

Cams Hill School
(A Company Limited by Guarantee)
Annual Report and Financial Statements
Year ended 31 August 2019

Company Registration Number:
07751232 (England and Wales)

Cams Hill School

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Cams Hill School

Reference and Administrative Details

Members:

J Bowles
R Cheatle
A Kaye
N Rawlings
A Williams

Trustees:

J Anderson (resigned 1 October 2019)
J Bowles
S Brooker
B Challoner (appointed 21 January 2019)
R Cheatle
H Farmer (appointed 14 October 2019)
J Fullarton (resigned 18 September 2018)
G Harrison-Jones
J Jones (appointed 21 January 2019)
A Kaye
C Keep (appointed 14 February 2019)
T Noble (appointed 10 December 2018)
N Rawlings
S Read
C Reilly
C Reilly
N Trend
A Williams
E Woollard

Senior Management Team:

G Harrison-Jones	Headteacher
R Matthews	Deputy Headteacher
I Hudson	Assistant Headteacher
J Lawrence	Assistant Headteacher
P Newman	Assistant Headteacher
T Noble	Assistant Head teacher
A Potts	Assistant Headteacher
J Greenham-Smith	Associate Assistant Headteacher
J Wilson	Associate Assistant Headteacher
C Nunn	School Business Infrastructure and Finance Manager
C Godrich	Business & HR Manager
M Charles	IT Systems and Networks Manager

Cams Hill School

Reference and Administrative Details

Company Name

Cams Hill School

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 2019. 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-27013-8243 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

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.

Cams Hill School

Trustees' Report

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.

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.

Cams Hill School

Trustees' Report

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.

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 2019 which focussed on:

- Improve whole school use of data to provide measurable impact on improved outcomes
- Deepen the understanding and develop quality of teaching and learning
- Ensure the curriculum meets the needs of all
- Evolve roles and responsibilities to increase accountability and maximise impact on outcomes/ standards
- Reinvigorate Cams Hill School mission, vision and values and the way it communicates these with stakeholders
- Introduce new MIS to ensure fit for purpose support for teaching, learning and assessment along with personal development and pupil welfare

Public Benefit

In setting the objectives, Governors have given consideration to the Charity Commission's general guidance on public benefit and in particular its supplementary guidance on education.

Cams Hill School

Trustees' Report

Strategic Report

Achievements and Performance

Cams Hill School is incredibly proud of the class of 2019 who collected their GCSE exam results in August 2019. They worked so very hard with great support from teachers, parents and carers to achieve some fantastic results! The class of 2019 were the cohort who have been taught the new specifications in ALL subjects for the first time; all now with numerical final grades ranging from a grade 9 (higher than an A*) to 1.

National media describes a Grade 4 as being a 'good pass', higher than a C grade, we are delighted that so many of our pupils at Cams Hill have achieved this 'gold standard'. The **average grade** that pupils at Cams Hill School achieved was **5+**.

Key Performance Indicators

School Reported 2019 Outcomes Data

81% of our pupils achieved 9-4 English and Maths

51% of our achieved 9-5 English and Maths

86% of our pupils achieved 9-4 English

67% of our achieved 9-5 English

89% of our pupils achieved 9-4 Maths

66% of our achieved 9-5 Maths

Going Concern

After making appropriate enquiries, the Governing Body 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.

Cams Hill School

Trustees' Report

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

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 2019 were as follows:

- Unrestricted (free) reserves of £619,028
- A restricted fixed asset fund of £21,611,189, which can only be realised through disposal of tangible fixed assets
- A pension deficit of £1,886,000
- Other restricted funds of £7,500
- Total funds of £20,351,717

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.

Cams Hill School

Trustees' Report

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.

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

None

Cams Hill School

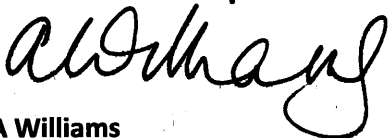
Trustees' Report

Auditor

Insofar as the trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 9 December 2019 and signed on the board's behalf by:

A handwritten signature in black ink, appearing to read 'A Williams', written in a cursive style.

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 six 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
Mr R Cheatle	1	6
Mrs B Challenor (Appointed 21/1/19)	4	4
Mrs J Jones (Appointed 21/1/19)	4	4
Mrs G Harrison-Jones	6	6
Mrs N Rawlings (Joint Vice-Chair)	5	6
Mr C Keep (Appointed 14/2/19)	2	2
Mr C Reilly	3	6
Mrs J Bowles	5	6
Mrs S Brooker	5	6
Mr J Anderson	5	6
Ms E Woollard	5	6
Ms N Trend	6	6
Mrs A Williams (Chair)	4	6
Ms T Noble (Appointed 10/12/18)	1	2
Mr A Kaye (Joint Vice-Chair)	6	6
Mr J Fullerton (Resigned 18/9/18)	0	0
Mrs S Read	5	6

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 Finance Committee is a committee of the main governing body, now the Resources Committee. A 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 variances 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
Mrs B Challenor (Appointed 21/1/19)	2	3
Mr C Keep (Appointed 14/2/19)	0	3
Mr J Fullerton (Resigned (18/9/18)	0	0
Mrs G Harrison-Jones	6	6
Mrs N Rawlings (Chair)	5	6
Mrs A Williams	3	6
Ms E Woollard	6	6

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 2018 to 31 August 2019 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 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The Risk and Control Framework

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

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

The board of trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However the trustees have appointed Hopper Williams & Bell Limited, the external auditor, to perform additional checks.

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.

Cams Hill School

Governance Statement

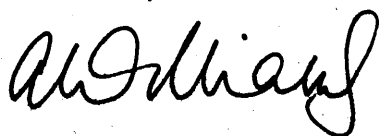
Review of Effectiveness

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 external auditor
- the financial management and governance self-assessment process
- 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 Finance 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 9 December 2019 and signed on its behalf by:



A Williams
Trustee



G Harrison-Jones
Accounting Officer

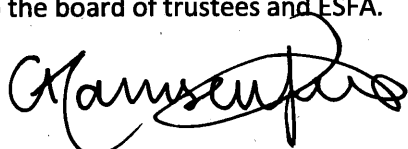
Cams Hill School

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 2018.

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 2018.

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



G Harrison-Jones
Accounting Officer
9 December 2019

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 2015 and the Academies Accounts Direction 2018 to 2019
- 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 9 December 2019 and signed on its behalf by:



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 2019 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 2015 and the Academies Accounts Direction 2018 to 2019 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 2019 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 2015 and Academies Accounts Direction 2018 to 2019.

Basis for opinion

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

Conclusions relating to going concern

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

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

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 Report of the Directors and 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

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 *18 December 2019*

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 2018 to 2019, 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 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to the governing body 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 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

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 2018 to 2019 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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:

- planning of assurance procedures including identifying key risks;
- substantive testing including analytical review;
- concluding on procedures carried out.

Substantive testing included the following procedures:

- confirming that activities conform to the Academy Trust's framework of authorities;
- considering the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance;
- evaluating the general control environment of the Academy Trust;
- testing a sample of transactions to consider whether the transaction is permissible within the Academy Trust's framework of authorities;
- confirming whether any extra-contractual payments have been made and whether appropriate authority was obtained;
- reviewing documentation for evidence of borrowing and confirming if approval was obtained from the ESFA;
- confirming whether ESFA approval was obtained for any disposals of assets;
- reviewing the internal control procedures relating to credit cards;
- reviewing for any indication of purchases for personal use by staff or officers;
- reviewing the list of suppliers to consider whether supplies are from related parties;
- considering whether income generating activities are permissible within the Academy Trust's charitable objects;
- reviewing whether lettings to related parties are made at favourable rates.

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

Hopper Williams & Bell Limited

D Brookes FCA

Reporting Accountant

Hopper Williams & Bell Limited

Chartered Accountants

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

Date *18 December 2019*

Cams Hill School

Statement of Financial Activities for the year ended 31 August 2019 (including Income and Expenditure Account)

	Note	Un- restricted funds £	Restricted General Funds £	Restricted Pension Funds £	Restricted Fixed Asset Funds £	2018/19 Total £	2017/18 Total £
Income and endowments from:							
Donations and capital grants	2	-	-	-	92,205	92,205	35,491
Charitable activities:							
Funding for the academy trust's educational operations	3	-	5,742,188	-	-	5,742,188	5,420,879
Other trading activities	4	31,394	699,957	-	-	731,351	715,763
Investments	5	4,147	-	-	-	4,147	3,165
Total		35,541	6,442,145	-	92,205	6,569,891	6,175,298
Expenditure on:							
Charitable activities:							
Academy trust educational operations	7	-	6,509,270	244,000	538,447	7,291,717	6,906,145
Net income / (expenditure)		35,541	(67,125)	(244,000)	(446,242)	(721,826)	(730,847)
Transfers between funds	15	(49,296)	74,625	-	(25,329)	-	-
Other recognised gains / (losses):							
Actuarial (losses) / gains on defined benefit pension schemes	22	-	-	(577,000)	-	(577,000)	312,000
Net movement in funds		(13,755)	7,500	(821,000)	(471,571)	(1,298,826)	(418,847)
Reconciliation of funds							
Total funds brought forward		632,783	-	(1,065,000)	22,082,760	21,650,543	22,069,390
Total funds carried forward		619,028	7,500	(1,886,000)	21,611,189	20,351,717	21,650,543

The notes on pages 25 to 46 form part of these financial statements.

Cams Hill School

Balance Sheet as at 31 August 2019

Company Number 07751232

	Note	2019 £	2019 £	2018 £	2018 £
Fixed assets					
Tangible assets	11		21,601,189		22,082,760
Current assets					
Stock	12	1,600		2,842	
Debtors	13	248,637		241,111	
Cash at bank and in hand		<u>1,001,496</u>		<u>938,150</u>	
		1,251,733		1,182,103	
Liabilities					
Creditors: Amounts falling due within one year	14	<u>(615,205)</u>		<u>(549,320)</u>	
Net current assets			<u>636,528</u>		<u>632,783</u>
Total assets less current liabilities			<u>22,237,717</u>		<u>22,715,543</u>
Defined benefit pension scheme liability	22		(1,886,000)		(1,065,000)
Total net assets			<u>20,351,717</u>		<u>21,650,543</u>
Funds of the academy trust:					
Restricted funds					
Fixed asset fund	15	21,611,189		22,082,760	
Restricted income fund	15	7,500		-	
Pension reserve	15	<u>(1,886,000)</u>		<u>(1,065,000)</u>	
Total restricted funds			19,732,689		21,017,760
Unrestricted income funds	15		619,028		632,783
Total funds			<u>20,351,717</u>		<u>21,650,543</u>

The financial statements on pages 22 to 46 were approved by the trustees and authorised for issue on 9 December 2019 and are signed on their behalf by:



A Williams
Trustee

The notes on pages 25 to 46 form part of these financial statements.

Cams Hill School

Statement of Cash Flows for the year ended 31 August 2019

	Note	2019 £	2018 £
Cash flows from operating activities			
Net cash provided by (used in) operating activities	18	23,870	3,167
Cash flows from investing activities	19	39,476	(48,876)
Change in cash and cash equivalents in the reporting period		63,346	(45,709)
Cash and cash equivalents at 1 September 2018		938,150	983,859
Cash and cash equivalents at 31 August 2019	20	1,001,496	938,150

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2019

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 2018 to 2019 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 2019

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 2019

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	9 to 50 years 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

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

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

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

Liabilities

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

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2019

Provisions

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

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

Leased Assets

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

Financial Instruments

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

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments.

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.

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 2019

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 2019

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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The assumptions used are disclosed in note 22.

Critical areas of judgement

There are no other critical areas of judgement.

2 Donations and capital grants

	Unrestricted funds £	Restricted funds £	2018/19 Total £	2017/18 Total £
Capital grants	-	92,205	92,205	35,491
Total 2018	-	35,491	35,491	

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2019

3 Funding for the Academy Trust's educational operations

	Unrestricted funds £	Restricted funds £	2018/19 Total £	2017/18 Total £
DfE / ESFA grants				
General Annual Grant (GAG)	-	5,381,416	5,381,416	5,207,517
Pupil premium	-	171,541	171,541	180,424
Other DfE Group grants	-	62,919	62,919	-
	-	5,615,876	5,615,876	5,387,941
Other Government grants				
Local authority grants	-	51,023	51,023	32,938
Other income from the academy trust's educational operations				
Other income	-	75,289	75,289	-
	-	5,742,188	5,742,188	5,420,879
Total 2018	-	5,420,879	5,420,879	

4 Other trading activities

	Unrestricted funds £	Restricted funds £	2018/19 Total £	2017/18 Total £
Hire of facilities	31,394	-	31,394	23,641
Catering income	-	204,665	204,665	190,714
Clubs and trips	-	411,740	411,740	396,661
Other trading income	-	83,552	83,552	104,747
	31,394	699,957	731,351	715,763
Total 2018	23,641	692,122	715,763	

5 Investment income

	Unrestricted funds £	Restricted funds £	2018/19 Total £	2017/18 Total £
Short term deposits	4,147	-	4,147	3,165
Total 2018	3,165	-	3,165	

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2019

6 Expenditure

	Staff costs	Non Pay Expenditure		Total	Total
		Premises	Other	2018/19	2017/18
	£	£	£	£	£
Academy's educational operations:					
Direct costs	3,960,358	-	804,096	4,764,454	4,502,571
Allocated support costs	1,189,241	515,984	822,038	2,527,263	2,403,574
	<u>5,149,599</u>	<u>515,984</u>	<u>1,626,134</u>	<u>7,291,717</u>	<u>6,906,145</u>
Total 2018	4,711,697	340,919	1,853,529	6,906,145	

Net income/(expenditure) for the period includes:

	2018/19	2017/18
	£	£
Operating lease rentals	64,271	47,835
Depreciation	538,447	540,723
Fees payable to auditor for:		
Audit	7,650	7,500
Other services	<u>5,660</u>	<u>1,945</u>

7 Charitable activities

	2018/19	2017/18
	Total	Total
	£	£
Direct costs	4,764,454	4,502,571
Support costs	<u>2,527,263</u>	<u>2,403,574</u>
	<u>7,291,717</u>	<u>6,906,145</u>

Analysis of support costs:

	Educational operations	2018/19	2017/18
		Total	Total
	£	£	£
Support staff costs	1,189,241	1,189,241	1,023,230
Depreciation	538,447	538,447	540,723
Technology costs	122,507	122,507	106,381
Premises costs	515,984	515,984	340,919
Other support costs	147,774	147,774	382,876
Governance costs	13,310	13,310	9,445
Total support costs	<u>2,527,263</u>	<u>2,527,263</u>	<u>2,403,574</u>
Total 2018	2,403,574	2,403,574	

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2019

8 Staff

a) Staff costs

Staff costs during the period were:

	2018/19	2017/18
	£	£
Wages and salaries	3,910,405	3,679,640
Social security costs	350,804	325,539
Pension costs	829,350	659,176
	5,090,559	4,664,355
Agency staff costs	59,040	47,342
	5,149,599	4,711,697

b) Staff numbers

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

	2018/19	2017/18
	No.	No.
Teachers	71	79
Administration and support	111	75
Management	9	6
	191	160

Average number expressed as a full time equivalent:

	2018/19	2017/18
	No.	No.
Teachers	61	65
Administration and support	58	59
Management	7	6
	126	130

c) Higher paid staff

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

	2018/19	2017/18
	No.	No.
£60,000 - £70,000	1	2
£80,001 - £90,000	-	1
£90,001 - £100,000	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 £793,089 (2018: £632,878).

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2019

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:

		2018/19 £000	2017/18 £000
J Anderson (Staff trustee from 9 July 2018)	Remuneration	15-20	-
	Employer's pension contributions paid	0-5	-
S Brooker (Staff trustee)	Remuneration	25-30	25-30
	Employer's pension contributions paid	0-5	0-5
P Gough (Staff trustee to 1 January 2018)	Remuneration	-	0-5
	Employer's pension contributions paid	-	-
G Harrison-Jones (Staff trustee)	Remuneration	90-95	85-90
	Employer's pension contributions paid	15-20	10-15
C Hiron (Staff trustee to 21 May 2018)	Remuneration	-	15-20
	Employer's pension contributions paid	-	0-5
T Noble (Staff trustee from 10 December 2018)	Remuneration	50-55	-
	Employer's pension contributions paid	5-10	-

During the period ended 31 August 2019, travel and subsistence expenses totalling £423 were reimbursed or paid directly to three trustees (2018: £657 to six 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 2019 was included in the total insurance cost.

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2019

11 Tangible fixed assets

	Freehold Land and Buildings £	Furniture and Equipment £	Computer Equipment £	Motor Vehicles £	Total £
Cost					
At 1 September 2018	24,920,011	122,441	351,568	46,900	25,440,920
Acquisitions	22,549	8,089	26,238	-	56,876
At 31 August 2019	<u>24,942,560</u>	<u>130,530</u>	<u>377,806</u>	<u>46,900</u>	<u>25,497,796</u>
Depreciation					
At 1 September 2018	3,065,785	45,245	224,658	22,472	3,358,160
Charged in year	463,843	9,501	61,120	3,983	538,447
At 31 August 2019	<u>3,529,628</u>	<u>54,746</u>	<u>285,778</u>	<u>26,455</u>	<u>3,896,607</u>
Net book values					
At 31 August 2018	21,854,226	77,196	126,910	24,428	22,082,760
At 31 August 2019	<u>21,412,932</u>	<u>75,784</u>	<u>92,028</u>	<u>20,445</u>	<u>21,601,189</u>

12 Stock

	2018/19 £	2017/18 £
Catering stocks	<u>1,600</u>	<u>2,842</u>

13 Debtors

	2018/19 £	2017/18 £
Trade debtors	6,863	8,722
VAT recoverable	51,586	68,414
Other debtors	1,823	-
Prepayments and accrued income	<u>188,365</u>	<u>163,975</u>
	<u>248,637</u>	<u>241,111</u>

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2019

14 Creditors: amounts falling due within one year

	2018/19	2017/18
	£	£
Trade creditors	198,528	225,678
Other taxation and social security	88,508	78,810
Other creditors falling due within one year	80,078	67,721
Accruals and deferred income	248,091	177,111
	615,205	549,320

	2018/19	2017/18
	£	£
Deferred income at 1 September 2018	98,701	83,787
Released from previous years	(98,701)	(83,787)
Resources deferred in the year	124,002	98,701
Deferred income at 31 August 2019	124,002	98,701

At the balance sheet date the academy trust was holding funds received in advance 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 2019

15 Funds

	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
DfE Group 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

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Notes to the Financial Statements for the Year Ended 31 August 2019

15 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 from the restricted fixed asset fund represent the expenditure of capital grants where, in line with the academy trust's capitalisation policy, the expenditure has not been capitalised.

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Notes to the Financial Statements for the Year Ended 31 August 2019

15 Funds (continued)

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

	Balance at 1 September 2017 £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance at 31 August 2018 £
Restricted general funds						
General Annual Grant (GAG)	-	5,207,517	(5,207,517)	-	-	-
Pupil Premium	-	180,424	(180,424)	-	-	-
Other government grants	-	32,938	(32,938)	-	-	-
Other educational activities	-	692,122	(814,543)	122,421	-	-
	-	6,113,001	(6,235,422)	122,421	-	-
Pension reserve	(1,247,000)	-	(130,000)	-	312,000	(1,065,000)
	(1,247,000)	6,113,001	(6,365,422)	122,421	312,000	(1,065,000)
Restricted fixed asset funds						
Fixed asset fund	22,535,951	-	(540,723)	87,532	-	22,082,760
DfE Group capital grants (DFC)	-	23,491	-	(23,491)	-	-
William Price Trust	22,000	12,000	-	(34,000)	-	-
	22,557,951	35,491	(540,723)	30,041	-	22,082,760
Total restricted funds	21,310,951	6,148,492	(6,906,145)	152,462	312,000	21,017,760
Total unrestricted funds	758,439	26,806	-	(152,462)	-	632,783
Total funds	22,069,390	6,175,298	(6,906,145)	-	312,000	21,650,543

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Notes to the Financial Statements for the Year Ended 31 August 2019

16 Analysis of net assets between funds

	Un-restricted funds	Restricted general funds	Restricted pension funds	Restricted fixed asset funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	-	-	21,601,189	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

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	-	-	-	22,082,760	22,082,760
Current assets	632,783	549,320	-	-	1,182,103
Current liabilities	-	(549,320)	-	-	(549,320)
Pension scheme liability	-	-	(1,065,000)	-	(1,065,000)
Total net assets	632,783	-	(1,065,000)	22,082,760	21,650,543

17 Commitments under operating leases

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

	2018/19	2017/18
	£	£
Amounts due within one year	55,068	62,049
Amounts due between one and five years	29,280	95,997
	84,348	158,046

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Notes to the Financial Statements for the Year Ended 31 August 2019

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

	2018/19	2017/18
	£	£
Net expenditure for the reporting period	(721,826)	(730,847)
Adjusted for:		
Depreciation	538,447	540,723
Capital grants from DfE and other capital income	(92,205)	(35,491)
Interest receivable	(4,147)	(3,165)
Defined benefit pension scheme cost less contributions payable	217,000	101,000
Defined benefit pension scheme finance cost	27,000	29,000
Decrease / (increase) in stocks	1,242	(453)
Increase in debtors	(7,526)	(39,502)
Increase in creditors	65,885	141,902
Net cash provided by Operating Activities	<u>23,870</u>	<u>3,167</u>

19 Cash flows from investing activities

	2018/19	2017/18
	£	£
Dividends, interest and rents from investments	4,147	3,165
Purchase of tangible fixed assets	(56,876)	(87,532)
Capital grants from DfE Group	92,205	35,491
Net cash provided by / (used in) investing activities	<u>39,476</u>	<u>(48,876)</u>

20 Analysis of cash and cash equivalents

	2018/19	2017/18
	£	£
Cash in hand and at bank	<u>1,001,496</u>	<u>938,150</u>

21 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.

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Notes to the Financial Statements for the Year Ended 31 August 2019

22 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 2012 and of the LGPS 31 March 2016.

Contributions amounting to £79,569 were payable to the schemes at 31 August 2019 (2018: £67,268) and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension budgeting and valuation account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

A copy of the latest valuation report can be found on the Teachers' Pension Scheme website at:
<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>

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Notes to the Financial Statements for the Year Ended 31 August 2019

22 Pension and similar obligations (continued)

Scheme changes

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, has rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

The employer's pension costs paid to TPS in the period amounted to £432,138 (2018: £412,176).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was as follows:

	2019	2018
	£	£
Employer's contributions	178,000	146,000
Employees' contributions	50,000	42,000
	<u>228,000</u>	<u>188,000</u>

The agreed contribution rates for future years are 16.2% 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.

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Notes to the Financial Statements for the Year Ended 31 August 2019

22 Pension and similar obligations (continued)

Principal actuarial assumptions

	2019	2018
Rate of increase in salaries	3.6%	3.6%
Rate of increase for pensions in payment/inflation	2.1%	2.1%
Discount rate for scheme liabilities	1.8%	2.8%
Inflation assumption (CPI)	2.1%	2.1%

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

	2019	2018
<i>Retiring today</i>		
Males	23.1	24.1
Females	25.8	27.2
<i>Retiring in 20 years</i>		
Males	24.7	26.2
Females	27.6	29.4

Sensitivity analysis

	Increase/(reduction) in defined benefit obligation	
	2019	2018
	£	£
Discount rate +0.1%	(89,000)	(67,000)
Discount rate -0.1%	91,000	69,000
Mortality assumption – 1 year increase	155,000	97,000
Mortality assumption – 1 year decrease	(153,000)	(97,000)

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

	2019	2018
	£	£
Equities	1,581,000	1,495,000
Property	189,000	161,000
Government bonds	541,000	536,000
Corporate bonds	-	28,000
Cash	50,000	54,000
Other	266,000	66,000
Total market value of assets	2,627,000	2,340,000

The actual return on scheme assets was £144,000 (2018: £156,000).

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Notes to the Financial Statements for the Year Ended 31 August 2019

22 Pension and similar obligations (continued)

Amount recognised in the Statement of Financial Activities

	2018/19	2017/18
	£	£
Current service cost	272,000	246,000
Past service cost	123,000	1,000
Interest income	(68,000)	(54,000)
Interest cost	95,000	83,000
Total amount recognised in the SOFA	422,000	276,000

The past service cost represents an actuarial estimate of the additional underpin liability arising as a result of the McCloud/Sargeant judgement in December 2018 and the Supreme Court's decision not to allow the Government an appeal on 27 June 2019.

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

	2018/19	2017/18
	£	£
At 1 September	3,405,000	3,357,000
Current service cost	272,000	246,000
Interest cost	95,000	83,000
Employee contributions	50,000	42,000
Actuarial loss / (gain)	653,000	(210,000)
Benefits paid	(85,000)	(114,000)
Past service cost	123,000	1,000
At 31 August	4,513,000	3,405,000

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

	2018/19	2017/18
	£	£
At 1 September	2,340,000	2,110,000
Interest income	68,000	54,000
Actuarial gain	76,000	102,000
Employer contributions	178,000	146,000
Employee contributions	50,000	42,000
Benefits paid	(85,000)	(114,000)
At 31 August	2,627,000	2,340,000

Cams Hill School

Notes to the Financial Statements for the Year Ended 31 August 2019

23 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 £5,775 (2018: £5,775) during the period. There were no amounts outstanding at 31 August 2019 (2018: £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 2018.
- 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 IN Maintenance totalling £8,505 (2018: £7,355) during the period. There were no amounts outstanding at 31 August 2019 (2018: £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 2018.