

Company Registration No. 07625308 (England and Wales)

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

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# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

Mr I Henderson  
Mr A Sen  
Mrs L Frall  
Dr F O'Sullivan (Appointed 12 December 2019)  
Mrs L Remmer (Appointed 24 September 2020)

### Trustees

Mrs L Frall (Co-chair of trustees)  
Mrs S Colombini (Headteacher and accounting officer)  
Mr I Henderson  
Dr F O'Sullivan (Resigned 31 August 2020 and Reappointed 24 September 2020) (Co-chair of trustees)  
Mr J Otieno (Parent trustee)  
Dr G Benford (Resigned 31 August 2020 and Reappointed 24 September 2020)  
Mr P Owen (Resigned 22 September 2020 and Reappointed 24 September 2020)  
Mr N Davies  
Mr A Sen  
Mrs F White  
Miss J Bishop (Staff trustee) (Resigned 14 February 2020)  
Miss L Erro (Staff trustee) (Appointed 1 September 2019)

### Senior leadership team

- Headteacher	Sarah Colombini
- Finance and facilities manager	Lisa Hughes
- Deputy headteacher	Alec Waters
- Assistant headteacher	Andrew Barnard
- Assistant headteacher (appointed 1 September 2020)	Robert Goodwin
- Assistant headteacher (appointed 1 September 2020)	Andrew Sargent

### Company secretary

L Hughes

### Company registration number

07625308 (England and Wales)

### Principal and registered office

Stroud Road  
Gloucester  
Gloucestershire  
GL1 5LE  
England

### Independent auditor

Azets Audit Services  
Pillar House  
113-115 Bath Road  
Cheltenham  
Gloucestershire  
GL53 7LS

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### **Bankers**

Lloyds Bank Plc  
19 Eastgate Street  
Gloucester  
Gloucestershire  
GL1 1NU

### **Solicitors**

Harrison Clark Rickerbys LLP  
Ellenborough House  
Wellington Street  
Cheltenham  
Gloucestershire  
GL50 1YD

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT

### *FOR THE YEAR ENDED 31 AUGUST 2020*

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The Trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Trust operates an Academy for students age 11-18 which is a selective girls school for ages 11-16, with a co-educational sixth form. The Academy is situated in the south of the city of Gloucester and attracts students from Gloucestershire as a whole. The School has a total capacity of 900 students and had a roll of 822 at the October 2020 census.

#### **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 charitable company operates as Ribston Hall High School Academy Trust.

The Trustees of Ribston Hall High School Academy Trust are also the directors of the charitable company for the purposes of company law. Details of the Trustees who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

##### Members' liability

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

##### Trustees' indemnities

The school has Trustees liability insurance in place (note 12 refers). There are no qualifying third party indemnity provisions to report.

##### Method of recruitment and appointment or election of Trustees

The members may appoint Trustees in accordance with the Memorandum and Articles. The members may appoint Staff Trustees provided that the total number of Staff Trustees (including the Headteacher) does not exceed one third of the total number of Trustees. The Local Authority at the request of the Trustees may appoint the Local Authority Trustee. Parent Trustees must be a parent of a pupil at the school at the time when they are elected. The Trustees may appoint up to three co opted Trustees. Additional Trustees may, if deemed necessary, be appointed by the Secretary of State. The term of office for any Trustee, other than the Headteacher, is four years.

##### Policies and procedures adopted for the induction and training of Trustees

Prior to appointment Trustees take part in an induction programme which includes a school visit and meeting with the Chair of Trustees, Vice Chair(s), and the Headteacher. On-going training and relevant CPD opportunities are given to all Trustees throughout their term of office.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Organisational structure

The Trustees are responsible for setting strategic direction and general policy. They adopt an annual development plan and budget and monitor the development of the school through these documents. They make decisions about the future direction of the school, capital expenditure and, with the senior leadership team, on staff appointments.

The Board of Trustees meets at least six times a year, receives reports from its separate finance committee, and manages its strategic objectives.

The Finance Committee meets regularly, at least three times a year, and has clear decision making powers and Terms of Reference which are reviewed annually.

On a day to day basis the operational running of the school has been delegated to the Headteacher. The Headteacher acts as the Accounting Officer.

### Arrangements for setting pay and remuneration of key management personnel

Pay decisions are made by the Governing Body which has delegated certain responsibilities and decision making powers to the Pay Committee. The Pay Committee shall be responsible for the establishment and review of the pay policy, subject to the approval of the Governing Body, and shall have full authority to take pay decisions on behalf of the Governing Body in accordance with this policy.

The Governing Body has established pay ranges for the Headteacher and Assistant Headteachers within the relevant group parameters. The Governing Body will normally appoint new leadership teachers at the bottom point of the relevant pay range.

### Trade union facility time

#### *Relevant union officials*

Number of employees who were relevant union officials during the relevant period	2
Full-time equivalent employee number	180.00

#### *Percentage of time spent on facility time*

Percentage of time	Number of employees
0%	-
1%-50%	2
51%-99%	-
100%	-

#### *Percentage of pay bill spent on facility time*

Total cost of facility time	-
Total pay bill	3,777,339
Percentage of the total pay bill spent on facility time	-

#### *Paid trade union activities*

Time spent on paid trade union activities as a percentage of total paid facility time hours	-
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### Related parties and other connected charities and organisations

The school works with the Ribston Hall Association (RHA), a Parent, Teacher and Friends Association who organise events to raise funds for the school to enable students to achieve their best. The Headteacher is a committee member of the RHA. The charity is registered with the Charity Commission for England and Wales and is run independently of the school.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2020*

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### Objectives and activities

#### Objects and aims

To advance for the public benefit, education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a selective School offering a broad and balanced curriculum.

The Trustees and Staff at Ribston Hall have agreed the following:

The School Intent at Ribston is to provide an education that gives students opportunities to:

- **Cognitive Fluency:**  
Become effective, autonomous learners who have developed skills that enable them to learn with cognitive fluency. They will have high aspirations and will work hard to achieve their goals;
- **Personal Character:**  
Develop their personal character. They will have high expectations of themselves and their behaviour. They will show good judgement, confidence and self-belief;
- **Compassion & Tolerance:**  
Develop compassion, tolerance and a strong social conscience. Students will take opportunities to improve their own world through their careers and relationships in both the local and global community.

The strategic implementation for our curriculum is to facilitate a culture of academic excellence and personal growth through enriching and effective learning experiences.

Promote **Challenge & Deep thinking** - High expectations from students and teachers, with opportunities for independent learning through:

- **Modelling & Risk-Taking** - Students are resilient and know how to apply knowledge and skills
- **Questioning** - 'high-level' questioning so that students think hard
- **Feedback & Metacognition for Self-Reflection** - High quality, to encourage future discovery
- **Positive Learning Climate** – Embedded use of positive language

These five key strategies will be embedded into the curriculum and teaching through the implementation of the Effective Teaching Framework – 'Classrooms of Discovery'. These strategies, alongside increasingly demanding subject content will provide opportunities throughout the Key Stages for students to develop themselves.

### Curriculum Supporting Principles

- The curriculum considers the individual needs of students and offers them the opportunity to experience success both academically and personally;
- Students will meet or exceed their expected academic progress over their 7 year journey;
- Targeted intervention and support or additional challenge will be put into place to ensure students meet their expected outcomes;
- Knowledge will be taught to be remembered and will be sequenced coherently throughout the Key Stages;
- Students will regularly have opportunities for deep learning experiences through academic subject teaching or the PSHE and Careers provision;
- High quality assessment and feedback to ensure students understand how to make progress;
- RHHS will value and support time for enrichment outside of the curriculum through extra-curricular activities, trips, visits, immersive 'drop down' days, and taster sessions;
- Staff will be supported to develop their pedagogy and professional practice;
- Senior Leaders, Curriculum Leads and Students will play an important part in the success of the curriculum by leading a regular programme of monitoring, evaluation and review.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### Objectives, strategies and activities

Objectives for 2018-21:

18-21 Aims	19/20 Key Objectives
<p><b>Academic Excellence</b></p> <p><b>Students leave having made, at least, the expected academic progress.</b></p> <p>They develop skills that enable them to foster a lifelong love of learning. They have high aspirations and work hard to achieve their goals.</p>	<p>Strive for relentless improvements in the <b>2020 exam targets by increasing the positive academic outcomes in the school's Progress 8 at GCSE and VA at A level.</b> With specific focus on ensuring student groups (PP, EAL and SEN/AEN) are making the same progress as the rest of the cohort.</p> <p>Ribston Hall's Curriculum Aims and Strategic Intent are strongly embedded in both staff and student understanding and underpin the Teaching and Learning practice that takes place within the school.</p> <p>Curriculum Leads have clear intent for their Curriculum Areas, and have devised an ambitious, sequential and coherent Curriculum. Providing opportunity for students to access deep learning experiences, engage with cultural capital, and gain excellent knowledge and skills for future learning and employment.</p> <p>Curriculum Leads ensures that the Curriculum Intent is implemented through Schemes of Learning to secure skills development, increase cognitive fluency and conceptual security.</p> <p>Undertake a comprehensive review of Assessment to provide coherent policies and practice to achieve agreed principles about the purpose and frequency of assessment – regular analysis of progress against targets and protocols for department action to bridge gaps in progress.</p> <p>Develop the Assessment of Learning at Ribston Hall through a robust Assessment policy. With a focus on providing high-quality feedback with an awareness of impact versus staff workload.</p> <p>Develop effective teaching through evidenced based pedagogy at Ribston Hall by establishing a 'Classroom of Discovery' with a focus on Challenge &amp; Deep thinking through:</p> <ul style="list-style-type: none"> <li>- Modelling &amp; Risk-Taking;</li> <li>- Questioning;</li> <li>- Feedback &amp; Metacognition for Self-Reflection;</li> <li>- Positive Learning Climate.</li> </ul> <p>High quality CPD is provided through a coordinated programme that develops staff pedagogical knowledge. This will be focussed towards developing the <i>level of demand and challenge</i> in lessons, specifically students with high prior attainment to enhance learning, including:</p> <ul style="list-style-type: none"> <li>- Subject knowledge and pedagogy;</li> <li>- Stretch and Challenge;</li> <li>- Independence and Resilience;</li> <li>- Feedback and Marking.</li> </ul>



# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

<p><b>Holistic Development- the wider person</b></p> <p><b>Students leave physically and mentally fit to thrive in the 21st century.</b></p> <p>They are well balanced, thoughtful, and show good judgement. They develop self-belief, confidence and resilience.</p>	<p>Consult on and write a new Anti-Bullying policy using student voice to promote greater tolerance and understanding within the school environment and local community.</p> <p>Deliver a coordinated and progressive PSHE and Study Skills Curriculum from KS3 to KS5 that develops personal character. To ensure the programmes focuses on building student resilience and includes all aspects of the statutory 'personal development' requirements.</p> <p>Build on the success of the Mental Health Award by developing further our mental health offer through action planning the next steps for supporting student and staff mental health. To include:</p> <ul style="list-style-type: none"> <li>- Measuring the mental health and wellbeing of students and staff within RHHS to provide a 'snapshot' of wellbeing across the school;</li> <li>- Implementation of the school's mental health policy with both staff and students;</li> <li>- Continuing staff training of positive mental health and increasing confidence in making referrals for students who raise concerns;</li> <li>- Develop our online support and information for families;</li> <li>- Set up a group of mental health student ambassadors to offer students more of a voice about the support they need.</li> <li>- Seeking to support staff's good mental health by finding ways to reduce workload and help to improve work/life balance.</li> </ul>
<p><b>Compassion &amp; Understanding</b></p> <p><b>Students develop a strong social conscience.</b></p> <p>They are tolerant and have empathy. They take opportunities to improve their own world through their careers and relationships in both the local and global community.</p>	<p>Develop a cohesive, integrated Careers Programme that is in line with the Gatsby Benchmarks. To include:</p> <ul style="list-style-type: none"> <li>- Increasing the interaction and support the new Careers Advisor provides to all year groups;</li> <li>- Providing opportunities to develop a better understanding beyond the curriculum through trips and visits of prospective careers in the developing market;</li> <li>- Development of careers awareness activities such as careers conferences, lectures and lunches;</li> <li>- Creation of a variety of specific career development programmes that bridge KS4/5 such as MEDSOC, Oxbridge, etc.</li> </ul> <p>Continue to develop a strong Sixth form enrichment programme that develops character and provides opportunities for personal growth.</p> <p>Develop further student voice using the newly formed School Council, Eco-Committee and Umbrella group to support the development of the School moving forwards.</p>
<p><b>Keystones</b></p>	<p>Improve further the school environment and its capacity for the future increase in student numbers. To include utilising the government CIF system, SSEF round 3, and the Wolfson Trust to support.</p> <p>To ensure financial solvency through:</p> <ul style="list-style-type: none"> <li>- Prudent management of staff and resources;</li> <li>- Continue to increase Y12 numbers into the Sixth Form through a major focus on internal retention without compromising the Admissions Policy;</li> <li>- Continuing to develop the school fund and alumni support;</li> <li>- Responding to funding changes.</li> </ul> <p>Develop strong relationships with our intended Partnership Primary Schools and their students in line with our Fair Access and Admissions Policy.</p> <p>To improve communication with key stakeholders including the marketing and promotion of Ribston Hall including the Sixth Form through social media, newsletters and the school website.</p>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2020*

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### Public benefit

All the activities undertaken by the school are for the education of its students and the good of the wider local community. As such the primary objective of the school is to support those objectives and there is no financial return to any shareholders.

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

## **Strategic report**

### **Achievements and performance**

#### Key performance indicators

The way that school results have been generated this year is significantly different to previous years due to the Coronavirus pandemic. As schools closed to the majority of students in March, exams were then cancelled and schools were asked to prepare and submit 'Centre Assessed Grades' (CAGs) for students.

Schools followed a very rigorous process for generating CAGs which used a combination of formal assessment data held for a student and the judgment of teaching staff with how this should be applied to generating a final grade. The government were also planning to standardise this data using an algorithm which considers prior performance regarding the school. Unfortunately, this did not prove to be fair on an individual basis and resulted in last-minute change to accept the CAGs from schools unless the grade was increased by the algorithm.

The CAGs we prepared using data from student performance show a positive improvement in outcomes. The percentage of students achieving grades 9-7 has increased from 49.61% to 60.38%. The Average Attainment 8 Score per pupil this year has increased from 66.17 to 69.71.

At A Level the data used to generate CAGs shows a significant improvement on performance based on previous years, this is partly a reflection of increased rigour in our Sixth Form admissions process, but also the development of pedagogy over the past 12-18 months. Students results graded at A\*-B have increased from 32.61% to 69.01% this is based on the best grade between the standardisation algorithm and the school's CAGs. The standardised data on its own (before the Government's decision to accept CAGs where higher) still represented a significant improvement in terms of students outcomes, so we are confident that when students sit exams next year these improvements in student performance at Ribston will be validated with external results.

### Going concern

After making appropriate enquiries, the board of Trustees' has a reasonable expectation that the School 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.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### Financial review

2019/2020 was an exceptional year due to the COVID 19 pandemic which saw the school close from 23 March 2020 for the majority of students until September 2020, providing a very small number of students with access to the school site during the summer term.

Most of the School's income is obtained from the 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 2020 and the associated expenditure are shown as Restricted General Funds in the Statement of Financial Activities.

The sale of school meals was affected by the absence of students for the summer term and closure of the school site to external groups who regularly use the school site for sporting and social activities affected the income derived from lettings. Income was reduced by 24% during the latter half of the school year.

This year the school received a Selective Schools Expansion Fund award of £1,589,857 for the building of a new science block. The design of this exciting new addition to the school site is underway with completion anticipated in the Autumn term 2021/2022. The first instalment paid is included in the Restricted Fixed Asset Fund in the Statement of Financial Activities. This fund is reduced by annual depreciation charges over the expected useful life of the assets concerned.

At 31 August 2020 the net book value of fixed assets was £12,557,398 (2019: £13,054,884) and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the students of the School.

The accounts present a deficit carried forward on the Restricted General Fund of £1,690,999 (2019: £1,797,198). However, this includes the LGPS pension deficit of £1,862,000 (2019: £1,814,000) and if this future deficit is removed it then results in a Restricted General Fund surplus of £171,001 (2019: £16,802).

Teaching staff costs as a percentage of the general annual grant for the period is 77%, a significant proportion of the grant as expected (2019: 75%).

The Restricted Fixed Asset Fund carried forward is £12,440,253 (2019: £12,887,426). This does not represent cash reserves available to spend. The bulk of this fund represents the assets donated on conversion including the freehold land and buildings. This fund will be depleted annually by the depreciation charge.

#### Reserves policy

The Finance Committee, in conjunction with the full Board of Trustees recognises the importance of carrying forward sufficient funds to meet the school's long term aims and objectives, whilst balancing this with the delivery of a quality education for all of its' students.

The school endeavours to build on its low reserves to a minimum level of £150,000 by exploring opportunities to increase income generation, fundraising and grant funding. Unrestricted income reserves currently stand at £11,873 (2019: £63,281). Restricted income reserves currently stand at £171,001 (2019: £16,802).

Procedures are in place to regularly review operational costs and future plans include a review of financial systems to provide greater clarity on the financial position and improved financial reporting.

A restricted fixed asset reserve fund is required for longer term planning, to support investment in IT and other significant equipment, to support refurbishment projects and as contributions to capital bids.

The only fund in deficit is in respect of the Local Government Pension Scheme fund, and annual contributions were set at conversion at a level which is intended to eliminate this deficit over a long and ongoing period of time.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### *FOR THE YEAR ENDED 31 AUGUST 2020*

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#### Investment policy

The investment policy is required to ensure that investments are protected rather than maximising interest.

Short term investments are restricted to transfers to the School deposit account.

The School's Finance and Operations Manager ensures that surplus funds are deposited so as to maximise interest.

The School's current account will hold enough funding to cover the monthly outgoings and any surplus funds will be transferred to the deposit account on a monthly basis.

Details of monthly deposit account transfers will be sent by the Finance and Operations manager to:

- Headteacher (for authorisation)
- Chair of trustees (for information)
- Chair of finance committee (for information)

The bank offer better returns on short term investments through the money market and should funds become available to invest; the Finance and Operations Manager will liaise with the Headteacher and Finance Committee to consider this.

Should the reserves increase sufficiently to consider longer term investment, the School would employ an agent to give advice on suitable investment opportunities.

#### Principal risks and uncertainties

The Trustees have assessed the major risks to which the School is exposed and identified and implemented strategies for addressing these risks. Significant risks and the measures in place to reduce these risks have been formally documented in the Risk Register, which is subject to continuing review. Where significant financial risk still remains this is addressed by buying into the Department for Education Risk Protection Arrangement (RPA). The Trustees have an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

The School has completed a thorough review of its financial and risk management objectives in its Risk Register document. There is also a significant risk to the academy if required to meet the cost of any ill health early retirement. This risk has been mitigated by specific ill health insurance cover.

The School's non-teaching staff are entitled to membership of the Local Government Pension Scheme and under Accounting Standard FRS102, it is necessary to charge projected deficits on the Local Government Pension Scheme that is provided to support staff, to the restricted fund. The School's share of the scheme's assets is currently assessed to be less than its liabilities in the scheme and consequently the balance sheet shows a net liability of £1,862,000 (2019: £1,814,000). The employer contributions have been assessed and have been increased to bring a reduction in this pension deficit in the future, although this may not be achieved until stock market investment values start to recover.

#### **Fundraising**

Fundraising at Ribston Hall High School has largely been through the Parents' Association, Ribston Hall Association, a registered charity in their own right. This has been based around events such as a regular quiz, providing refreshments at school events and performances, raffles, and a 100 club, although this has been affected this year by the COVID 19 pandemic.

As a result of the current National Funding crisis Trustees have engaged in discussion with the school regarding a more focused fund raising strategy. As part of this strategy parents are invited to make regular donations to school funds to support school projects.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Plans for future periods

Despite the challenges presented by COVID 19, the school plans to utilise the government CIF system, SSEF round 3 and GUS funding to improve the school facilities to ensure sufficient capacity to accommodate increasing student numbers. The school looks forward to unveiling its' new science block, to be completed during the next academic year, creating a state of the art, six laboratory space for our young scientists.

During 2020-2021 plans to celebrate the Centenary will be scheduled to mark one hundred years of Ribston Hall High School.

To ensure financial solvency the school will continue to manage its' funds prudently and focus on the internal retention of students into the sixth form without compromising on the admissions policy, develop the school fund and alumni support and respond to funding changes at the earliest opportunity.

The school will continue to develop strong relationships with our intended Partnership Primary Schools and their students in line with our Fair Access and Admissions Policy as well as improving communications with key stakeholders to promote and market the whole school through social media, newsletters and the school website.

### Auditor

On 7 September 2020, Group Audit Services Limited (trading as Baldwins Audit Services) changed its name to Azets Audit Services Limited. The name it practices under is Azets Audit Services and, accordingly, it has signed the Report of the Independent Auditors in its new name.

In so far as the Trustees are aware:

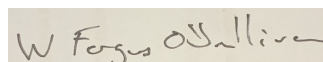
- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 17 December 2020 and signed on its behalf by:



Mrs L Frall

**Co-chair of trustees**



Dr F O'Sullivan (Resigned 31 August 2020 and Reappointed 24 September 2020)

**Co-chair of trustees**

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Scope of responsibility

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

As Trustees, we have taken account of the guidance in DfE's governance handbook and competency framework for governance.

The board of trustees has delegated the day-to-day responsibility to the headteacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Ribston Hall High School Academy Trust 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 5 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
Mrs L Frall (Co-chair of trustees)	5	5
Mrs S Colombini (Headteacher and accounting officer)	5	5
Mr I Henderson	4	5
Dr F O'Sullivan (Resigned 31 August 2020 and Reappointed 24 September 2020) (Co-chair of trustees)	5	5
Mr J Otieno (Parent trustee)	5	5
Dr G Benford (Resigned 31 August 2020 and Reappointed 24 September 2020)	4	5
Mr P Owen (Resigned 22 September 2020 and Reappointed 24 September 2020)	5	5
Mr N Davies	5	5
Mr A Sen	4	5
Mrs F White	2	5
Miss J Bishop (Staff trustee) (Resigned 14 February 2020)	3	4
Miss L Erro (Staff trustee) (Appointed 1 September 2019)	4	5

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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The school was unable to hold the six full Governor meetings during the year due to the start of the COVID 19 lockdown from the middle of March 2020. The remaining scheduled full governing body and finance committee meetings were cancelled and an emergency committee then operated. The emergency committee was comprised of the Head, the full governing body Co-Chairs and the Chair of Finance, plus the Vice-Chairs of both committees. The committee quorum was three. Emergency committee papers were circulated to all trustees. Virtual attendance at meetings of the Emergency Committee was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
Mrs L Frall (Co-Chair of Trustees)	3	3
Dr W Fergus O'Sullivan (Co-Chair of Trustees)	3	3
Mrs S Colombini (Headteacher and Accounting Officer)	3	3
Mr I Henderson	-	3
Mr P Owen	-	3
Mr A Sen	3	3

During the financial year 2019/20, the board of trustees has been in receipt of detailed reports from the Finance and Operations Manager providing greater clarity and transparency on both the financial situation, premises, health and safety and all operational matters pertaining to the academy. The academy trust has also engaged with a Schools Resource Management Adviser to advise and support the board of trustees on key financial issues and this work will continue into the new academic year.

An experienced Clerk to the trustees was appointed in January separating the role from within the day to day administration of the school, supporting the board of trustees to achieve a robust and sustainable structure moving forward. This year, five full trustees meetings were held, three Finance Meetings as well as three additional Emergency Committee meetings in the wake of the COVID 19 lockdown.

The board of trustees has supported the Headteacher with a restructure of the Senior Leadership Team to ensure that the school is equipped strategically to deliver the school development plan and to facilitate our vision for Ribston Hall. This has also included working with an experienced School Improvement Partner.

As a school we continue to embed cultural change by continuing to use a common language both in school and in our communications with all staff, students and parents.

Whilst the school closure due to COVID 19 reduced the academy trust's ability to realise a number of the key objectives within the 2019-20 School Development Plan, the focus was redirected towards the development of remote learning alongside a partial re-opening to students in a safe and robust way. The professionalism of the whole community continued to support and inspire students throughout this challenging period.

The finance committee together with the audit committee are sub-committees of the main board of trustees. Their purpose is to assist the decision making of the board of trustees, by enabling more detailed consideration to be given to fulfilling the board's responsibilities to ensure sound management of the school's finances, including proper planning, monitoring and probity.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
Mrs L Frall (Co-Chair of Trustees)	3	3
Dr W Fergus O'Sullivan (Co-Chair of Trustees)	3	3
Mrs S Colombini (Headteacher and Accounting Officer)	2	3
Mr I Henderson	-	3
Mr P Owen	3	3
Mr A Sen	2	3

#### 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:

- Reviewing the structure of the Senior Leadership Team and Extended Leadership Team to deliver the strategic aspirations of the school
- Improving science resources to deliver the curriculum funded by a grant from the Wolfson Foundation
- Outsourcing the payroll function to mitigate risk
- Embedding the strategic intent through clear visualisation and staff, student and parent communications
- Securing Selective Schools Expansion Funding to build a new science block
- Reviewing and updating policies to ensure accountability across all areas of school life

#### 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 Ribston Hall High School Academy Trust for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and accounts.

#### Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Board of Trustees.



# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **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 monthly management accounts which are reviewed and agreed by the Board of Trustees;
- regular reviews by the finance and audit committees 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 appointed School Business Leadership Services to carry out an internal audit during term six.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. The Board of Trustees requested a focus on personnel and payroll functions given the outsourcing of the payroll function with effect from 1 April 2020.

During the visit a review of the following areas were undertaken:

- Previous internal audit issues raised
- Financial procedures
- Financial accounting records and systems
- Banking procedures and reconciliations
- Payroll processing reviewed
- Personnel records checked

This report will be considered at the first meeting of the Academy's Audit (Finance) Committee to consider the findings and to agree further actions with the Finance and Operations Manager. The Audit Committee as part of the Finance Committee will monitor progress at future scheduled meetings throughout the year.

During the year the Finance and Operations Manager worked with the Chief Finance Officer from a neighbouring school in their capacity as an SRMA working on behalf of the ESFA. The report has been delayed due to COVID 19. Work will resume in the Autumn term 2020-21.

### **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 and external auditor;
- the financial management and governance self-assessment process or 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;
- regular reports and discussion with the Finance and Operations Manager;
- discussion at Finance and Audit committee meetings;
- Support and guidance from the ESFA and appointed SRMA.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the finance and audit committees and a plan to address weaknesses and ensure continuous improvement of the system is in place.

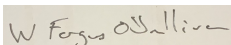
Approved by order of the board of trustees on 17 December 2020 and signed on its behalf by:



Mrs L Frall  
**Co-chair of trustees**



Mrs S Colombini  
**Headteacher and accounting officer**



Dr F O'Sullivan  
**Co-chair of trustees**

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

***FOR THE YEAR ENDED 31 AUGUST 2020***

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

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



Mrs S Colombini  
**Accounting Officer**

17 December 2020

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2020**

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The trustees (who are also the directors of Ribston Hall High School Academy Trust for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2019 to 2020 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the Trustees are required to:

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

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

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

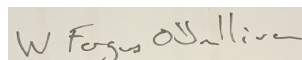
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

Approved by order of the members of the board of trustees on 17 December 2020 and signed on its behalf by:



Mrs L Frall

**Co-chair of trustees**



Dr F O'Sullivan (Resigned 31 August 2020 and Reappointed 24 September 2020)

**Co-chair of trustees**

# **RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**

***FOR THE YEAR ENDED 31 AUGUST 2020***

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### **Opinion**

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

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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 prepared in accordance with the Charities SORP 2019 and the 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 accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

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 accounts is not appropriate; or
- the Trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the academy trust'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 accounts are authorised for issue.

### **Other information**

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

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

We have nothing to report in this regard.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2020*

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### **Opinions on other matters prescribed by the Companies Act 2006**

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

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

### **Matters on which we are required to report by exception**

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

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

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

### **Responsibilities of Trustees**

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

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

### **Auditor's responsibilities for the audit of the accounts**

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

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

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

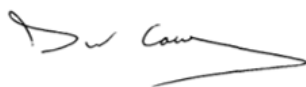
## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **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.



**David Cary LLB FCA (Senior Statutory Auditor)**  
**for and on behalf of Azets Audit Services**  
**Chartered Accountants**  
**Statutory Auditor**

18 December 2020

.....

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

# **RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**

## **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO RIBSTON HALL HIGH SCHOOL ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

***FOR THE YEAR ENDED 31 AUGUST 2020***

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In accordance with the terms of our engagement letter dated 7 September 2020 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 Ribston Hall High School Academy Trust 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 Ribston Hall High School Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Ribston Hall High School Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Ribston Hall High School Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Ribston Hall High School Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Ribston Hall High School Academy Trust's funding agreement with the Secretary of State for Education dated 31 May 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.

### **Approach**

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

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

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

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

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



# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO RIBSTON HALL HIGH SCHOOL ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **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.

*Azets Audit Services*

### **Reporting Accountant**

Azets Audit Services

Dated: 18 December 2020  
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# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2020 £	Total 2019 £
<b>Income and endowments from:</b>						
Donations and capital grants	3	7,400	27,316	48,995	83,711	109,116
Charitable activities:						
- Funding for educational operations	4	143,139	4,500,086	-	4,643,225	4,396,386
Other trading activities	5	54,364	13,257	-	67,621	51,580
Investments	6	189	-	-	189	211
<b>Total</b>		<u>205,092</u>	<u>4,540,659</u>	<u>48,995</u>	<u>4,794,746</u>	<u>4,557,293</u>
<b>Expenditure on:</b>						
Raising funds	7	31,712	-	-	31,712	21,782
Charitable activities:						
- Educational operations	8	162,017	4,538,313	571,086	5,271,416	5,116,240
<b>Total</b>	7	<u>193,729</u>	<u>4,538,313</u>	<u>571,086</u>	<u>5,303,128</u>	<u>5,138,022</u>
<b>Net income/(expenditure)</b>		11,363	2,346	(522,091)	(508,382)	(580,729)
Transfers between funds	17	(62,771)	(12,147)	74,918	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial gains/(losses) on defined benefit pension schemes	25	-	116,000	-	116,000	(534,000)
<b>Net movement in funds</b>		<u>(51,408)</u>	<u>106,199</u>	<u>(447,173)</u>	<u>(392,382)</u>	<u>(1,114,729)</u>
<b>Reconciliation of funds</b>						
Total funds brought forward		63,281	(1,797,198)	12,887,426	11,153,509	12,268,238
Total funds carried forward		<u>11,873</u>	<u>(1,690,999)</u>	<u>12,440,253</u>	<u>10,761,127</u>	<u>11,153,509</u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2020

Comparative year information Year ended 31 August 2019	Notes	Unrestricted funds £	Restricted funds: General Fixed asset £		Total 2019 £
<b>Income and endowments from:</b>					
Donations and capital grants	3	-	21,088	88,028	109,116
Charitable activities:					
- Funding for educational operations	4	204,261	4,192,125	-	4,396,386
Other trading activities	5	51,580	-	-	51,580
Investments	6	211	-	-	211
<b>Total</b>		<u>256,052</u>	<u>4,213,213</u>	<u>88,028</u>	<u>4,557,293</u>
<b>Expenditure on:</b>					
Raising funds	7	21,782	-	-	21,782
Charitable activities:					
- Educational operations	8	189,452	4,358,172	568,616	5,116,240
<b>Total</b>	7	<u>211,234</u>	<u>4,358,172</u>	<u>568,616</u>	<u>5,138,022</u>
<b>Net income/(expenditure)</b>		44,818	(144,959)	(480,588)	(580,729)
Transfers between funds	17	(38,539)	8,890	29,649	-
<b>Other recognised gains/(losses)</b>					
Actuarial losses on defined benefit pension schemes	25	-	(534,000)	-	(534,000)
<b>Net movement in funds</b>		6,279	(670,069)	(450,939)	(1,114,729)
<b>Reconciliation of funds</b>					
Total funds brought forward		57,002	(1,127,129)	13,338,365	12,268,238
Total funds carried forward		<u>63,281</u>	<u>(1,797,198)</u>	<u>12,887,426</u>	<u>11,153,509</u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## BALANCE SHEET

AS AT 31 AUGUST 2020

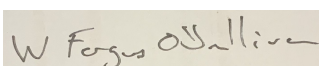
	Notes	2020		2019	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	12		12,557,398		13,054,884
<b>Current assets</b>					
Debtors	13	73,785		124,385	
Cash at bank and in hand		382,687		279,030	
		<u>456,472</u>		<u>403,415</u>	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	14	(327,627)		(364,955)	
<b>Net current assets</b>			128,845		38,460
<b>Total assets less current liabilities</b>			<u>12,686,243</u>		<u>13,093,344</u>
Creditors: amounts falling due after more than one year	16		(63,116)		(125,835)
<b>Net assets before defined benefit pension scheme liability</b>			<u>12,623,127</u>		<u>12,967,509</u>
Defined benefit pension scheme liability	25		(1,862,000)		(1,814,000)
<b>Total net assets</b>			<u>10,761,127</u>		<u>11,153,509</u>
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	17				
- Fixed asset funds			12,440,253		12,887,426
- Restricted income funds			171,001		16,802
- Pension reserve			(1,862,000)		(1,814,000)
<b>Total restricted funds</b>			<u>10,749,254</u>		<u>11,090,228</u>
<b>Unrestricted income funds</b>	17		11,873		63,281
<b>Total funds</b>			<u>10,761,127</u>		<u>11,153,509</u>

The accounts on pages 24 to 47 were approved by the Trustees and authorised for issue on 17 December 2020 and are signed on their behalf by:



Mrs L Frall

**Co-chair of trustees**



Dr F O'Sullivan (Resigned 31 August 2020 and Reappointed 24 September 2020)

**Co-chair of trustees**

Company Number 07625308

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2020

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	Notes	2020 £	£	2019 £	£
<b>Cash flows from operating activities</b>					
Net cash provided by operating activities	21		205,569		72,978
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		189		211	
Capital grants from DfE Group		42,195		89,985	
Capital funding received from sponsors and others		6,800		22,620	
Purchase of tangible fixed assets		(88,325)		(205,587)	
<b>Net cash used in investing activities</b>			(39,141)		(92,771)
<b>Cash flows from financing activities</b>					
New long term government loan		-		23,531	
Repayment of long term government loan		(62,771)		(33,005)	
<b>Net cash used in financing activities</b>			(62,771)		(9,474)
<b>Net increase/(decrease) in cash and cash equivalents in the reporting period</b>			103,657		(29,267)
Cash and cash equivalents at beginning of the year			279,030		308,297
<b>Cash and cash equivalents at end of the year</b>			<u>382,687</u>		<u>279,030</u>

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# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS

*FOR THE YEAR ENDED 31 AUGUST 2020*

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### 1 Accounting policies

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

#### 1.1 Basis of preparation

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

#### 1.2 Going concern

The Trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts 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 accounts.

#### 1.3 Income

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

##### Grants

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

General Annual Grant is recognised in full in the statement of financial activities in the period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

##### Sponsorship income

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

##### 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.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

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### 1 Accounting policies

(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 accounts until they are sold. This income is recognised within 'Income from other trading activities'.

#### Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

### 1.4 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

#### Expenditure on raising funds

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

#### Charitable activities

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

### 1.5 Tangible fixed assets and depreciation

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

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### 1 Accounting policies

(Continued)

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset, as follows:

Freehold property	2% on cost
Freehold improvements	10% on cost
Computer equipment	25% - 33% reducing balance
Furniture & equipment	25% reducing balance and 15% on cost

The school owns the property it operates from. The valuation of the Freehold buildings was considered by the Trustees and included at what they consider a reasonable estimate of current market value.

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

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

#### 1.6 Liabilities

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

#### 1.7 Provisions

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

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

#### 1.8 Leased assets

Rentals payable under operating leases are charged against income on a straight-line basis over the period of the lease.

#### 1.9 Financial instruments

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

##### Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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



# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

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### 1 Accounting policies

(Continued)

#### Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

#### 1.10 Taxation

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### 1.11 Pensions benefits

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

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

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

#### 1.12 Fund accounting

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

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

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

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 1 Accounting policies (Continued)

#### 1.13 Agency arrangements

The academy trust acts as an agent in distributing certain monies to students and other schools, for example 16-19 Bursary funding from the ESFA in so far as these are not discretionary in nature, and monies regarding Sports Network.

### 2 Critical accounting estimates and areas of judgement

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

#### Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, 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.

### 3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Capital grants	-	42,195	42,195	65,408
Other donations	7,400	34,116	41,516	43,708
	<u>7,400</u>	<u>76,311</u>	<u>83,711</u>	<u>109,116</u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
<b>DfE / ESFA grants</b>				
General annual grant (GAG)	-	3,891,125	3,891,125	3,845,490
Other DfE group grants	-	299,679	299,679	125,101
	-	4,190,804	4,190,804	3,970,591
<b>Other government grants</b>				
Special educational projects	-	23,800	23,800	23,800
<b>Exceptional government funding</b>				
Coronavirus job retention scheme grant	-	878	878	-
<b>Other funding</b>				
School funds	-	267,709	267,709	190,004
Other incoming resources	143,139	16,895	160,034	211,991
	143,139	284,604	427,743	401,995
<b>Total funding</b>	<b>143,139</b>	<b>4,499,208</b>	<b>4,642,347</b>	<b>4,396,386</b>

The academy trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding".

- The academy furloughed some of its premises staff under the government's CJRS. The funding received of £878 relates to staff costs in respect of 1 member of staff which are included within note 9 below as appropriate.

### 5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Hire of facilities	26,680	-	26,680	32,582
Other income	27,684	13,257	40,941	18,998
	54,364	13,257	67,621	51,580

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Short term deposits	189	-	189	211

### 7 Expenditure

	Staff costs £	Non Pay Expenditure		Total 2020 £	Total 2019 £
		Premises £	Other £		
Expenditure on raising funds					
- Direct costs	16,746	-	-	16,746	5,740
- Allocated support costs	3,077	10,409	1,480	14,966	16,042
Academy's educational operations					
- Direct costs	2,998,047	-	477,433	3,475,480	3,306,746
- Allocated support costs	789,844	731,366	274,726	1,795,936	1,809,494
	<u>3,807,714</u>	<u>741,775</u>	<u>753,639</u>	<u>5,303,128</u>	<u>5,138,022</u>

#### Net income/(expenditure) for the year includes:

	2020 £	2019 £
Fees payable to auditor for:		
- Audit	12,300	9,240
- Assurance services other than audit	3,750	3,780
- Other services	1,900	1,900
Operating lease rentals	12,216	14,173
Depreciation of tangible fixed assets	570,868	568,497
Loss on disposal of fixed assets	218	119
Net interest on defined benefit pension liability	34,000	34,000

### 8 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
<b>Direct costs</b>				
Educational operations	3,467	3,472,013	3,475,480	3,306,746
<b>Support costs</b>				
Educational operations	158,550	1,637,386	1,795,936	1,809,494
	<u>162,017</u>	<u>5,109,399</u>	<u>5,271,416</u>	<u>5,116,240</u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 8 Charitable activities (Continued)

	2020	2019
	£	£
<b>Analysis of support costs</b>		
Support staff costs	758,368	693,635
Depreciation	571,086	568,616
Technology costs	60,469	60,593
Premises costs	160,280	188,045
Other support costs	197,007	244,340
Governance costs	48,726	54,265
	<u>1,795,936</u>	<u>1,809,494</u>

### 9 Staff

#### Staff costs

Staff costs during the year were:

	2020	2019
	£	£
Wages and salaries	2,736,473	2,734,167
Social security costs	264,223	266,715
Pension costs	776,643	571,867
	<u>3,777,339</u>	<u>3,572,749</u>
Staff costs - employees	3,777,339	3,572,749
Agency staff costs	30,375	25,606
Staff restructuring costs	-	24,741
	<u>3,807,714</u>	<u>3,623,096</u>

Staff restructuring costs comprise:

Redundancy payments	-	24,741
	<u>-</u>	<u>24,741</u>

#### Staff numbers

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

	2020	2019
	Number	Number
Teachers	54	60
Administration and support	66	61
Management	4	4
	<u>124</u>	<u>125</u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 9 Staff

(Continued)

#### Higher paid staff

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

	2020 Number	2019 Number
In the band £60,001 - £70,000	3	2
In the band £70,001 - £80,000	-	1
In the band £80,001 - £90,000	1	-
	<u>          </u>	<u>          </u>

#### Key management personnel

The key management personnel of the academy trust comprise the Trustees and the senior leadership 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 £429,591 (2019: £433,777).

### 10 Trustees' remuneration and expenses

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

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

Mrs Sarah Colombini, Headteacher

- Remuneration £80,000 - £85,000 (2019 - £75,000 - £80,000)
- Employer's pension contributions £15,000 - £20,000 (2019 - £10,000-£15,000)

Ms Rebecca Rose, Staff Trustee (resigned 31 August 2019)

- Remuneration - N/A (2019 - £45,000 - £50,000)
- Employer's pension contributions - N/A (2019 - £5,000 - £10,000)

Miss Julie Bishop, Staff Trustee (resigned 14 February 2020)

- Remuneration £10,000 - £15,000 (2019 - £20,000 - £25,000)
- Employer's pension contributions £Nil - £5,000 (2019 - £5,000 - £10,000)

Miss Leticia Erro, Staff Trustee (appointed 1 September 2019)

- Remuneration £40,000 - £45,000 (2019 - N/A)
- Employer's pension contributions £10,000 - £15,000 (2019 - N/A)

During the year, travel and subsistence payments totalling £65 (2019: £100) were reimbursed or paid directly to a Trustee.

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

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 11 Insurance for Trustees and officers

The academy trust has opted into the Department for Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.

### 12 Tangible fixed assets

	Freehold property £	Freehold improvements £	Computer equipment £	Furniture & equipment £	Total £
<b>Cost</b>					
At 1 September 2019	13,740,000	2,506,545	332,026	265,207	16,843,778
Additions	22,007	18,839	16,994	15,760	73,600
Disposals	-	-	-	(2,500)	(2,500)
At 31 August 2020	13,762,007	2,525,384	349,020	278,467	16,914,878
<b>Depreciation</b>					
At 1 September 2019	2,267,100	1,088,168	267,758	165,868	3,788,894
On disposals	-	-	-	(2,282)	(2,282)
Charge for the year	274,800	251,535	23,202	21,331	570,868
At 31 August 2020	2,541,900	1,339,703	290,960	184,917	4,357,480
<b>Net book value</b>					
At 31 August 2020	11,220,107	1,185,681	58,060	93,550	12,557,398
At 31 August 2019	11,472,900	1,418,377	64,268	99,339	13,054,884

On conversion the Trustee's agreed to base their valuation of freehold land and buildings on insurance valuation. This was chosen in favour of having a formal valuation done as the cost of a formal valuation would be onerous compared with the additional benefit derived by the users of the accounts.

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

### 13 Debtors

	2020 £	2019 £
Trade debtors	5,620	10,795
VAT recoverable	16,263	6,566
Prepayments and accrued income	51,902	107,024
	73,785	124,385

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 14 Creditors: amounts falling due within one year

	2020 £	2019 £
Government loans	64,833	64,885
Trade creditors	50,367	58,571
Other taxation and social security	64,320	64,343
Other creditors	90,731	59,959
Accruals and deferred income	57,376	117,197
	<u>327,627</u>	<u>364,955</u>

### 15 Deferred income

	2020 £	2019 £
Deferred income is included within:		
Creditors due within one year	22,884	79,913
	<u>22,884</u>	<u>79,913</u>
Deferred income at 1 September 2019	79,913	-
Released from previous years	(79,913)	-
Resources deferred in the year	22,884	79,913
	<u>22,884</u>	<u>79,913</u>
<b>Deferred income at 31 August 2020</b>	<u>22,884</u>	<u>79,913</u>

At the balance sheet date, the Academy was holding funds received in advance in relation SSEF grant income which has been deferred, the prior year balance related entirely to school trips taking place in 2019/20 which was deferred accordingly.

### 16 Creditors: amounts falling due after more than one year

	2020 £	2019 £
Government loans	63,116	125,835
	<u>63,116</u>	<u>125,835</u>



# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

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16 Creditors: amounts falling due after more than one year	(Continued)	
Analysis of loans	2020 £	2019 £
Wholly repayable within five years	127,949	190,720
Less: included in current liabilities	(64,833)	(64,885)
	<hr/>	<hr/>
Amounts included above	63,116	125,835
	<hr/> <hr/>	<hr/> <hr/>
<b>Loan maturity</b>		
Debt due in one year or less	64,833	64,885
Due in more than one year but not more than two years	53,056	65,751
Due in more than two years but not more than five years	10,060	60,084
	<hr/>	<hr/>
	127,949	190,720
	<hr/> <hr/>	<hr/> <hr/>

Government loans comprise loans amounting to £127,949 (2019: £190,720) from the ESFA under the Condition Improvement Fund. The loans are to be repaid in instalments over a 3 to 5 year period commencing from September 2017. Interest is charged on the loans at rates between 1.04% - 2.01%.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 17 Funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2020 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	3,891,125	(3,716,684)	(16,995)	157,446
Other DfE / ESFA grants	-	299,679	(299,679)	-	-
Other government grants	-	24,678	(24,678)	-	-
School Fund Account	17,527	267,709	(271,681)	-	13,555
CIF loan	(4,848)	-	-	4,848	-
Other restricted funds	4,123	57,468	(61,591)	-	-
Pension reserve	(1,814,000)	-	(164,000)	116,000	(1,862,000)
	<u>(1,797,198)</u>	<u>4,540,659</u>	<u>(4,538,313)</u>	<u>103,853</u>	<u>(1,690,999)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	1,113,211	42,195	(211,693)	-	943,713
Capital expenditure from GAG	322,545	-	(34,494)	16,995	305,046
Transfer on conversion	11,557,897	-	(306,801)	-	11,251,096
Other donations	78,234	6,800	(17,745)	-	67,289
School Fund	1,411	-	(353)	-	1,058
CIF loan	(185,872)	-	-	57,923	(127,949)
	<u>12,887,426</u>	<u>48,995</u>	<u>(571,086)</u>	<u>74,918</u>	<u>12,440,253</u>
<b>Total restricted funds</b>	<u>11,090,228</u>	<u>4,589,654</u>	<u>(5,109,399)</u>	<u>178,771</u>	<u>10,749,254</u>
<b>Unrestricted funds</b>					
General funds	<u>63,281</u>	<u>205,092</u>	<u>(193,729)</u>	<u>(62,771)</u>	<u>11,873</u>
<b>Total funds</b>	<u>11,153,509</u>	<u>4,794,746</u>	<u>(5,303,128)</u>	<u>116,000</u>	<u>10,761,127</u>

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

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

The Restricted Fixed Asset Fund includes amounts receivable from the ESFA and private Sponsors in respect of tangible fixed assets held for Academy use.

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

Transfers between funds relate to fixed asset purchases made from unrestricted funds, a transfer from unrestricted reserves to offset an overspend in the General Annual Grant fund and to reflect appropriately the underlying arrangements in respect of CIF loans.

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

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 17 Funds

(Continued)

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2019 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	3,845,490	(3,859,228)	13,738	-
Other DfE / ESFA grants	7,786	125,101	(132,887)	-	-
Other government grants	-	23,800	(23,800)	-	-
School Fund Account	31,963	190,004	(204,440)	-	17,527
CIF loan	-	-	-	(4,848)	(4,848)
Other restricted funds	4,122	28,818	(28,817)	-	4,123
Pension reserve	(1,171,000)	-	(109,000)	(534,000)	(1,814,000)
	<u>(1,127,129)</u>	<u>4,213,213</u>	<u>(4,358,172)</u>	<u>(525,110)</u>	<u>(1,797,198)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	930,919	65,408	(190,907)	307,791	1,113,211
Capital expenditure from GAG	692,566	-	(53,818)	(316,203)	322,545
Transfer on conversion	11,880,267	-	(305,194)	(17,176)	11,557,897
Other donations	32,925	22,620	(18,226)	40,915	78,234
School Fund	1,882	-	(471)	-	1,411
CIF loan	(200,194)	-	-	14,322	(185,872)
	<u>13,338,365</u>	<u>88,028</u>	<u>(568,616)</u>	<u>29,649</u>	<u>12,887,426</u>
<b>Total restricted funds</b>	<u>12,211,236</u>	<u>4,301,241</u>	<u>(4,926,788)</u>	<u>(495,461)</u>	<u>11,090,228</u>
<b>Unrestricted funds</b>					
General funds	<u>57,002</u>	<u>256,052</u>	<u>(211,234)</u>	<u>(38,539)</u>	<u>63,281</u>
<b>Total funds</b>	<u>12,268,238</u>	<u>4,557,293</u>	<u>(5,138,022)</u>	<u>(534,000)</u>	<u>11,153,509</u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2020 are represented by:</b>				
Tangible fixed assets	-	-	12,557,398	12,557,398
Current assets	11,873	384,234	60,365	456,472
Creditors falling due within one year	-	(213,233)	(114,394)	(327,627)
Creditors falling due after one year	-	-	(63,116)	(63,116)
Defined benefit pension liability	-	(1,862,000)	-	(1,862,000)
<b>Total net assets</b>	<b>11,873</b>	<b>(1,690,999)</b>	<b>12,440,253</b>	<b>10,761,127</b>

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2019 are represented by:</b>				
Tangible fixed assets	-	-	13,054,884	13,054,884
Current assets	63,281	280,318	59,816	403,415
Creditors falling due within one year	-	(259,568)	(105,387)	(364,955)
Creditors falling due after one year	-	(3,948)	(121,887)	(125,835)
Defined benefit pension liability	-	(1,814,000)	-	(1,814,000)
<b>Total net assets</b>	<b>63,281</b>	<b>(1,797,198)</b>	<b>12,887,426</b>	<b>11,153,509</b>

### 19 Capital commitments

	2020 £	2019 £
Expenditure contracted for but not provided in the accounts	1,642,850	8,807

### 20 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:

	2020 £	2019 £
Amounts due within one year	17,296	17,296
Amounts due in two and five years	24,140	41,437
	<b>41,436</b>	<b>58,733</b>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

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

	2020 £	2019 £
Net expenditure for the reporting period (as per the statement of financial activities)	(508,382)	(580,729)
Adjusted for:		
Capital grants from DfE and other capital income	(48,995)	(88,028)
Investment income receivable	(189)	(211)
Defined benefit pension costs less contributions payable	130,000	75,000
Defined benefit pension scheme finance cost	34,000	34,000
Depreciation of tangible fixed assets	570,868	568,497
Loss on disposal of fixed assets	218	119
Decrease/(increase) in debtors	50,600	(34,865)
(Decrease)/increase in creditors	(22,551)	99,195
<b>Net cash provided by operating activities</b>	<u>205,569</u>	<u>72,978</u>

### 22 Analysis of changes in net funds

	1 September 2019 £	Cash flows £	31 August 2020 £
Cash	279,030	103,657	382,687
Loans falling due within one year	(64,885)	52	(64,833)
Loans falling due after more than one year	(125,835)	62,719	(63,116)
	<u>88,310</u>	<u>166,428</u>	<u>254,738</u>

### 23 Contingent liabilities

At 31st August 2020 the Academy had contingent liabilities totalling £Nil (2019: £23,895).

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

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### 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 Gloucestershire County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £53,078 (TPS) and £19,044 (LGPS) were payable to the schemes at 31 August 2020 (2019 - £41,691 (TPS) and £18,434 (LGPS)) and are included within creditors.

#### **Teachers' Pension Scheme**

##### **Introduction**

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

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

##### **Valuation of the Teachers' Pension Scheme**

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

The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to the TPS in the period amounted to £460,978 (2019: £319,327).

A copy of the valuation report and supporting documentation is on the Teachers' Pension Website.

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

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

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 contributions are as noted below. The agreed contribution rates for future years are 28.3% for employers and 5.5 - 12.5% for employees.

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

Total contributions made	2020 £	2019 £
Employer's contributions	183,000	177,000
Employees' contributions	40,000	41,000
	<u>          </u>	<u>          </u>
Total contributions	223,000	218,000
	<u>          </u>	<u>          </u>

Principal actuarial assumptions	2020 %	2019 %
Rate of increase in salaries	2.50	2.60
Rate of increase for pensions in payment/inflation	2.20	2.30
Discount rate for scheme liabilities	1.70	1.80
Inflation assumption (CPI)	2.30	2.30
Commutation of pension to lump sums pre-April 2008	35.0	35.0
Commutation of pension to lump sums post-April 2008	68.0	68.0
	<u>          </u>	<u>          </u>

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

	2020 Years	2019 Years
Retiring today		
- Males	21.7	21.5
- Females	23.9	23.7
Retiring in 20 years		
- Males	22.4	22.3
- Females	25.3	25.0
	<u>          </u>	<u>          </u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 25 Pension and similar obligations

(Continued)

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

	2020	2019
Discount rate + 0.1%	(103,400)	(105,200)
Discount rate - 0.1%	103,400	105,200
Mortality assumption + 1 year	176,120	163,360
Mortality assumption - 1 year	(176,120)	(163,360)
CPI rate + 0.1%	86,800	84,000
CPI rate - 0.1%	(86,800)	(84,000)

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

	2020 Fair value £	2019 Fair value £
Equities	1,677,000	1,475,000
Government bonds	585,000	568,000
Cash and other liquid assets	76,000	45,000
Property	203,000	182,000
Total market value of assets	2,541,000	2,270,000

The actual return on scheme assets was £82,000 (2019: £132,000).

#### Amount recognised in the Statement of Financial Activities

	2020 £	2019 £
Current service cost	313,000	245,000
Past service cost	-	7,000
Interest income	(43,000)	(57,000)
Interest cost	77,000	91,000
Total operating charge	347,000	286,000



# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 25 Pension and similar obligations

(Continued)

Changes in the present value of defined benefit obligations	2020 £	2019 £
At 1 September 2019	4,084,000	3,122,000
Current service cost	313,000	245,000
Interest cost	77,000	91,000
Employee contributions	40,000	41,000
Actuarial (gain)/loss	(77,000)	609,000
Benefits paid	(34,000)	(31,000)
Past service cost	-	7,000
	<u>4,403,000</u>	<u>4,084,000</u>

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

	2020 £	2019 £
At 1 September 2019	2,270,000	1,951,000
Interest income	43,000	57,000
Actuarial gain	39,000	75,000
Employer contributions	183,000	177,000
Employee contributions	40,000	41,000
Benefits paid	(34,000)	(31,000)
	<u>2,541,000</u>	<u>2,270,000</u>

### 26 Related party transactions

Owing to the nature of the academy trust and 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.

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