to be squeezed to less than 20% 9-4 / 9-5.
4. Improve progress and attainment outcomes for specific pupil groups in the class of 2020 cohort.
 - SEN in line with national / like for like comparison (2019 below)
 - PP -0.15
5. Improve pupil progress and attainment across all subjects
Class of 2020 Subject Focus Areas;
 - English 5+ 75% 7-9 28%
 - Geography 5+ 77% 7-9 28%
 - MfL positive SPI across all 3 languages. (small cohorts) Predictions more in line.
 - D&T positive SPI across all quals. (small cohorts) Predictions more in line with outcomes.
6. Develop the proactive, pupil driven eco strategy with measurable impact – 'There is no Planet B'.
7. Increase school / community partnerships and involvement locally and wider.
8. Ensure high quality learning experiences for all pupils through a prioritised maintenance programme of premises and site.
9. Increase revenue generating opportunities for the school.

Public Benefit

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

Cams Hill School

Trustees' Report

Strategic Report

Achievements and Performance

Cams Hill School conducted the robust and rigorous process of moderating CAGs for them to be awarded for the Summer 2020 exam series to its class of 2020. Headline data for this group has not been shared due to the extraordinary circumstances surrounding the global pandemic Covid-19 and the cancelling of the Summer exam series.

Cams Hill School is pleased the pupils achieved CAGs that enabled them to progress to their lives beyond school with confidence and resilience.

Going Concern

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

Financial Review

The majority of the Academy Trust's income is obtained from the Education & Skills Funding Agency (ESFA), in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2019 and the associated expenditure are shown as restricted funds in the statement of financial activities. Income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes.

The principal risks to the academy are financial and result from a projected deficit on the Local Government Pension Scheme, the likelihood of the Academy not meeting its budgetary deadlines (due to the failure of the ESFA to provide timely information) and risks associated with changes to funding formulas. In addition there are the usual risks associated with fraud, damage to reputation, and failure to maintain academic standards. Control measures have been put in place to mitigate all these risks.

Under Financial Reporting Standard No. 102, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff, to a restricted fund. This results in reducing the reserves shown in the total funds of the Academy. It should be noted that this does not present the Academy with any current liquidity problem. The Academy is currently paying increased employer contributions to reduce this deficit.

Cams Hill School

Trustees' Report

Reserves Policy

The level of reserves held takes into account the nature of the income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The Governors will keep the level of reserves under review.

The reserves as at 31 August 2020 were as follows:

- Unrestricted (free) reserves of £411,140
- A restricted fixed asset fund of £21,697,117, which can only be realised through disposal of tangible fixed assets
- A pension deficit of £2,177,000
- Other restricted funds of £1,300
- Total funds of £19,932,557

Investment Policy

In a period of financial uncertainty and low interest rates, the Academy Trust's policy has been to maximize liquidity and minimize risk. This is consistent with the expectation that public funds are provided to finance current education needs. This policy will be kept under review.

Principal Risks and Uncertainties

Income

As the Academy has one main funder, being the ESFA, there is reliance on this funding remaining at a level sufficient to cover the financial requirements of the Academy.

Risk of fraud/mismanagement

The Academy has appointed Hopper Williams & Bell Limited as internal auditor to carry out checks on financial systems and records as required by the Academies Financial Handbook. During the year checks were carried out on the payroll, authorisation of payments, nominal ledger coding and clearance of old sundry debit and credit balances. In addition an independent finance manager came into the school and helped prepare and review the financial information on a regular basis and carried out a regular peer review. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

Cash flow risk

The Academy currently has sufficient cash reserves and so can be considered to be a minimal risk. Cash flow forecasting forms part of the budgeting process.

Cams Hill School

Trustees' Report

Fundraising

As part of its work within the community, the academy trust raises funds in order to support its own operations and also to make donations to local and national charities. The academy trust undertakes all such activities itself, with the help of its students and their families. We confirm that when fundraising:

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

Plans for Future Periods

Cams Hill School has a clear and ambitious strategic improvement plan focusing on 9 key priority areas. These are detailed in our school improvement plan 2019-2020. This SIP is closely monitored across the academic year by and with the Governing Board. There are three points of review and update including a RAG system to indicate progress towards achieving each target.

Working in collaboration with local schools and colleges across all phases remains a key priority to ensure that there is the opportunity to benchmark and barometer successes and developments focusing on high impact.

Ensuring that the school is financially secure is a key priority and financial mitigation discussions have already taken place amongst the senior leadership team and the Board of Governors.

Funds Held as Custodian Trustee on Behalf of Others

The academy trust does not hold any funds as custodian trustee on behalf of others.

Auditor

Insofar as the trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 7 December 2020 and signed on the board's behalf by:


Ann Williams (Dec 12, 2020 13:35 GMT)

A Williams
Trustee

Cams Hill School

Governance Statement

Scope of Responsibility

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

The board of trustees 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 Cams Hill School and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

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

| Governor | Meetings attended | Out of a possible |
|--|-------------------|-------------------|
| Jorden Anderson (resigned 1 October 2019) | 2 | 2 |
| Ms JoAnna Bowles | 6 | 7 |
| Mrs Sara Brooker | 5 | 7 |
| Ms Beth Challoner | 4 | 7 |
| Mr Richard Cheatle | 5 | 7 |
| Mrs Helen Farmer (appointed 14 October 2019) | 5 | 5 |
| Mrs Gwennan Harrison-Jones | 7 | 7 |
| Mrs Jennifer Jones | 6 | 7 |
| Mr Andrew Kaye | 5 | 7 |
| Mr Chris Keep | 3 | 7 |
| Mrs Jane Kent (appointed 16 February 2020) | 2 | 2 |
| Ms Tanya Noble | 5 | 7 |
| Mrs Nicola Rawlings | 4 | 7 |
| Mrs Sonya Read | 4 | 7 |
| Mr Chris Reilly | 4 | 7 |
| Mrs Nicola Trend | 6 | 7 |
| Mrs Ann Williams | 7 | 7 |

The Governors review their skill sets and assess training needs on a regular basis. They have signed up to governor training services with the Local Authority, which provides training for governors who wish to attend. Certain governors have attended workshops to establish an appropriate governance structure. The Governors will be continuing to review training and skill set needs over the coming year.

Cams Hill School

Governance Statement

Governance (continued)

The Resources Committee is a committee of the main governing body. Its purpose is to prepare the draft budget for the Governing Body to consider and approve, to monitor the progress of all expenditure, identifying the reasons for any variations and virements over £50k and to take decisions on financial matters that need to be dealt with between meetings of the Governing Body whilst providing guidance on all financial matters. Attendance at meetings in the year was as follows:

| Governor | Meetings attended | Out of a possible |
|--|-------------------|-------------------|
| Ms Beth Challoner | 5 | 7 |
| Mrs Gwennan Harrison-Jones | 7 | 7 |
| Mr Chris Keep | 6 | 7 |
| Mrs Jane Kent (appointed 16 February 2020) | 2 | 3 |
| Mrs Nicola Rawlings | 4 | 7 |
| Mrs Ann Williams | 6 | 7 |

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:

- Close monitoring of existing contracts to ensure they are meeting their obligations and ensuring the costs are controlled appropriately;
- Minimising waste, inefficiency and ineffectiveness;
- Reviewing and evaluating staffing expenditure to rationalise costs and inspire efficiency;
- Review all budget arrangements for all budget holders to ensure greater transparency and effectiveness.

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 Cams Hill School for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

Cams Hill School

Governance Statement

Capacity to Handle Risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees
- regular reviews by the finance and general purposes committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties
- identification and management of risks

The board of trustees has considered the need for a specific internal audit function and has decided to appoint an audit committee from 1 September 2020 which will decide in what areas the school requires additional internal audits. Any company used will be independent of the year end auditors Hopper Williams & Bell Limited.

During the year the board of trustees planned to complete financial, safeguarding and health and safety internal scrutiny reports. Due to the impact of Covid-19, only safeguarding and health and safety reports could be completed.

Cams Hill School

Governance Statement

Review of Effectiveness

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

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

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

Approved by order of the members of the board of trustees on 7 December 2020 and signed on its behalf by:


Ann Williams (Dec 12, 2020 13:35 GMT)

A Williams
Trustee


Gwennan Harrison-Jones (Dec 14, 2020 09:21 GMT)

G Harrison-Jones
Accounting Officer

Cams Hill School

Statement of Regularity, Propriety and Compliance

As accounting officer of Cams Hill School I have considered my responsibility to notify the academy trust board of trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2019.

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.

Gwennan Harrison-Jones
Gwennan Harrison-Jones (Dec 14, 2020 09:21 GMT)

G Harrison-Jones
Accounting Officer
7 December 2020

Cams Hill School

Statement of Trustees' Responsibilities

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

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

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

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

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

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

Approved by order of the members of the board of trustees on 7 December 2020 and signed on its behalf by:


Ann Williams (Dec 12, 2020 13:35 GMT)

A Williams
Trustee

Cams Hill School

Independent Auditor's Report on the Financial Statements to the Members of Cams Hill School

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been properly prepared in accordance with the Charities SORP 2019 and Academies Accounts Direction 2019 to 2020.

Basis for opinion

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

Conclusions relating to going concern

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

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

Cams Hill School

Independent Auditor's Report on the Financial Statements to the Members of Cams Hill School

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Cams Hill School

Independent Auditor's Report on the Financial Statements to the Members of Cams Hill School

Responsibilities of the trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable to preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

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

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

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.

Hopper Williams & Bell Limited
Hopper Williams & Bell Limited (Dec 15, 2020 13:53 GMT)

D Brookes FCA (Senior statutory auditor)

For and on behalf of Hopper Williams & Bell Limited

Statutory Auditor

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

Date 15/12/2020

Cams Hill School

Independent Reporting Accountant's Assurance Report on Regularity to Cams Hill School and the Education & Skills Funding Agency

In accordance with the terms of our engagement letter dated 1 September 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Cams Hill School during the period 1 September 2019 to 31 August 2020 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 the Board of Trustees and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Cams Hill School and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Cams Hill School and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Cams Hill School's accounting officer and the reporting accountant
The accounting officer is responsible, under the requirements of Cams Hill School's funding agreement with the Secretary of State for Education dated 1 October 2011 and the Academies Financial Handbook, extant from 1 September 2019, 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 2019 to 2020. 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 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Cams Hill School

Independent Reporting Accountant's Assurance Report on Regularity to Cams Hill School and the Education & Skills Funding Agency

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

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

Cams Hill School

Independent Reporting Accountant’s Assurance Report on Regularity to Cams Hill School and the Education & Skills Funding Agency

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Hopper Williams & Bell Limited

Hopper Williams & Bell Limited (Dec 15, 2020 13:53 GMT)

D Brookes FCA
Reporting Accountant
Hopper Williams & Bell Limited
Chartered Accountants
Highland House, Mayflower Close, Chandlers Ford, Eastleigh SO53 4AR

Date 15/12/2020

Cams Hill School

Statement of Financial Activities for the year ended 31 August 2020 (including Income and Expenditure Account)

| | Note | Un- restricted funds £ | Restricted General Funds £ | Restricted Pension Funds £ | Restricted Fixed Asset Funds £ | 2019/20 Total £ | 2018/19 Total £ |
|------------------------------------|------|---------------------------------|-------------------------------------|-------------------------------------|---|-----------------------|-----------------------|
| Income and endowments from: | | | | | | | |
| Donations and capital grants | 2 | - | - | - | 569,050 | 569,050 | 92,205 |
| Charitable activities: | | | | | | | |
| Funding for the academy | | | | | | | |
| trust's educational operations | 3 | - | 6,258,501 | - | - | 6,258,501 | 5,742,188 |
| Other trading activities | 4 | 25,005 | 475,147 | - | - | 500,152 | 731,351 |
| Investments | 5 | 2,574 | - | - | - | 2,574 | 4,147 |
| Total | | 27,579 | 6,733,648 | - | 569,050 | 7,330,277 | 6,569,891 |
| Expenditure on: | | | | | | | |
| Charitable activities: | | | | | | | |
| Academy trust educational | | | | | | | |
| operations | 7 | - | 6,882,345 | 234,000 | 576,092 | 7,692,437 | 7,291,717 |
| Net income / (expenditure) | | 27,579 | (148,697) | (234,000) | (7,042) | (362,160) | (721,826) |
| Transfers between funds | 16 | (235,467) | 142,497 | - | 92,970 | - | - |
| Other recognised gains / (losses): | | | | | | | |
| Actuarial losses on defined | | | | | | | |
| benefit pension schemes | 25 | - | - | (57,000) | - | (57,000) | (577,000) |
| Net movement in funds | | (207,888) | (6,200) | (291,000) | 85,928 | (419,160) | (1,298,826) |
| Reconciliation of funds | | | | | | | |
| Total funds brought forward | | 619,028 | 7,500 | (1,886,000) | 21,611,189 | 20,351,717 | 21,650,543 |
| Total funds carried forward | | 411,140 | 1,300 | (2,177,000) | 21,697,117 | 19,932,557 | 20,351,717 |

The notes on pages 25 to 48 form part of these financial statements.

Cams Hill School

Balance Sheet as at 31 August 2020

Company Number 07751232

| | Note | 2020 £ | 2020 £ | 2019 £ | 2019 £ |
|--|------|--------------------|-------------------|--------------------|-------------------|
| Fixed assets | | | | | |
| Tangible assets | 11 | | 21,182,371 | | 21,601,189 |
| Investments | 12 | | <u>1</u> | | <u>-</u> |
| | | | 21,182,372 | | 21,601,189 |
| Current assets | | | | | |
| Stock | 13 | 2,060 | | 1,600 | |
| Debtors | 14 | 776,350 | | 248,637 | |
| Cash at bank and in hand | | <u>836,385</u> | | <u>1,001,496</u> | |
| | | 1,614,795 | | 1,251,733 | |
| Liabilities | | | | | |
| Creditors: Amounts falling due within one year | 15 | <u>(687,610)</u> | | <u>(615,205)</u> | |
| Net current assets | | | <u>927,185</u> | | <u>636,528</u> |
| Total assets less current liabilities | | | 22,109,557 | | 22,237,717 |
| Defined benefit pension scheme liability | 25 | | (2,177,000) | | (1,886,000) |
| Total net assets | | | <u>19,932,557</u> | | <u>20,351,717</u> |
| Funds of the academy trust: | | | | | |
| Restricted funds | | | | | |
| Fixed asset fund | 16 | 21,697,117 | | 21,611,189 | |
| Restricted income fund | 16 | 1,300 | | 7,500 | |
| Pension reserve | 16 | <u>(2,177,000)</u> | | <u>(1,886,000)</u> | |
| Total restricted funds | | | 19,521,417 | | 19,732,689 |
| Unrestricted income funds | 16 | | 411,140 | | 619,028 |
| Total funds | | | <u>19,932,557</u> | | <u>20,351,717</u> |

The financial statements on pages 22 to 48 were approved by the trustees and authorised for issue on 7 December 2020 and are signed on their behalf by:

Ann Williams

Ann Williams (Dec 12, 2020 13:35 GMT)

A Williams
Trustee

The notes on pages 25 to 48 form part of these financial statements.

Cams Hill School

Statement of Cash Flows for the year ended 31 August 2020

| | Note | 2020 £ | 2019 £ |
|---|------|------------------|------------------|
| Cash flows from operating activities | | | |
| Net cash provided by (used in) operating activities | 20 | (613,224) | 23,870 |
| Cash flows from investing activities | 21 | 448,113 | 39,476 |
| Change in cash and cash equivalents in the reporting period | | <u>(165,111)</u> | <u>63,346</u> |
| Cash and cash equivalents at 1 September 2019 | | 1,001,496 | 938,150 |
| Cash and cash equivalents at 31 August 2020 | 22 | <u>836,385</u> | <u>1,001,496</u> |

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

1 Accounting policies

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

Basis of Preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Going Concern

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

Income

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

- Grants

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

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

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

- 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.

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

Income (continued)

- Other Income
Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the academy trust has provided the goods or services.
- Donated goods, facilities and services
Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

Tangible Fixed Assets

Assets costing £3,500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

| | |
|-----------------------------|---|
| Freehold Land and Buildings | 2% straight line on buildings; not provided on land |
| Furniture and Equipment | 10 years straight line |
| Computer Equipment | 3 years straight line |
| Motor Vehicles | 7 years straight line |

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

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

Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

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.

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

Leased Assets

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

Investments

The academy's shareholding in the wholly owned subsidiary, XXXXXXXXXXXX Limited, is included in the balance sheet at the cost of the share capital owned less any impairment. There is no readily available market value and the cost of valuation exceeds the benefit derived.

Financial Instruments

The academy trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy trust and their measurement basis are as follows:

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Amounts due from the charity's wholly owned subsidiary are held at face value less any impairment.

Cash at bank

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

Financial liabilities

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

Stock

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

Taxation

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

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

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

Pensions Benefits

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

Fund Accounting

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

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

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

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The assumptions used are disclosed in note 25.

Critical areas of judgement

There are no other critical areas of judgement.

2 Donations and capital grants

| | Unrestricted funds | Restricted funds | 2019/20 Total | 2018/19 Total |
|----------------|-----------------------|---------------------|------------------|------------------|
| | £ | £ | £ | £ |
| Capital grants | - | 569,050 | 569,050 | 92,205 |
| Total 2019 | - | 92,205 | 92,205 | |

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

3 Funding for the Academy Trust's educational operations

| | Unrestricted funds £ | Restricted funds £ | 2019/20 Total £ | 2018/19 Total £ |
|--|----------------------------|--------------------------|-----------------------|-----------------------|
| DfE / ESFA grants | | | | |
| General Annual Grant (GAG) | - | 5,544,507 | 5,544,507 | 5,381,416 |
| Pupil Premium | - | 173,805 | 173,805 | 171,541 |
| Other DfE Group grants | - | 322,879 | 322,879 | 62,919 |
| | - | 6,041,191 | 6,041,191 | 5,615,876 |
| Other government grants | | | | |
| Local authority grants | - | 52,396 | 52,396 | 51,023 |
| Other income from the academy trust's educational operations | | | | |
| Other income | - | 164,914 | 164,914 | 75,289 |
| | - | 6,258,501 | 6,258,501 | 5,742,188 |
| Total 2019 | - | 5,742,188 | 5,742,188 | |

4 Other trading activities

| | Unrestricted funds £ | Restricted funds £ | 2019/20 Total £ | 2018/19 Total £ |
|----------------------|----------------------------|--------------------------|-----------------------|-----------------------|
| Hire of facilities | 25,005 | - | 25,005 | 31,394 |
| Catering income | - | 150,483 | 150,483 | 204,665 |
| Clubs and trips | - | 266,665 | 266,665 | 411,740 |
| Other trading income | - | 57,999 | 57,999 | 83,552 |
| | 25,005 | 475,147 | 500,152 | 731,351 |
| Total 2019 | 31,394 | 699,957 | 731,351 | |

5 Investment income

| | Unrestricted funds £ | Restricted funds £ | 2019/20 Total £ | 2018/19 Total £ |
|---------------------|----------------------------|--------------------------|-----------------------|-----------------------|
| Short term deposits | 2,574 | - | 2,574 | 4,147 |
| Total 2019 | 4,147 | - | 4,147 | |

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

6 Expenditure

| | Staff costs £ | Non Pay Expenditure | | Total 2019/20 £ | Total 2018/19 £ |
|-----------------------------------|------------------|---------------------|------------------|-----------------------|-----------------------|
| | | Premises £ | Other £ | | |
| Academy's educational operations: | | | | | |
| Direct costs | 4,499,973 | - | 612,702 | 5,112,675 | 4,764,454 |
| Allocated support costs | 1,119,433 | 656,215 | 804,114 | 2,579,762 | 2,527,263 |
| | <u>5,619,406</u> | <u>656,215</u> | <u>1,416,816</u> | <u>7,692,437</u> | <u>7,291,717</u> |
| Total 2019 | <u>5,149,599</u> | <u>515,984</u> | <u>1,626,134</u> | <u>7,291,717</u> | |

Net income/(expenditure) for the period includes:

| | 2019/20 £ | 2018/19 £ |
|------------------------------|--------------|--------------|
| Operating lease rentals | 57,374 | 64,271 |
| Depreciation | 542,328 | 538,447 |
| Fees payable to auditor for: | | |
| Audit | 7,725 | 7,650 |
| Other services | <u>3,755</u> | <u>5,660</u> |

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

7 Charitable activities

| | 2019/20 Total £ | 2018/19 Total £ |
|---------------|-----------------------|-----------------------|
| Direct costs | 5,112,675 | 4,764,454 |
| Support costs | 2,579,762 | 2,527,263 |
| | <u>7,692,437</u> | <u>7,291,717</u> |

Analysis of support costs:

| | Educational operations £ | 2019/20 Total £ | 2018/19 Total £ |
|---------------------|--------------------------------|-----------------------|-----------------------|
| Support staff costs | 1,119,433 | 1,119,433 | 1,189,241 |
| Depreciation | 542,328 | 542,328 | 538,447 |
| Technology costs | 106,770 | 106,770 | 122,507 |
| Premises costs | 656,215 | 656,215 | 515,984 |
| Other support costs | 143,486 | 143,486 | 147,774 |
| Governance costs | 11,530 | 11,530 | 13,310 |
| Total support costs | <u>2,579,762</u> | <u>2,579,762</u> | <u>2,527,263</u> |

Total 2019 2,527,263 2,527,263

Premises costs includes £33,764 (2019: £nil) in respect of expenditure on capital projects, which were funded by capital grants from the ESFA.

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

8 Staff

a) Staff costs

Staff costs during the period were:

| | 2019/20 | 2018/19 |
|-----------------------|------------------|------------------|
| | £ | £ |
| Wages and salaries | 4,120,989 | 3,910,405 |
| Social security costs | 374,646 | 350,804 |
| Pension costs | 1,096,959 | 829,350 |
| | <u>5,592,594</u> | <u>5,090,559</u> |
| Agency staff costs | 26,812 | 59,040 |
| | <u>5,619,406</u> | <u>5,149,599</u> |

b) Staff numbers

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

| | 2019/20 | 2018/19 |
|----------------------------|------------|------------|
| | No. | No. |
| Teachers | 83 | 71 |
| Administration and support | 116 | 111 |
| Management | 8 | 9 |
| | <u>207</u> | <u>191</u> |

c) Higher paid staff

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

| | 2019/20 | 2018/19 |
|--------------------|---------|---------|
| | No. | No. |
| £60,001 - £70,000 | 3 | 1 |
| £90,001 - £100,000 | 1 | 1 |

d) Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £629,164 (2019: £571,655).

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

9 Related Party Transactions – Trustees' remuneration and expenses

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

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

| | | 2019/20 | 2018/19 |
|---|---------------------------------------|---------|---------|
| | | £000 | £000 |
| J Anderson (Staff trustee to 1 October 2019) | Remuneration | 0-5 | 15-20 |
| | Employer's pension contributions paid | 0-5 | 0-5 |
| S Brooker (Staff trustee) | Remuneration | 25-30 | 25-30 |
| | Employer's pension contributions paid | 0-5 | 0-5 |
| G Harrison-Jones (Staff trustee) | Remuneration | 95-100 | 90-95 |
| | Employer's pension contributions paid | 10-15 | 15-20 |
| T Noble (Staff trustee) | Remuneration | 50-55 | 50-55 |
| | Employer's pension contributions paid | 5-10 | 5-10 |

During the period ended 31 August 2020, travel and subsistence expenses totalling £631 were reimbursed or paid directly to two trustees (2019: £423 to three trustees).

10 Trustees and officers insurance

In accordance with normal commercial practice, the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5m on any one claim and the cost for the period ended 31 August 2020 is included in the total insurance cost.

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

11 Tangible fixed assets

| | Freehold Land and Buildings £ | Furniture and Equipment £ | Computer Equipment £ | Motor Vehicles £ | Total £ |
|---------------------|--|------------------------------------|----------------------------|------------------------|-------------------|
| Cost | | | | | |
| At 1 September 2019 | 24,942,560 | 130,530 | 377,806 | 46,900 | 25,497,796 |
| Acquisitions | 4,932 | 40,696 | 60,304 | 17,578 | 123,510 |
| At 31 August 2020 | <u>24,947,492</u> | <u>171,226</u> | <u>438,110</u> | <u>64,478</u> | <u>25,621,306</u> |
| Depreciation | | | | | |
| At 1 September 2019 | 3,529,628 | 54,746 | 285,778 | 26,455 | 3,896,607 |
| Charged in year | 464,220 | 12,593 | 61,320 | 4,195 | 542,328 |
| At 31 August 2020 | <u>3,993,848</u> | <u>67,339</u> | <u>347,098</u> | <u>30,650</u> | <u>4,438,935</u> |
| Net book values | | | | | |
| At 31 August 2019 | 21,412,932 | 75,784 | 92,028 | 20,445 | 21,601,189 |
| At 31 August 2020 | <u>20,953,644</u> | <u>103,887</u> | <u>91,012</u> | <u>33,828</u> | <u>21,182,371</u> |

12 Investments

| | 2019/20 £ | 2018/19 £ |
|------------------------------|--------------|--------------|
| Shares in group undertakings | <u>1</u> | - |

The investment represents 100% of the ordinary share capital of Cams Hill Agency Limited, company number 11964607, whose principal activity is to carry out trading activities in support of the academy. The company is currently dormant.

13 Stock

| | 2019/20 £ | 2018/19 £ |
|-----------------|--------------|--------------|
| Catering stocks | <u>2,060</u> | 1,600 |

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

14 Debtors

| | 2019/20 | 2018/19 |
|--------------------------------|----------------|----------------|
| | £ | £ |
| Trade debtors | 2,951 | 6,863 |
| VAT recoverable | 75,381 | 51,586 |
| Other debtors | 35,201 | 1,823 |
| Prepayments and accrued income | 662,817 | 188,365 |
| | <u>776,350</u> | <u>248,637</u> |

15 Creditors: amounts falling due within one year

| | 2019/20 | 2018/19 |
|---|----------------|----------------|
| | £ | £ |
| Trade creditors | 343,117 | 198,528 |
| Other taxation and social security | 87,876 | 88,508 |
| Other creditors falling due within one year | 105,693 | 80,078 |
| Accruals and deferred income | 150,924 | 248,091 |
| | <u>687,610</u> | <u>615,205</u> |

| | 2019/20 | 2018/19 |
|-------------------------------------|---------------|----------------|
| | £ | £ |
| Deferred income at 1 September 2019 | 124,002 | 98,701 |
| Released from previous years | (124,002) | (98,701) |
| Resources deferred in the year | 79,396 | 124,002 |
| Deferred income at 31 August 2020 | <u>79,396</u> | <u>124,002</u> |

At the balance sheet date the academy trust was holding funds received in advance for for trips and other income in relation to the forthcoming academic year.

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

16 Funds

| | Balance at 1 September 2019 £ | Income £ | Expenditure £ | Transfers £ | Gains and losses £ | Balance at 31 August 2020 £ |
|-------------------------------------|--|------------------|--------------------|------------------|--------------------------|--------------------------------------|
| Restricted general funds | | | | | | |
| General Annual Grant (GAG) | - | 5,544,507 | (5,687,004) | 142,497 | - | - |
| Pupil Premium | - | 173,805 | (173,805) | - | - | - |
| Other DfE/ESFA grants | - | 322,879 | (322,879) | - | - | - |
| Other government grants | - | 52,396 | (52,396) | - | - | - |
| William Price Trust | 7,500 | - | (6,200) | - | - | 1,300 |
| Other educational activities | - | 640,061 | (640,061) | - | - | - |
| | 7,500 | 6,733,648 | (6,882,345) | 142,497 | - | 1,300 |
| Pension reserve | (1,886,000) | - | (234,000) | - | (57,000) | (2,177,000) |
| | <u>(1,878,500)</u> | <u>6,733,648</u> | <u>(7,116,345)</u> | <u>142,497</u> | <u>(57,000)</u> | <u>(2,175,700)</u> |
| Restricted fixed asset funds | | | | | | |
| Fixed asset fund | 21,601,189 | - | (542,328) | 123,511 | - | 21,182,372 |
| ESFA capital grants (DFC) | - | 23,541 | - | (23,541) | - | - |
| ESFA capital grants (CIF) | - | 538,509 | (33,764) | - | - | 504,745 |
| William Price Trust | 10,000 | 7,000 | - | (7,000) | - | 10,000 |
| | <u>21,611,189</u> | <u>569,050</u> | <u>(576,092)</u> | <u>92,970</u> | <u>-</u> | <u>21,697,117</u> |
| Total restricted funds | <u>19,732,689</u> | <u>7,302,698</u> | <u>(7,692,437)</u> | <u>235,467</u> | <u>(57,000)</u> | <u>19,521,417</u> |
| Total unrestricted funds | <u>619,028</u> | <u>27,579</u> | <u>-</u> | <u>(235,467)</u> | <u>-</u> | <u>411,140</u> |
| Total funds | <u>20,351,717</u> | <u>7,330,277</u> | <u>(7,692,437)</u> | <u>-</u> | <u>(57,000)</u> | <u>19,932,557</u> |

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Notes to the Financial Statements for the Year Ended 31 August 2020

16 Funds (continued)

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

General annual grant

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

Other DfE/ESFA grants

This is funding received from the ESFA for specific purposes, for example pupil premium funding.

Local authority grants

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

Other educational activities

This includes all other educational income/expenditure.

Pension reserve

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

Fixed asset fund

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

DfE/ESFA capital grants

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

Transfers between funds

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

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2020.

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

16 Funds (continued)

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

| | Balance at 1 September 2018 £ | Income £ | Expenditure £ | Transfers £ | Gains and losses £ | Balance at 31 August 2019 £ |
|------------------------------|--|-------------|------------------|----------------|--------------------------|--------------------------------------|
| Restricted general funds | | | | | | |
| General Annual Grant (GAG) | - | 5,381,416 | (5,456,041) | 74,625 | - | - |
| Pupil Premium | - | 171,541 | (171,541) | - | - | - |
| Other DfE/ESFA grants | - | 62,919 | (62,919) | - | - | - |
| Other government grants | - | 51,023 | (51,023) | - | - | - |
| William Price Trust | - | 10,000 | (2,500) | - | - | 7,500 |
| Other educational activities | - | 765,246 | (765,246) | - | - | - |
| | - | 6,442,145 | (6,509,270) | 74,625 | - | 7,500 |
| Pension reserve | (1,065,000) | - | (244,000) | - | (577,000) | (1,886,000) |
| | (1,065,000) | 6,442,145 | (6,753,270) | 74,625 | (577,000) | (1,878,500) |
| Restricted fixed asset funds | | | | | | |
| Fixed asset fund | 22,082,760 | - | (538,447) | 56,876 | - | 21,601,189 |
| ESFA capital grants (DFC) | - | 82,205 | - | (82,205) | - | - |
| William Price Trust | - | 10,000 | - | - | - | 10,000 |
| | 22,082,760 | 92,205 | (538,447) | (25,329) | - | 21,611,189 |
| Total restricted funds | 21,017,760 | 6,534,350 | (7,291,717) | 49,296 | (577,000) | 19,732,689 |
| Total unrestricted funds | 632,783 | 35,541 | - | (49,296) | - | 619,028 |
| Total funds | 21,650,543 | 6,569,891 | (7,291,717) | - | (577,000) | 20,351,717 |

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

17 Analysis of net assets between funds

| | Un- restricted funds | Restricted general funds | Restricted pension funds | Restricted fixed asset funds | Total funds |
|--------------------------|----------------------------|--------------------------------|--------------------------------|------------------------------------|-------------|
| | £ | £ | £ | £ | £ |
| Tangible fixed assets | - | - | - | 21,182,371 | 21,182,371 |
| Fixed asset investments | - | - | - | 1 | 1 |
| Current assets | 411,140 | 688,910 | - | 514,745 | 1,614,795 |
| Current liabilities | - | (687,610) | - | - | (687,610) |
| Pension scheme liability | - | - | (2,177,000) | - | (2,177,000) |
| Total net assets | 411,140 | 1,300 | (2,177,000) | 21,697,117 | 19,932,557 |

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

| | Un- restricted funds | Restricted general funds | Restricted pension funds | Restricted fixed asset funds | Total funds |
|--------------------------|----------------------------|--------------------------------|--------------------------------|------------------------------------|-------------|
| | £ | £ | £ | £ | £ |
| Tangible fixed assets | - | - | - | 21,601,189 | 21,601,189 |
| Current assets | 619,028 | 622,705 | - | 10,000 | 1,251,733 |
| Current liabilities | - | (615,205) | - | - | (615,205) |
| Pension scheme liability | - | - | (1,886,000) | - | (1,886,000) |
| Total net assets | 619,028 | 7,500 | (1,886,000) | 21,611,189 | 20,351,717 |

18 Capital commitments

| | 2019/20 | 2018/19 |
|--|---------|---------|
| | £ | £ |
| Contracted for, but not provided in the financial statements | 504,745 | - |

19 Commitments under operating leases

At 31 August 2020 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

| | 2019/20 | 2018/19 |
|--|---------|---------|
| | £ | £ |
| Amounts due within one year | 26,944 | 55,068 |
| Amounts due between one and five years | 20,408 | 29,280 |
| | 47,352 | 84,348 |

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

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

| | 2019/20 | 2018/19 |
|--|------------------|---------------|
| | £ | £ |
| Net expenditure for the reporting period | (362,160) | (721,826) |
| Adjusted for: | | |
| Depreciation | 542,328 | 538,447 |
| Capital grants from DfE and other capital income | (569,050) | (92,205) |
| Interest receivable | (2,574) | (4,147) |
| Defined benefit pension scheme cost less contributions payable | 202,000 | 217,000 |
| Defined benefit pension scheme finance cost | 32,000 | 27,000 |
| (Increase) / decrease in stocks | (460) | 1,242 |
| Increase in debtors | (527,713) | (7,526) |
| Increase in creditors | 72,405 | 65,885 |
| Net cash (used in) / provided by Operating Activities | <u>(613,224)</u> | <u>23,870</u> |

21 Cash flows from investing activities

| | 2019/20 | 2018/19 |
|--|----------------|---------------|
| | £ | £ |
| Dividends, interest and rents from investments | 2,574 | 4,147 |
| Purchase of investment in subsidiary company | (1) | - |
| Purchase of tangible fixed assets | (123,510) | (56,876) |
| Capital grants from DfE Group | 569,050 | 92,205 |
| Net cash provided by investing activities | <u>448,113</u> | <u>39,476</u> |

22 Analysis of cash and cash equivalents

| | 2019/20 | 2018/19 |
|--------------------------|----------------|------------------|
| | £ | £ |
| Cash at bank and in hand | <u>836,385</u> | <u>1,001,496</u> |

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

23 Analysis of changes in net debt

| | At 1 September 2019 £ | Cash flows £ | Acquisition/ disposal of subsidiaries £ | New finance leases £ | Other non-cash changes £ | At 31 August 2020 £ |
|-------|--------------------------------|--------------------|--|-------------------------------|-----------------------------------|------------------------------|
| Cash | 1,001,496 | (165,111) | - | - | - | 836,385 |
| Total | <u>1,001,496</u> | <u>(165,111)</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>836,385</u> |

24 Members liability

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

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

25 Pension and similar obligations

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £105,278 were payable to the schemes at 31 August 2020 (2019: £79,569) and are included within creditors.

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the period amounted to £929,959 (2019: £432,138).

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.

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

25 Pension and similar obligations (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was as follows:

| | 2020 | 2019 |
|--------------------------|----------------|----------------|
| | £ | £ |
| Employer's contributions | 167,000 | 178,000 |
| Employees' contributions | 50,000 | 50,000 |
| | <u>217,000</u> | <u>228,000</u> |

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

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

Principal actuarial assumptions

| | 2020 | 2019 |
|--|-------------|-------------|
| Rate of increase in salaries | 3.3% | 3.6% |
| Rate of increase for pensions in payment/inflation | 2.3% | 2.1% |
| Discount rate for scheme liabilities | 1.7% | 1.8% |
| Inflation assumption (CPI) | <u>2.3%</u> | <u>2.1%</u> |

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

| | 2020 | 2019 |
|----------------------|-------------|-------------|
| Retiring today | | |
| Males | 23.0 | 23.1 |
| Females | <u>25.5</u> | <u>25.8</u> |
| Retiring in 20 years | | |
| Males | 24.7 | 24.7 |
| Females | <u>27.2</u> | <u>27.6</u> |

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

25 Pension and similar obligations (continued)

| Sensitivity analysis | Increase/(reduction) in defined benefit obligation | |
|--|--|-----------|
| | 2020 | 2019 |
| | £ | £ |
| Discount rate +0.1% | (115,000) | (89,000) |
| Discount rate -0.1% | 120,000 | 91,000 |
| Mortality assumption – 1 year increase | 110,000 | 155,000 |
| Mortality assumption – 1 year decrease | (105,000) | (153,000) |

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

| | 2020 | 2019 |
|------------------------------|------------------|------------------|
| | £ | £ |
| Equities | 1,597,000 | 1,581,000 |
| Property | 169,000 | 189,000 |
| Government bonds | 546,000 | 541,000 |
| Cash | 45,000 | 50,000 |
| Other | 460,000 | 266,000 |
| Total market value of assets | <u>2,817,000</u> | <u>2,627,000</u> |

The actual return on scheme assets was £48,000 (2019: £144,000).

Amount recognised in the Statement of Financial Activities

| | 2019/20 | 2018/19 |
|-------------------------------------|----------------|----------------|
| | £ | £ |
| Current service cost | 369,000 | 272,000 |
| Past service cost | - | 123,000 |
| Interest income | (49,000) | (68,000) |
| Interest cost | 81,000 | 95,000 |
| Total amount recognised in the SOFA | <u>401,000</u> | <u>422,000</u> |

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

25 Pension and similar obligations (continued)

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

| | 2019/20 | 2018/19 |
|------------------------|------------------|------------------|
| | £ | £ |
| At 1 September | 4,513,000 | 3,405,000 |
| Current service cost | 369,000 | 272,000 |
| Interest cost | 81,000 | 95,000 |
| Employee contributions | 50,000 | 50,000 |
| Actuarial loss | 56,000 | 653,000 |
| Benefits paid | (75,000) | (85,000) |
| Past service cost | - | 123,000 |
| At 31 August | <u>4,994,000</u> | <u>4,513,000</u> |

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

| | 2019/20 | 2018/19 |
|-------------------------|------------------|------------------|
| | £ | £ |
| At 1 September | 2,627,000 | 2,340,000 |
| Interest income | 49,000 | 68,000 |
| Actuarial (loss) / gain | (1,000) | 76,000 |
| Employer contributions | 167,000 | 178,000 |
| Employee contributions | 50,000 | 50,000 |
| Benefits paid | (75,000) | (85,000) |
| At 31 August | <u>2,817,000</u> | <u>2,627,000</u> |

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2020

26 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 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial period.

Expenditure Related Party Transactions:

Read Electrical Services Limited – a company in which S Read (a trustee) is a director:

- The academy trust purchased services from Read Electrical Services Limited totalling £nil (2019: £5,775) during the period. There were no amounts outstanding at 31 August 2020 (2019: £nil).
- The academy trust made the purchase at arms' length following a competitive tendering exercise in accordance with its financial regulations, which S Read neither participated in, nor influenced.
- In entering into the transaction the academy trust has complied with the requirements of the Academies Financial Handbook 2019.
- The element above £2,500 has been provided 'at no more than cost' and Read Electrical Services Limited has provided a statement of assurance confirming this.

IN Maintenance – a business controlled by a close family member of C Nunn (a member of the senior leadership team):

- The academy trust purchased services from Read Electrical Services Limited totalling £14,825 (2019: £8,505) during the period. There were no amounts outstanding at 31 August 2020 (2019: £nil).
- The academy trust made the purchase at arms' length following a competitive tendering exercise in accordance with its financial regulations, which C Nunn neither participated in, nor influenced.
- In entering into the transaction the academy trust has complied with the requirements of the Academies Financial Handbook 2019.